

St. Brigid's School – Governors' Meeting Minutes

Thursday 15th March 2012 at 5.00 p.m.

Quorum – 8/17

Chair – Tony Hannigan

Clerk – Anne Spiller

In attendance – Hywyn Williams & Julian Molloy

Initial	Attendance	Initial	Attendance	Apologies for Absence
JC	Judy Corbett	MK	Mick Kumwenda	Maria Hammersley
PE-J	Philip Eyton-Jones	GLW	Geraint Lloyd-Williams	Phil McGreevy
MHe	Markus Hesselning	KM	Karen Morris	Darren Millar
BH	Barbara Hughes	LO	Liz Oliver	
DJ	David Jones	JS	Jane Stewart	
JK	John Kenworthy	ST	Sally Tansley	

Issues Discussed

- ❖ Opening Prayer
- ❖ Director of Education
- ❖ Minutes of Meeting 19th February 2012
- ❖ Chairmans' Report
- ❖ Head Teachers' Report
- ❖ Primary Co-ordinators Report
- ❖ Year end Forecast
- ❖ Audit Visit
- ❖ Annual Review of Policies
- ❖ T.O.R. for Admissions
- ❖ Any Other Business:
 - School Motto/Mission Statement
 - Resignation of FG; Approval of FG Governor & Re-appointment of FG
 - Pupil Safety – Road Crossing to Playing field & Bus Stop queue

Decisions and Recommendations Made	By Whom	When
<p>1. Director of Education: HW thanked Govs for moving the meeting forward. Important to have an exploratory discussion. Schools protected with Revenue Funding Capital funding reduced by 41%. Major cuts over next few years. Welsh Government changes to Capital funding 50% & Local Government 50%. Meaning only essential works. V.A. Schools currently 85% WG & 15% Govs. Move toward 50:50 Faith based option should be available to parents. Currently there was no Secondary provision available West of Rhyl. This School: Number of clear qualities. Long history, strong ethos (don't want to lose this). Deserves to be safeguarded. Unique 3-18 at the moment. Post 16: Lot of thought going into this. The Dyffryn Clwyd collaboration was facing a 7% funding cost year by year to achieve 21% cost reduction. Two secondary faith based schools: Not sustainable. Te Revised Strategic Funding: DCC had put a bid for £73m to WG of which DCC would fund 50%. To achieve funding from WG must be</p>		

