

**Minutes of the meeting of the Governing Body of Stormont House School
held at the school at 5pm on Monday 27 June 2022**

Membership:

Name	Role	Term of Office
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 Enemoh	Co-opted Governor	21/06/2021-20/06/2025
Ms Dot Hodgson	Co-opted Governor	31/07/2022-30/07/2026
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	(tba)
Mr Allan Roddie	Parent Governor	(tba)

Present:

Mr Bernard Hawes
Ms Beatrice Andrews
Mr Kevin McDonnell
Ms Rhiannon Eglin
Ms Dot Hodgson
Mr Nicola Pizzolato
Ms Gillian Wickham

In attendance:

Ms Katie Foster Deputy Head Teacher
Ms Grainne Carpenter School Business Manager

Clerk:

Ms Nyree Hughes Hackney Education Governor Services

SUMMARY OF OUTSTANDING ACTIONS

Date	Details
15.03.21	Head Teacher to share video around Taxonomy. Ongoing
21.06.21 and 08.11.21	Governors interested in discussing the Chair role to contact Chair. Ongoing
08.11.21	Mr Okewale to contact Ms Napier re 6 th Form provision. Action ongoing
08.11.21	Ms Carpenter to identify a suitable procurement course for Governors. Completed

14.03.22	A Governor linked to health and safety is required. Ongoing
14.03.22	All Governors to submit to Lynn a new pen portrait and photos for the website. Completed
14.03.22	Ms Carpenter to circulate the Kaya procurement link. Completed
14.03.22	Governors to review and attend Hackney Education's training offer. Ongoing
14.03.22	Chair to share link for the next Governors' virtual forum at 5pm on 17 March 22. Completed
14.03.22	A safeguarding visit to be completed next term. Completed by the Chair
14.03.22	The school to purchase a defibrillator. Update: Now ordered. Completed.
23.05.22	Ms Carpenter to review and circulate interests register. Completed
23.05.22	Ms Carpenter to ask Schools Finance if there was a notional amount that was included in the place value that could be used to produce a more accurate reflection of actual income. Completed.
26.06.22	Governors to attend Hackney Education Governors conference where possible
26 06 22	Clerk to send skills audit to new Parent Governors and combine results for discussion at November meeting
26.06.22	Head Teacher to bring detailed action plan re unconscious bias to the Board.
26.06.22	Clerk to add unconscious bias item to future agendas

1 Attendance

1.1 Welcome and Apologies for Absence

The Chair welcomed all to the meeting. Apologies had been received from Ms Enemoh, Ms Napier, Mr Okewale, Mr Rodie and Ms Collier.

2 Governing Body Organisation

2.1 Declarations of Interest

There were no new declarations of interest.

2.2 Register of Pecuniary Interest

The register had been updated and circulated to Governors in advance of the meeting.

2.3 Governing Body Membership and Recruitment

All places on the Governing Body were currently filled.

The Chair reminded Governors that Ms Dalton would be resigning as a Co-opted Governor at the end of the summer term.

Ms Hodgson's term of office was due to end on 31st July.

Governors **agreed** the re-election of Ms Hodgson as Co-opted Governor for a further 4-year term.

2.4 Governor training and training needs

The Chair reminded Governors that Ms Eglin had circulated details of the Hackney Education Governors Conference, some dates of which were still to come. Governors should refer to the website and sign up for sessions of interest.

Action: Governors to attend the Hackney Education Governors Conference where possible.

2.5 Skills audit

The Governors and the Clerk discussed the appropriate timing for a skills audit of the Board.

Ms Carpenter had circulated a training link for procurement, as this had been the weakest skill at the last skills audit. Ms Carpenter would recirculate the link.

It was **agreed** that the two new Parent Governors should be invited to complete the skills audit and this was to be recombined with the results for the remaining Board members.

Action: Ms Carpenter to recirculate the procurement training link (but action closed).

Action: Clerk to send the skills audit questionnaire to Ms Wickham and Mr Roddie in autumn with a view to producing a combined skills audit for discussion at the November FGB.

3 Minutes of the Last Meeting and Action Taken

3.1 To agree the minutes of the meetings held on 14 March and 23 May 2022

The minutes of the meeting of 14th March 2022 were **agreed** by the Board as a true record with the amendment that the school priorities document would be reviewed at the June meeting, not the July meeting (page 4).

The minutes of the meeting of 23rd May 2022 were **agreed** by the Board as a true record with no amendments.

3.2 To note outstanding matters arising and agree carry forward items

See actions table above.

3.3 Any urgent action taken since the last meeting

The Chair confirmed that there had been no urgent action since the last meeting.

4 Main Business

4.1 Developing an unbiased environment for staff, students, families, and the wider community

Governors reviewed the previously circulated document detailing the Staff and Governors' commitment to Equality and Diversity.

