

**Minutes of the meeting of the Governing Body of  
Stormont House School held at 5pm on Monday 14 March 2022 at the school**

**Membership:**

<b>Name</b>	<b>Role</b>	<b>Term of Office</b>
Mr Bernard Hawes	Co-opted Governor – Chair	25/11/2019-24/11/2023
Ms Beatrice Andrews	LA Governor – Vice Chair	25/03/2019-24/03/2023
Mr Kevin McDonnell	Head Teacher	Ongoing
Ms Lynn Dalton	Co-opted Governor	25/11/2019-24/11/2023
Ms Rhiannon Eglin	Co-opted Governor	05/10/2020-04/10/2024
Ms Judith Enenmoh	Co-opted Governor	21/06/2021-20/06/2025
Ms Dot Hodgson	Co-opted Governor	20/03/2018-31/07/2022
Ms Claire Napier	Staff Governor	01/09/2019-31/08/2023
Mr Dayo Okewale	Co-opted Governor	23/11/2020-22/11/2024
Mr Nicola Pizzolato	Co-opted Governor	21/06/2021-20/06/2025
Ms Gillian Wickham	Parent Governor	TBC
Mr Alan Roddie	Parent Governor	TBC

**Present:**

Mr Bernard Hawes	Co-opted Governor – Chair
Mr Kevin McDonnell	Head Teacher
Ms Rhiannon Eglin	Co-opted Governor
Mr Dayo Okewale	Co-opted Governor - <i>joined online until 6.30pm</i>
Ms Gillian Wickham	Parent Governor
Ms Claire Napier	Staff Governor
Mr Alan Roddie	Parent Governor
Ms Beatrice Andrews	LA Governor – Vice Chair
Ms Lynn Dalton	Co-opted Governor

**In attendance:**

Ms Sandra Collier	Deputy Head Teacher
Ms Grainne Carpenter	School Business Manager

**Clerk:**

Jane Ware	Hackney Education Governor Services
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**Apologies:**

Ms Judith Enenmoh	Co-opted Governor
Ms Dot Hodgson	Co-opted Governor
Mr Nicola Pizzolato	Co-opted Governor

## SUMMARY OF OUTSTANDING ACTIONS

Date	Details
15.03.21	Head Teacher to share video around Taxonomy. <b>Ongoing</b>
21.06.21 and 08.11.21	Governors interested in discussing the Chair role to contact Chair. <b>Ongoing</b>
08.11.21	Ms Hodgson, Ms Wickham and Ms Eglin to contact Ms Collier to talk more about the Link Governor role liaising with the Student Council. <i>Completed.</i>
08.11.21	Ms Eglin to circulate details of the Hackney Education pupil forum. <i>Completed, although the forum was not well attended due to Covid.</i>
08.11.21	Mr Okewale to contact Ms Napier re 6 <sup>th</sup> Form provision. <b>Ongoing.</b>
08.11.21	Ms Carpenter to identify a suitable procurement course for Governors. <i>Completed.</i>
08.11.21	Chair and Head Teacher to arrange a Board meeting in February regarding the increase in SEND places. <i>This was not completed because there was no progress.</i>
08.11.21	School Business Manager to investigate the blended meeting approach. <i>Completed.</i>
14.03.22	A governor linked to health and safety is required.
14.03.22	All governors to submit to Lynn new pen portrait photos to upload on to the website.
14.03.22	Ms Carpenter to circulate the Kaya Procurement training link.
14.03.22	Governors to review and attend Hackney Education's training offer.
14.03.22	Chair to share link for the next <a href="#">governors' virtual forum</a> at 5pm on 17 March 2022.
14.03.22	A safeguarding visit to be completed next term.
14.03.22	The school to purchase a defibrillator.

### 1 Attendance

#### 1.1 Welcome and Apologies for Absence

The Chair welcomed all to the meeting.

Apologies for absence were received from Ms Enenmoh, Ms Hodgson and Mr Pizzolato.

### 2 Governing Body Organisation

#### 2.1 Declarations of Interest

There were no declarations of interest regarding items on the agenda.

#### 2.2 Register of Pecuniary Interest

There were no new declarations of pecuniary interest made.

### 2.3 **Governing Body Membership and Recruitment**

Mr Roddie is the second parent governor which makes the Governing Body now full at 12, however Ms Dalton is stepping down at the end of the academic year so there will be a co-opted governor vacancy. Ms Dalton will support Ms Andrews with recruitment.

The school has link governors for sixth form, student voice, careers, special educational needs and disabilities (SEND) and safeguarding. Ms Dalton has been a curriculum link governor.

**Action:** A governor linked to health and safety is required.

Governor pen portraits are required on the school's website.