<p>Transformational. DCC want to be the first Authority in Wales to obtain this funding. This would not allow patch up jobs on existing buildings.</p> <p>Did no believed the strategy would change, how do we deal with that challenge?</p> <p>Federate: This was one option. He could not force this on Govs at the moment, but would eventually have that power. St Brigid's Govs felt they had always been on the peripheral. They had not been invited to all meetings. HW- That had been an error but only happened once.</p> <p>R.C. Diocese felt it difficult to deal with St B's. Need to see what can be done to get accepted into the Diocese.</p> <p>HW wanted action. Talked for long enough. The Minister had notionally given some money; it was in our hands to develop this funding.</p> <p>HW would meet Govs of BE-J. Wants another meeting with those involved to look at 8 year strategy. What's best for Pupils/Parents? There had to be compromise. Likened situation to a bereavement. Govs must not be parochial, it may not be palatable.</p> <p>Crucial thing was Leadership. Organisations failed without this critical appointment. Real difficulty recruiting good Head teachers, even more difficult to achieve with faith background. BE-J was moving forward at a pace. Looking to significantly improve their results. He could see one leadership team across two sites could be beneficial. In the long term, he felt clearly we would not get one school on two sites.</p> <p>He believed there could be an amalgamation with one school operating on two sites. There would be one Headteacher and two Gov Bodies. He had the power to do that now. It was a long process. Consultation with Parents, Govs, Staff & the Diocese.</p> <p>JC – AS a V.A. school who owned the premises, could you enforce this? HW – Yes, if it was endorsed by Cabinet and ratified by The Minister. You could object, but The Minister could chose to refuse.</p> <p>How would this affect the current pupils in the school? Finding enough good leaders for 2 schools was an issue. Need to mitigate & manage the risks. The distance/travel time between the two sites. Shared leadership meant leader could not be on site all day.</p> <p>DJ - Teaching staff had real concerns about loss of management posts.</p> <p>HW- had previous experience of making 3:2. There were no job losses. They achieved this by managing voluntary retirements. Some posts would go. One Headteacher. Would need Heads of Site. He had drastically reduced the number of Deputy Heads.</p> <p>Primary pupil numbers were increasing. Was this talking 3-18? HW- Was talking secondary. Primary provision needed to be more localised. Future secondary needed to be big enough to sustain.</p> <p>HW – Warned there won't be a penny of Capital spent on this building by WG or DCC.</p> <p>Vlth Form: Bar Welsh Medium secondary schools would find it difficult to sustain in the future. Schools would not be able to standalone to make the provision. The Funding Formula was planned to reduce meaning all Vlth form provision would rely on Partnership.</p> <p>LO – What about the £24m Knowsley new school which was only part filled. Parents had not supported that school. JK – New the school well. From the beginning it had been done for the wrong reasons. It was possible to get it wrong. It must be a continuation in their Faith Journey.</p> <p>Funding from Cardiff could be turned off. They could decide not to put in Faith based education.</p> <p>JC – Wanted a Cost effective investigation for this school on this site. Why spend millions on a new build? Had cost analysis been done on keeping both sites?</p> <p>HW – That would be part of the feasibility study. There was no doubt that DCC were oversubscribed. FCC (bigger authority) & Wrexham had one Secondary FB school in each authority, DCC had two. He felt it was inefficient to try & spend money on both sites. This provision was needed before 2017. From the Ministers pint of view. No option for St Brigid's to remain as we are. There would be no funding.</p> <p>JC – We need to explore to modernise? It was not about being competitive; it was about Faith based education.</p> <p>HW – Condition surveys had already been done, we have two crumbling schools. He did not believe it would be sustainable. We need to consider consolidation/rationalisation.</p> <p>Travel- What would the cost be to parents & DCC to move pupils?</p> <p>JC – Could we come up with our own proposals? She did not want to divide Faith based Education in Denbigh; she could not see both schools being supported.</p> <p>HW – You would need to convince the Minister & the Diocese.</p> <p>Pressing issue for St B's with the Headteacher post being vacant. Need to discuss further.</p> <p>HW – Might need to consider sharing a Headteacher in the future?</p> <p>LO – Had recently met an officer of the WG. She had been assured that there were no plans to close or for the amalgamation of St B's with BE-J.</p> <p>HW - Review federation. It was not imminent, but could be in the new academic year.</p> <p>HW advised Govs to keep the window open for what a new build may do for this school. Look to what pupils gained; better & stronger. The parents need to be informed. Their view sought. If St B's is wanted by DCC that's good. If it's just the parents, they would be on their</p>	<p>HW</p>	<p>29/3</p> <p>1/2013</p>
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<p>own. Govs would need to be honest. Julian Molloy was here to help. HW thanked everyone. It was unpalatable. There had been a good debate and Governors had engaged. HW left the meeting.</p>		
<p>2. Minutes of Meeting held on 19th February: Approved by PE-J; Seconded by GL-W. Matters arising: i) Darren Millar had been confirmed as the LEA appointed Governor. ii) Candidates for Asst. H/T post were v good. Legal difficulties with documentation of the HoL appointments. Meeting with DCC to resolve. iii) French/Geography matters addressed. JM was moving ahead. iv) Website: Agreed to put a photo of TH and name the other Governors with a short resume. v) Representative of School Council to attend future meetings. vi) Self evaluation. 6 responses to date. Need to get double figs to be of value. MHe asked Govs to respond.</p>	<p>TH,JK & PEJ MHe/ST Govs</p>	<p>16/3 17/5 31/3</p>
<p>3. Chairman's Report: PEJ reported on Admissions: 304 on waiting list for Primary. Only 10% had gained a place. Yr 7 entrants: Only 9 passed the exam. Siblings gained another 9 places. 2 Statemented children had named the school. The exam had been re-set to update with the curriculum. Rona Jones had done a quality control of the exam with our Yr6. The results were considerably higher, which was a good bench mark. No comments from DCC on the Policy. All schools comply with the Calendar for Admissions. PEJ Suggested a change to the future Admissions policy to state; If pupils failed to gain 3 level 4's, then talk to their Headteacher. It would have been good this year. This was agreed. Need to publish in the press, give 6 weeks for response It is then up to the Minister. DCC is usually against selection. Nearest to school, currently use Google maps. If we had two so close, could go to DCC to use 'D' Maps for definitive answer. PEJ – There were 9 Appeals for Yr 7 and 1 for Yr 5 entry.</p>	<p>PEJ/AS DCC</p>	<p>April Within 30 days</p>
<p>4. Headteachers' Report: JK had been in post for just 3 weeks. He had circulated his brief report, which would be more comprehensive in future. The options were a good system but could be significantly improved. The planned Staffing Committee had been postponed due to insufficient notice; JK had met informally with both Chairs (JS & TH). The ICT Technician contract was due to expire on 31.3.12. He had met with Geoff Conway to discuss this & GC Job Description to see how we would cover the role of the line manager. Suggested after conversation with Technician to renew contract for 1 month. This was agreed. Proposed by JS Seconded by MHe.</p>		
<p>5. Primary Co-ordinator Report: Rona Jones reported that pupils had won through to the 2nd round of the Urdd Disco Dance. Saskia Schmidt had qualified for the Urdd National Swimming Final in Cardiff. John Powell had started teaching peripatetic Brass Instruments this term. Foundation Phase had attended the annual Jamboree in Ruthin. Andrew Madog had managed to get Sponsored Football kits. Last Summer 40 pupils took part in the Triathlon. It would be supported again on June 19th After school clubs were popular & massively oversubscribed. Available on 4 nights. The VIth Form (D of E good deeds for CCF) helped the clubs and supported extra reading with pupils along with parents led by Joy Jones who volunteered to do 'Toe by Toe' intensive reading where they were achieving 18 months catch up within 6 months. The guided reading scheme for Primary (£2000) worked well. Relationship with Primary Staff & Secondary pupils was great. Results: Foundation – CSI 90.91% in line with our Family of Schools (FoS) and well above DCC & Wales. The summer building works had enabled staff to deliver the curriculum. The ground at the rear now needed development. RK had put a bid for funding. The bouldering wall (School Association) was great. KS2 – CSI 89.66% need to bear in mind a new intake in Yr 3 & Yr 5 (unknown quantity). Boys do as well if not better than the girls. They were pushing the M.A.T. pupils. ICT Upgrade had made a huge difference to Primary. Ideally need additional interactive white boards. A number of outside visitors had enriched the curriculum. Very young children need to be</p>		