The school had held training sessions on unconscious bias for staff in March. Following these sessions, the staff had then identified some aims around this issue, which were then discussed with Governors in May and June at the Resources Committee.

The Head Teacher explained that the document was a statement of where the school was currently in recognising unconscious bias exists. The school wanted to make a public declaration, especially in light of the Child Q case.

The Resources Committee had examined the statement and recommended it for adoption by the Board. Work would then need to take place to put it into practice.

Question: Will new staff have to undergo training?

Answer: They will be given the document before they start their employment. The training slides would also be in the induction pack.

The Head Teacher explained that further training would also take place and that the staff also had a duty to challenge each other and explore too.

Governors discussed the document and issues at some length. Thoughts included potentially referring to the fact that everyone had unconscious bias and being clearer with staff on what was expected of them. It was agreed that an action plan should be formulated for next steps.

Action: Head Teacher to bring a detailed action plan re unconscious bias back to the Board.

Question: Has there been a culture change in last 9 months?

Answer: Yes, people are talking in school about their experiences and staff are open to conversations around wellbeing.

4.2 Changes to staff structure

The Head Teacher reported that the SENCO was moving abroad and the QOTLA Lead was going into a mainstream school with responsibility for SEN. Two agency staff members had been recruited to cover these vacancies and

recruitment for permanent members of staff into these positions would occur in the autumn term. The Deputy Head for Curriculum and Achievement would be taking maternity leave from September with the role being covered internally.

The Head Teacher explained that the loss of three staff at the same time might slow the pace of achievement in fulfilling the current SDP priorities. Governors would be informed of further arrangements as they materialised.

4.3 Review progress of School Development Plan

Governors reviewed the previously circulated School Development Plan 2022-23 showing progress made up to March 2022

The Head Teacher explained that this was an evolving document and there was some change of emphasis from the current year. There was not another Teaching and Learning Committee before the new academic year but any questions should be forwarded to the Head Teacher in the first instance.

4.4 Receive an update on planned increase in SEND places

Governors reviewed the previously circulated document on the pros and cons of types of school expansion, which had been drafted by the Chair in conjunction with the Head Teacher and Ms Dalton.

The Head Teacher explained that there was no central update on the issue increasing SEND places in Hackney. The delay was partly because of local elections which meant the council could not make decisions at that point. There had been a half-day session in the previous half term but the follow up session could not be attended by the LA.

The Head Teacher suggested there should be a small team working on the project and also wider discussions particularly at the Resources Committee. It needed to be considered on a staffing base as well as finance and estate resources. The favoured option for expanding the building resource was to use the adjoining site that currently housed a defunct building to add additional classrooms. The school was yet to explore the logistical phasing from the current provision to where it might be after expansion. It was known that there was a need for SEND places around Year 9 onwards rather than Year 7.

Governors discussed the options. The Head Teacher explained that children who were struggling with thought processes and interactions were particularly likely to flourish at the school due to the method of teaching and learning in a small class environment.

Action: Clerk to add SEND places as a standing agenda item until further notice.

5 Head Teacher's Report

Governors noted the previously circulated Head Teacher's report. This was taken as read and there were no questions.

6 Safeguarding

6.1 Safeguarding Update

There were no safeguarding issues of note to be discussed.

7 Reports from Committees and Working Parties

7.1 Resources

The Board noted the previously circulated minutes of the Resources Committee meeting of 7th March and 10th May. These were taken as read and there were no questions.

7.2 Teaching and Learning

The Board noted the previously circulated minutes of the Teaching and Learning Committee 21st March and 20th June. These were taken as read and there were no questions.

7.3 Strategic Leadership Group

The Strategic Leadership Group had not met since the last Board meeting.

7.4 SIP Visit 2

Governors reviewed the previously circulated SIP report from the visit of 4th March.

Question: The March report said the progress in students post-Covid was not as fast as expected. Have those children progressed since March?

Answer: It's possible to fill some gaps but studying remotely was not the same as being in school. There are tailored interventions but if they were in Year 8 during Covid they will still be a bit behind where they would have been by the time they are in Year 11.

8 Date of Next Meeting

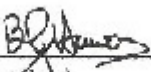
Ms Dalton's Departure from the Board

The Chair thanked Ms Dalton who would be leaving the Board at the end of term. Ms Dalton had served on the Board for approximately 15 years, had been a pillar of strength and would be missed. The Chair recorded his thanks for her great contribution to school. Ms Dalton replied that she felt it was the right time

to leave but was sad to do so, had enjoyed her time on the Board and would try to come to any school events she was invited to.

The Chair confirmed that the next FGB would be held in November, with dates for the year to be decided. He wished all a good summer.

The meeting closed at 6.23pm

(Signed) 
(Chair of Governing Body)

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Signed: Chair of Governors

Date: 27th June 2022.....