**Action:** All governors to submit to Lynn new pen portrait photos to upload on to the website.

### 2.4 **Governor Training and Training Needs**

**Action:** Ms Carpenter to circulate the Kaya Procurement training link.

**Action:** Governors to review and attend Hackney Education's training offer.

**Action:** Chair to share link for the next [governors' virtual forum](#) at 5pm on 17 March 2022.

Online training sessions including Prevent and Safer Recruitment can be accessed via the link to Hayes training.

## 3 **Minutes of the Last Meeting and Action Taken**

### 3.1 **To agree the minutes of the meeting held on 8 November 2021**

The minutes of the meeting held on 8th November 2021 were **agreed** by the Board as a true record with no amendments.

### 3.3 **To note outstanding matters arising and agree carry forward items**

**Question:** Does the school have the equipment to have hybrid meetings and is it the right approach?

**Answer:** Yes, and it is possible but might need further refinement. It does work but it is a matter of getting used to it.

### 3.4 **Any urgent action taken since the last meeting**

An employment issue with a member of staff on a temporary contract resulted with a compromise agreement. The contract was not able to be ended or

continued according to guidance, which caused an issue in terms of moving forward and it needed to be resolved amicably. All parties have acted in good faith in terms of the agreement which is yet to be signed.

## **4 Main Business**

### **4.1 Update on School Development Plan and Senior Leadership Team (KM)**

A school expansion was discussed at the Resources Committee in terms of a staffing structure and of there being no drop in quality of the current education offer while exploring other options.

With Katie returning from maternity leave she would assume her role as Deputy Head for Learning & Development, focusing on teaching and learning, line management, professional development and equalities and diversity. Fiona would remain as Deputy Head for Curriculum and Achievement, ensuring the curriculum intent and impact are reviewed to improve them further and to make changes that are necessary for school expansion. With the retirement of Bel as a part-time Deputy Head last August the revised structure is cost neutral. The roles of the Deputy Head for Inclusion & Safeguarding and of the Business Manager would not be affected apart from minor tweaks.

At the Resources Committee meeting it was decided to realign the school development plan.

The Teaching and Learning Committee can support curriculum content, pathways and accreditation and the school's approaches to teaching and learning assessments.

Student and staff wellbeing comes under the Resources Committee.

The forward plan is to use the summary document "Focused Priorities 2022-23" showing the lead for each priority as a reference for the development work being undertaken. A more detailed document will be produced to show the action plans for each priority and the progress being made. This document will be used by governors to monitor and challenge progress of those priorities allocated to each committee. Following the appointment into the two parent governor positions a positive link with parent views will enhance the challenge from governors. Both the Senior Leadership Team and the Governing Board work in tandem to achieve each priority.

Feedback is that parents regard school communication positively.

**Question:** Will the full working document be available at the next Full Governing Body meeting?

**Answer:** Yes, it was presented in November, reviewed in detail at the in July meeting subject to changes made in the meantime. The next Full Governing Body meeting in May will focus on the budget. The document will also go

through the Committees.

#### **4.2 Planned increase in SEND places (KM)**

The Head Teacher met with trade union representatives on Friday 11 March following the mention of staff changes. The Head Teacher explained that there was not much to update but communication will be crucial in terms of when decision making starts.

The Local Authority has concluded that more educational health care plan (EHCP) pupil places are required. The Head Teacher suggested that the mainstream provision could be more accommodating in order to be more inclusive. Individual school level data is being used to identify capacities which is arguable in terms of allowing a SEND description alone to define and be the deciding factor. The Head Teacher explained that he felt that the Council's timescales were either vague or optimistic. The change is that there is a general proposal to increase the number of SEND places in Hackney. There will be no imminent changes. Teaching approaches and school structures are likely to have to change, given that the proportion of pupils with SEND is increasing, despite the number of children in Hackney declining.

**Question:** Will this affect all schools?

**Answer:** They are suggesting a combination of having an additionally resourced provision (ARP) and special schools having higher numbers of pupils, suggesting that another site would likely be needed if, for example, the school was to go from two form to three form entry, or an alternative format may be required, in order to accommodate more pupils, which would need to be discussed and agreed upon.

Sometimes a local provision is not suitable but it is about what works for the individual child.

A blended view needs to be incorporated, managed between special and maintained schools.

Some pupils in mainstream schools would be more successful in a special school, and likewise some pupils in special schools would achieve more in a mainstream school, if they were able to gain entry.

#### **4.3 Working partnerships with other schools (KM) [Presentation]**

It was acknowledged that there are some good working relationships in terms of outreach locally and nationally.

The Head Teacher's presentation reflected how the school is meeting the whole school priorities through the school's working partnerships and subsequent networks, specifically Hackney Teaching & Schools' Alliance (HTSA), enabling a range of support, information and connections which benefit the school and

positively impact the curriculum. The Head Teacher is the Chair of the Executive Board for HTSA, which supports the evidence based approach.

