

**THE GOVERNING BODY FOR FRIERN BARNET SCHOOL
MINUTES OF THE MEETING HELD IN SCHOOL AND ON MS TEAMS
MONDAY, 10 OCTOBER 2022**

MEMBERS:

CO-OPTED GOVERNORS

* Ms Ann Woodhall (Chair) (WLA)
Councillor Barry Rawlings (RSB)
* Ms Niki Savva (Vice-Chair) (SAN)
* Mr Chris Kendrick (KKC)
§ Mr Kunal Gautami (GIK)
* Mr Alexander Gayle (GEA)

PARENT GOVERNORS

§ Ms Olga Glazer (GRO)
* Mrs Joanna Goga (GAJ)
* Mr Nishad Gudhka (GAN)
* Mrs Tracy Ward (WDT)

LA GOVERNOR

* Councillor Anne Hutton (HNA)

STAFF GOVERNORS

* Mr Simon Horne (HT) (HES)
Ms Varuni Morrison (MNV)

* Denotes members present

§ Present on MS TEAMS

NON-VOTING OBSERVERS PRESENT

* Ms Kathryn Poynting (PGK)
* Ms Jane Mullan (MNJ)
* Mr Jim Robinson (RNJ)

IN ATTENDANCE

* Mrs Jane Canavan (Clerk) (CNJ)

Woodhall

22/73 WELCOME & INTRODUCTIONS

WLA welcomed everyone to the meeting.

22/74 APOLOGIES FOR ABSENCE

Cllr Barry Rawlings, Mrs Varuni Morrison – accepted

22/75 ELECTION OF CHAIR FOR ACADEMIC YEAR 2022-23

A self-nomination was received by Ms Ann Woodhall. The governors **voted unanimously** for Ann Woodhall to remain as Chair for the academic year.

22/76 ELECTION OF VICE-CHAIR FOR ACADEMIC YEAR 2022-23

A self-nomination was received by Ms Niki Savva. The governors **voted unanimously** for Niki Savva to remain as Vice-Chair for the academic year.

22/77 DECLARATION OF PECUNIARY INTEREST

None.

22/78 ADOPTION OF TERMS OF REFERENCE 2022/23

Finance Committee: amended to read: **They meet once a term**
The terms of reference were **ADOPTED**

22/79 ADOPTION OF CODE OF CONDUCT 2022/23

Amended to include Governors agreeing to abide by the School's Financial constraints.
The Code of Conduct was **ADOPTED**

22/80 GOVERNOR YEAR PLAN 2022-23

Three presentations over the year: Autumn 2, Spring 2 and Summer 2. Governor Safeguarding Training would take place at the next meeting, at 6.00 pm. **WLA** said they would try to ask Jane Morris, Local Authority Safeguarding Officer, to come and talk briefly to governors.
Spring 2: Student Parliament and Summer 2: Creative Arts.
The Green Agenda would be a standing item so that the school can sign up to the NGA's Green Government Pledge.

22/81 MINUTES OF LAST MEETING

Subject to one amendment, the minutes of the meeting held on 11 July 2022 were **APPROVED**.

22/82 MATTERS ARISING

22/61 Woodhouse Links

WLA asked how many students went to Woodhouse College this year. **HES** said there were 26 (about 17% of Yr11).

HNA asked where the other students had gone. **MNJ** said this information was currently being collated and would be presented to governors.

22/68 Able & Ambitious

WLA asked if the Able & Ambitious page was on the website. **HES** said he would check this out.

GIK said that he would be sharing some links about going Net Zero. He said that St John's were looking at activities to do this. **WLA** suggested the information be forwarded to Paula Donaldson (DNP) who is coordinating the Green Agenda for the school.

22/83 GOVERNOR LINKS

Governor Links for the year were agreed. A schedule will be issued separately.

22/84 GREEN AGENDA

HES said in the summer he and **DNP** had a meeting with a company called Asset Plus. They are working with the local authority on their de-carbonisation bid. They said they would prepare a report for FBS on energy saving and net zero measures, covering such things as heat pumps, windows, lagging, solar panels etc. They have also carried out a survey, replacing traditional lighting with LED lamps. Some have already been installed in Technology and there is a chance that the school might be included in a local authority bid.

WLA said they plan to sign up to the NGA's Greener Governance Pledge and they have to ensure that a climate action plan is developed. There will be an Environment Committee to include members of student parliament, **DNP** and the link governor. **WLA** said she hoped there might be some money to help with this. **HES** said the local authority is also making this one of their key priorities.

22/85 HEAD TEACHER'S REPORT

The report was circulated earlier.

HES reported that Sonu Tiwari, former Head of Technology, sadly had passed away on 6 October. He said the funeral was being held in the afternoon of 12 October and he would be closing the school at lunchtime to enable staff to go to it.

Ahead of the Open Evening, thanks to **RSB**, Sir Keir Starmer visited the school with Bridget Philipson, Shadow Secretary of State for Education.