<p>given a change of face. Primary had led the 'Safer routes to school' which importantly needed parents & governors support. It was agreed that pupils must wait in the playing field for transport towards Bodfari.</p>	RJ/JK	
<p>6. Budget/Year End Forecast: In the absence of MH, TH reported the Committee met on Monday. The budget was on line. Negotiations for significant underfunding of the Secondary ALN were ongoing. If that was resolved. Looked like the outturn would be approx £16k deficit having greatly reduced the previous years' c/f figure. Catering had a surplus. The adjustment to be made before creditors moved over to DCC</p>	JK/SW	April
<p>7. Audit Visit: PEJ reported that Audit had returned and it was likely they would return. i) With the resignation of MMJ, there was a vacancy on Pupil Discipline & Exclusions & Staff Appeals: A quorum for that Committee was 3. PEJ was appointed. Meant he must not attend Staffing (SD&D&PA). Curriculum: may have the addition of a FG when current vacancies filled. Boarding: Doreen Eyton-Jones had been appointed as an Associate Member. Revised list to be circulated. ii) Meiriol Meredith Jones had resigned as a Foundation Governor. She was thanked for her contribution during her service. Maria Hammersley (FG) had agreed to serve a further term in office. Jane Stewart had been appointed (FG). There were two vacancies. Clerk to inform Chris Harness</p>	TH/PEJ AS AS	
<p>8. Annual Review of Policies: Policies had been circulated with the Agenda. i) Child Protection Policy – The latest version had MHe as Designated Governor. ii) Complaints - MHe stated the update included 'any written expression of dissatisfaction would constitute a complaint' iii) Financial Authorisation – iv) Freedom of Information publication scheme v) Governors' allowances vi) Lettings policy - The policies were reviewed & accepted en bloc. Proposed JC; Seconded JS.</p>		
<p>9. Terms of Reference Admissions: The T.o.R. were approved were approved. Proposed by TH; Seconded by JC</p>		
<p>10. Any Other Business: i) Mission Statement/Motto: The Mission Statement had resulted from two Staff & Govs SOS training Days and pupil consultation. The School Motto 'Fortiter et Suaviter' remained. To be c/f to next meeting. ii) Date for Staffing Meeting: Monday 23rd April at 4.30 p.m. iii) Fischer Family Trust data results to be forwarded again to school for circulation to Govs. iv) Appointment of Head Teacher: Plan A – It was suggested that adverts should include Ireland. The re-organisation must be stated. Recruits would need to understand the Wales Education system. JM noted there had been issues using a recruitment agency. JK - There was real difficulty recruiting a Catholic Headteacher. He would speak to Joanna Moore. Plan B – JK asked if he would agree to extend his term of office. He would be delighted to. v) Meeting with Dioceses – 29th March. vi) Easter holiday Skiing trip to Bulgaria – Travel company had reassured school that all coaches used for transfers both ends would have seat belts. vii) The Annual Parents Evening: Invite Hwywen Williams & both Bishops. Prepare a bland statement for Parents & Staff– Excellent interim Head. Nothing worse than a void.</p>	MHe JM/AS JS/PEJ JK	17/5 17/5

Next Meeting – Thurs 17th May at 6.30 p.m.	Duration of Meeting – 3.25 Hrs
Draft Mins to Head Teacher & Chair – 21st March 2012	Draft Mins to Committee- 26th March