Clapton Girls' Academy are a sounding board to the school and this is a really useful, long standing partnership.

Geographical isolation was identified as a potential risk for the Ashley School, Suffolk, which led to its pairing up with Stormont and there are annual comparison meetings held where ideas are exchanged, reviewed and developed.

The Head Teacher is on a steering group for the East London Teaching School Hub which can potentially influence how some programmes are developed and delivered.

**Question:** Will you reach out to other boroughs?

**Answer:** This is national, as the Teaching School Hub covers everywhere.

The London North East Maths Hub is linked with the school after they headhunted Fiona the Deputy Head to run a course for them, because they wanted her influence and impact on how they teach maths. There are regular training sessions that give the opportunity for questions to be asked about a curriculum that works for those pupils who do not take GCSEs.

**Question:** Has the number of schools involved in HTSA increased?

**Answer:** It has stayed the same although there has been some interest. It is not a federation where there is an accountability structure, it is a group of schools that work together to improve. Like any organisation, it could be grown manageably.

## **5 Head Teacher's Report**

Governors noted the previously circulated Head Teacher's report, which was taken as read.

## **6 Safeguarding (SC)**

Currently there are four students on child protection plans and child in need plans and they are closely monitored. Eight referrals have been made for additional support from Young Hackney or Early Help for parenting support, and they have all been successful, with additional key workers attending the school.

The online system supports the increasing focus on the importance of communication, and a range of staff and support staff have successfully raised concerns using this system. Staff teams for each child whom a referral has been made have been formed to provide support. Staff are kept up to date in terms of feedback and action when referrals and concerns have been made. Staff feedback is that they feel more included now and are being kept up to date. This has empowered them to make referrals as required.

There is a live concerns list, actions are recorded as students are monitored and information is shared and meetings are recorded.

Attendance has been a big focus, and remains at 93% which is higher than nationally but it is hoped that it will increase. The number of students classed as persistently absent have dropped from 36 in December to 31 a few weeks ago, due to a lot of work being completed with students and parents in terms of advice about academic progress, choices post-16 and attendance issues. This is a work in progress.

Individual successes include a student whose attendance in December was 61% and following a lot of work with the student and her mother, this is now 72% but on Friday 11 March the family moved to Ilford following their accommodation being found unsuitable, but despite the distance she arrived at school on time, having left at 7am.

There has been safeguarding training focusing on attachment and trauma which has impacted how staff understand behaviour, and the training covered the language used and how staff greet pupils.

The students have breakfast from 8.30am and at break and lunch times have an increasing number of activities and clubs which range from the quiet room to the dance music room where some of the students like to sing and dance at lunch time. This gives them opportunities to choose from a range of activities.

The risk assessment processes have been updated for trips and visits, in the interests of best practice for students, ensuring staff know what is expected of them and there will be staff training on upcoming residentials and parents will be fully briefed.

Photo identification is being reviewed for all staff and visitors.

Further information will be shared via the independent parents forum, engaging with the parental engagement officer from Hackney Education.

**Question:** Are the parents aware of who the parent governors are?

**Answer:** Yes, but more will be done to make this connection and make it an area for development.

Movement around school is calmer as the students are guided from arrival along a smooth pre planned route to enable them to be best prepared for learning. This enables any issues to be highlighted and resolved quickly in terms of students being able to regulate themselves.

**Action:** A safeguarding visit to be completed next term.

## 7. Reports from Committees and Working Parties

**7.1 Resources**

Governors noted the previously circulated Resources Committee minutes, which were taken as read.

**7.2 Teaching and Learning**

Governors noted the previously circulated Teaching and Learning minutes, which were taken as read.

**7.3 Strategic Leadership Group**

The Strategic Leadership Group has not met since the last meeting.

**7.4 SIP Visit 1**

The Chair reported that the SIP visit was successful.

**8 Policies for Review and Approval**

**8.1 Public Sector Equalities Duty and Equalities Objectives (KM)**

Governors **agreed** the Public Sector Equalities Duty and Equalities Objectives with no changes.

**8.2 Health & Safety Policy (GC/BH)**

Governors **agreed** the Health & Safety Policy.

There will be first aid training on 6 June 2022 and the fact that there is no defibrillator in the school will be addressed with the consultant.

**Action:** The school to purchase a defibrillator.

**9 Dates of Next Meetings**

Governors noted the dates of the next meetings are Monday 23<sup>rd</sup> May (for approval of the budget) which will be virtual, and Monday 27<sup>th</sup> June.

The meeting closed at 6.37pm.

(Signed)   
(Chair of Governing Body)

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**Signed: Chair of Governors**

.....**27/06/22**.....  
**Date**