

MINUTES OF THE GOVERNORS' MEETING

Held on Thursday 15th April 2010 at 6.30 P.M.

Present: Mr Philip Eyton-Jones – Chairman
Mrs Catherine Simpson– Head Teacher
Mr Stuart Ayres
Ms Judith Corbett
Mr Alan Evans
Mrs Doreen Eyton
Mrs Maria Hammersley
Mr Tony Hannigan
Mr Markus Hesseling
Mrs Barbara Hughes
Miss Jane Kennedy
Mrs Liz Oliver
Mrs Sally Tansley

In Attendance: Mr Julian Molloy
Miss Anne Spiller - Clerk to the Governors

1. Apologies: Mr David Jones, Miss Jane Kennedy, Miss Charlotte Maloney, Fr Antony McDowell, Mr Philip McGreevy,

2. Minutes of the Meetings held on 12th March 2010

The Minutes were approved by: Judy Corbett & seconded by: Liz Oliver

3. Staff Structure

i) A number of confidential papers were circulated for use during the meeting. The Governors had chosen 'Option Map 2' Document (1) at the meeting held on 26th February. The saving potential over 3yrs could be substantial but would depend on who applied for which post & the appointee.

It was agreed that the Primary Co-ordinator on TLR2b would line manage the Foundation and KS2 co-ordinators on TLR2a. This would give a Career Structure for the current staff, an opportunity for succession. Interviews must be very clear. We need to have the best Structure.

ii) Mrs Simpson presented Representations (2) received from: five members of Staff and the NUT & NASUWT Unions.

a) Heads of Learning. It was agreed to move responsibility for Careers to Head of Learning 14-19.

b) Suggestion from two staff to change Head of learning from Humanities to Creative & Expressive Arts. It was agreed that this could be re looked at for the future. Nothing would be cast in stone.

c) SENCO would not warrant a TLR here as it was not a full time post. The SENCO now attends the S.M.T. meetings as it is a pivotal position. Mrs Evans had decided to retire. We would have to advertise for her replacement.

SENCO would stand alone in a separate box and be line managed by The Head Teacher.

d) The NAHT had not made contact.

e) NASUWT – Para 1. Potential redundancy: conclusion 'Rewards and Incentive Guidance (RIG) made it clear that a staffing review must not be conducted as a cost cutting exercise.' This was no longer the case, it had changed. A review must be based in teaching & learning & structures should reflect that.

Para 2. Current Structure & Summary: It was also the time to respond to an ongoing collective pay dispute of S.M.T. regarding people who were not on the leadership spine.

It would also create the best lines of communication for staff.

Para 3. The Proposals ... 'Heads of learning will be expected to write the schemes of work, annual report to governors, self evaluation etc and have full responsibility of accountability for each of the subject areas that are included in their faculties.' This was not correct. Every teacher was responsible for writing schemes of learning. The Head teacher wrote the annual report to governors

'Clearly the assistant headteachers will be expected...' The advertised posts are 'Head of Learning'.

Para 4. Primary school proposals. '...welcomes the fact that governors have recognised the contribution made by other staff in the school' this was true. 'RIG made it clear that a change of name of a post must not be used as a method of downgrading its remunerated value. The differences in the job description must be significant'.

The difference was significant. The school would return to the previous structure with a TLR2b & two TLR2a's.

- f) Workload – It was projected, but under review, that all teachers would work 44/50th, Heads of Learning 38/50th and Head of Pastoral 30/50th.

Heads of learning would not input DATA, which would be done by Admin.

The Governors were keen to emphasise that the new structure would be reviewed annually.

- g) None of the teaching staff produced a really different structure.

- h) Admin staff review. The Bursar withdrew from the meeting. It was agreed that the review would happen but had to be delayed pending further discussion.

As there were no further options put forward by Governors, it was agreed that CS would hold a staff briefing in the morning to inform them of the decisions reached.

4. School Improvement Plan

The School Improvement Plan was reviewed and ratified.

5. Any other business

- i) Faith Schools – A meeting had been called with Mohamed Mehmet & Hywyn Williams. This would be held here on Thursday 29th April at 5 p.m.
- ii) The next Pre-Inspection Governors' meeting would follow at 6 p.m.
- iii) The Lead Inspector Peter Harris had met with CS. The Self Evaluation Grades had been discussed. S.M.T. had discussed Key Questions 1-7. It had been felt that the school was at: QK1 to 3, 6 & 7 = 3; QK 4 & 5 = 2. She believed we were somewhere between a 2 & 3. Mr Hesseling said that was good credit to CS as a year ago it was thought we would be a 4.
- vi) Future meetings would normally be at 6.30 p.m.

6. Next Meeting

Thursday 29th April at 6 p.m.