School roll

HES said school numbers should be 162 in each year group. However, it is a difficult time and all schools in Barnet are trying to reach their maximum numbers. He said they would need to consider very carefully whether they go down to five-form entry (150 children per year group). Census day was Thursday, 6 October. Pupil numbers on that date determine the school's budget for the following financial year in April 2023.

HES said reducing pupil numbers is a complicated process. There has to be a consultation process and it probably wouldn't actually happen for a year. However, if they were considering changing the school roll, they would need to consider it now. He will bring more information to the next meeting.

Attendance

HES said attendance has been an issue since COVID – some pupils on roll haven't appeared and some had gone off roll. These children have to be included in the attendance figures until the school receives confirmation that they have moved on. There are a few school refusers and children are being marked as unauthorised absentees when they are late to school. However, **HES** said attendance should settle down as they go through the term.

WLA asked what the qualification was through the Prince's Trust. **MNJ** said it was a Personal Development and Employability course that all students in the Hub undertake. It is modular and accreditation is from Yr 9 upwards.

WLA asked if there were any children who hadn't been on a school trip. **HES** said they had put in the SIP: every child should have the opportunity to join an after-school club and go on a school trip. **HES** said a maths teacher had resigned right at the end of last term and a disciplinary hearing took place this term in his absence. The teacher will be referred to the Teaching Regulation Agency and the Disclosing and Barring Service and they will decide if he can teach again.

GAN asked if strike action by teachers and support staff was likely. **HES** said that Unison members in Barnet had voted to strike and this has to feed into the wider circle. He added that the national employers should have announced wage awards last April but had delayed them. With inflation rising, a strike is probable but he was not sure when this would be. Teachers' unions have carried out an indicative ballot, but **HES** said he didn't know what the results of the ballot were. There is no formal ballot out yet.

GRO noted there were two early careers teachers (ECTs) on roll and she asked how many PGCE teachers were in school. **PGK** said there were five.

KKC said that in her presentation in July, Corrine had said they were hoping to recruit a drama teacher. He noted that an ECT had been appointed and asked what support had been put in place for her. **HES** said that the person covering the previous drama teacher's maternity leave is at FBS

for the autumn term. He added they have gone out to advert for a Head of Drama. The ECT is quite academic, which they hope will help the GCSE drama students in particular.

22/86 GCSE RESULTS

HES said they were very pleased with this year's results – in almost every case students had performed better than Fischer Family Trust 50 (FFT50) targets. The only group that did not do as well were the SEND pupils. This group included some pupils who took little or no GCSEs. **HES** said they managed to get the high attainment children to exceed their targets. **PGK** said there were some mental health issues – one particular student would have had very good KS2 results, but wasn't able to sit the GCSE exams. **HES** said they were pleased with some of the SEND results and all students have gone on to further education.

GAN said the alternative resource programme (ARP) should assist those students next year. **HES** said the published results are measured against the KS2 results and the prediction of what their GCSE results should be. He said last year there were four children with EHCPs and two of those did not sit any GCSEs. Another, who would have been a high attainer, had quite severe mental health problems and sat only three GCSEs.

GAJ asked if targets were adjusted during a pupil's time at the school or were they fixed. **HES** said internally they adjust a pupil's targets if they look like they would exceed them. The government targets compare similar children with similar prior attainment at primary school. The FFT targets are not the adjusted, however the school might adjust a pupil's school target to try to get a child to be more aspirational.

The Government's Attainment8 and Progress8 are set against FFT data.

HES said they were surprised to see PE did not meet its targets. The new Head of PE is looking into the reasons why some PE coursework was massively marked down, so that the same problem won't arise for this year.

WLA asked where this year's cohort was. **HES** said it is slightly below last year's. It is more boy-heavy (2022 was girl-heavy). Further, there are a few more students in the group who are less engaged with education. However, the mock exams taken at the end of last term were very good. Students turned up to the exams and he couldn't fault their behaviour.

HES said that he felt parental engagement was very good last year and that makes a huge difference. This year they will endeavour to increase parental engagement. A Yr.11 parents' evening is planned.

GAJ suggested they record it so that those parents who are unable to get to it can access it online.

HES agreed this was a good idea. He added that some parents of secondary pupils find it difficult to cope with the work that their children bring home.

GAN asked for clarity on the GCSE science subjects. **HES** said that triple science consists of individual subjects (Biology, Chemistry and Physics). Science Trilogy is combination of the three science disciplines. Because high attainers tend to take Triple Science, Science Trilogy will always have a lower outcome.

GAN said that the teaching staff should be very proud of the progress made this year. **WLA** agreed that a lot of hard work had been undertaken by the staff. She noted the school celebrated the GCSE results with the staff and was sorry she could not attend.

22/87 PUPIL PREMIUM (PP) IMPACT 2021-22/STRATEGY 2022-23

HES said he would send a link to governors when it is up on the website. There is not much change (it is a 3-year plan). GCSE results comparisons for the last four years show the gap is narrowing between PP students and the whole cohort. **HES** said this bucks the national trend. 41.5% of FBS students are disadvantaged. On average all pupils scored a 5 in English and a 4 in maths. Attainment8 overall showed less than 0.5 grade difference. **GAJ** asked what the main reason was for the improvement. **HES** said it was a girl-heavy group and they tend to perform better. He added there are a number of other factors: if they're SEND or not, engaged or not. With a good year group, one is teaching to the whole cohort. **PGK** said she thought parental engagement was also a factor – it was quite noticeable last year. **WLA** asked how they could build on this. **GRO** said peer

support probably also had an impact. Achieving good grades was the main target for last year, which may have influenced some pupils who normally might not have worked so hard. **MNJ** said they have such a wide number of PP students and the inclusive nature of the school and all of the teaching strategies apply to all students. Also the literacy strategy they've applied over the past five years could have had an incremental impact on results.

22/88 SCHOOL IMPROVEMENT PLAN (SIP) 2022-23

This document was circulated previously.

Actions and measuring their impact, to achieve the objectives seen at the last meeting, have been added to the SIP. **WLA** said that in some exit interviews staff wanted to see 'good' lessons, not necessarily just in their own faculty. **PGK** said they do this already. Each member of teaching staff belongs to a research group (a mixture of faculties) and they sign up to what they want to focus on. As part of this they go on and observe each other. This dropped off because of COVID but it has started again. **PGK** said that some staff felt that some of the information given at the sessions could have been sent in an email, so that more time could be devoted to teaching and learning. Faculty heads have been asked to try and find some time in their meetings to talk about how to improve their teaching.

Objective 2 – staff wellbeing – **PGK** said they promote counselling services to staff and will organise social events with staff to ensure they feel part of a team.

Objective 3: high expectations of students - providing support to all students, including those in the ARP and the HUB. **WLA** suggested there should also be a mention of Able & Ambitious students as this is one of the school's focii.

Objective 4: to be a financially sustainable institution: pupil admission numbers and falling roll, should include the Chair. To explore the implications of a 'fully trust led system' should be HES and the working party. The Greener Governance pledge should be DNP and the governors.

22/89 SELF EVALUATION FORM (SEF)

Governors to note.

HES said it would be more important in 2023-24, because the school would be due an Ofsted inspection. **HNA** said in Barnet there is a list of schools thought to come up for inspection this year. **FBS** is not on this list.

HES said GCSE results would be published in October.

In the contextual information about **FBS**, **GAN** asked what 'low stability' means. **PGK** said this relates to mobility where students move schools, not staying for years 7 to 11. 83% of students stay for the full five years (compared to 91% nationally).

22/90 POLICIES FOR RATIFICATION

Positive Behaviour for Learning Policy

RNJ told governors of the proposed changes and additions to this policy. The main change comes in the Sanctions area of the policy. They want to reduce punitive sanctions and move a restorative conversation model being the main sanction for poor behaviour. There will still be 60 and 40 minute detentions and **RNJ** is hoping to arrange for some training in restorative conversations so that detentions will reduce over time.

Every restorative conversation is logged onto the management information system and heads of year or heads of faculty can intervene.

GAN suggested that there might be more of a sense of justice in a restorative conversation. **RNJ** said that sometimes a student might not understand the effects of their actions and there might be more understanding of the impact of their behaviour.

RNJ said students who are late to school will have 20 minutes detentions and six lates in a four-week period is referred to the Education Welfare Officer (EWO) for a fixed penalty notice. There is also information about early intervention – PMPs, report cards and the escalation process.

Heads of faculty can now issue 40 and 60 minutes detentions (previously it was only heads of year).

The policy was RATIFIED unanimously.

Safeguarding Policy

This policy had been amended to take into account the statutory guidance in the government's Keeping Children Safe in Education 2022 document.

WLA reminded governors that they must read Part 2 of the Keeping Children Safe in Education document and respond to the clerk that they have done so. The school has to keep a record of this. **WLA** said she is hoping to have Jane Morris (local authority Safeguarding Officer) come and talk to the GB. She added it might be useful if governors come to the meeting in school on this occasion.

HNA said she would be attending a Safeguarding course in November.

HNA said that she couldn't find the Safeguarding Policy on the school's website. **HES** said he would check this out because it always should be there. **MNJ** said it was on the website, linked to the KCSIE document. Governors felt that the policy should be a bit more prominent on the website.

This policy was RATIFIED unanimously.

Pay Policy

HES explained the pay policy has been deferred to the next meeting, pending the government pay increases for teachers.

22/91 GOVERNOR TRAINING

Governors should contact the clerk if they would like to attend any of the LA courses. They are part of a package the schools buys into. The majority are webinars.

22/92 REPORT OF THE EDUCATION & SKILLS DIRECTOR AUTUMN 2022

Governors to note.

WLA asked **GAJ** to check that the school website complies with what maintained schools should publish online. Clerk to send the link to **GAJ**.

22/93 ANNUAL REGISTER OF BUSINESS INTERESTS

Governors to complete this form and pass to the Clerk.

22/94 ANY OTHER BUSINESS

GAN to represent the school at Sonu Tiwari's funeral.

22/95 DATE OF NEXT MEETING

Monday, 5 December 2022, 6.30 pm. Safeguarding training at 6.00 pm