

Kirklees Directorate for Children and Young People

THE GOVERNING BODY OF SOUTHGATE SCHOOL

Minutes of the Meeting of the Governing Body held at 5.30 pm via Microsoft Teams on Wednesday, 7 October 2020.

PRESENT

Mr R Baines (Chair), Mrs J Berrett, Mr P Evans (Head Teacher), Mr M Holland, Mrs S Norman, Ms A Robinson, Mrs A Marsland

IN ATTENDANCE

Miss K George (Minute Clerk)
Mrs R Perfitt (Deputy Head Teacher)
Ms C Gray (Prospective Governor)

1.	Item	Minutes	Action
	ELECTION OF CHAIR	<p>The Minute Clerk took the Chair for this item.</p> <p>RESOLVED: (i) That no nominations had been received from Governors not present at the meeting. (ii) That the term of office be for one year. (iii) That in the case of a tie there would be a revote by show of hands. (iv) That Mr R Baines be elected as Chair.</p> <p>Mr R Baines took the Chair.</p>	
	APOLOGIES FOR ABSENCE, CONSENT AND DECLARATIONS OF INTEREST	<p>Apologies for absence were received from Mrs K Emptage (consent).</p> <p>Ms Cheryl Gray introduced herself to the Governors. She works as a Group Safety Advisor in Kirklees Council and had advised the school on Health and Safety issues within school. The Governors invited her to be a Governor on the Governing Body, this would be confirmed under Representation (Minute 15 refers).</p>	

	Item	Minutes	Action
		<p>(a) <u>Confirm their protocols on apologies and consent to governor absence</u></p> <p>RESOLVED: That Governors agree to consent to all apologies received (blanket consent).</p> <p>(b) <u>Approve the Governors' Code of Conduct</u></p> <p>RESOLVED: That the following Governors agree to the Governors' Code of Conduct:</p> <p style="padding-left: 40px;">Mr R Baines, Mrs J Berrett, Mr P Evans (Head Teacher), Mr M Holland, Mrs S Norman, Ms A Robinson and Mrs A Marsland.</p> <p>(c) <u>Declaration of Business Interest information</u></p> <p>It was advised that not all Governors had completed the Declaration of Business Interests form that had been sent out in June; the Clerk advised that this form was now available online and the link to it was on the agenda.</p> <p>ACTION: All Governors to complete the Declaration of Business Interests Form.</p> <p>(d) <u>Get Information about Schools (GIAS)</u></p> <p>The Head Teacher advised that this would be checked and updated in the coming week.</p> <p>ACTION: Head Teacher to check that GIAS was up to date.</p> <p>(e) <u>Approving 'alternative arrangements' for remote meetings</u></p> <p>RESOLVED: That Governors agree to hold remote meetings if necessary and agree to Governors joining remotely if they could not join a face to face meeting.</p>	<p>All</p> <p>Head Teacher</p>

	Item	Minutes	Action
3.	NOTIFICATION OF ITEMS TO BE BROUGHT UP UNDER ANY OTHER BUSINESS	<p>The following item was notified to be brought up under Any Other Business:</p> <ul style="list-style-type: none"> • Comic Art Week. 	
4.	MINUTES OF THE MEETING HELD ON 24 JUNE 2020.	RESOLVED: That the minutes of the meeting held on 24 June 2020 be approved by the Chair as a correct record.	
5.	MATTERS ARISING	<p>(a) <u>Doors and Maglocks</u></p> <p>The Head Teacher advised that Ronnie Hartley from the LA had sorted out the funding for the maglocks and this work would take about ten days to complete; this may be done during the Easter holidays but the Head Teacher wanted to have a contingency plan in case the work took longer.</p> <p>Q. Will Easter be in the next financial year? Will the money still be available?</p> <p>A. The money will be available and isn't coming out of the school's budget.</p> <p>All the doors have now been fixed apart from the shutter door in the main hall.</p> <p>(b) <u>Finance Report</u></p> <p>The Head Teacher confirmed that the Finance report would be produced termly and would be brought to the next Governing Body meeting. The Head Teacher would ask Mrs J Hallas to set up some Finance Committee meetings.</p> <p>(c) <u>Outdoor Celebration</u></p> <p>Mrs S Norman advised that the online live outdoor celebration had gone very well and had been very successful. She advised it had been a pleasure to be a part of it. There had been lots of views at the live event</p>	

	Item	Minutes	Action
		and the Head Teacher advised that the video was available on Southgate School's YouTube channel.	
6.	ELECTION OF VICE-CHAIR	RESOLVED: (i) That the term of Vice-Chair would be for one year. (ii) That Mr M Holland be elected as Vice-Chair.	
	School Improvement		
7.	PUPIL ISSUES AND ADMISSIONS	(a) <u>Pupil Numbers:</u> The Head Teacher advised there were 155 pupils on roll. There were 4 planned new starters for January 2021 and 2 pupils who had recently moved into the local authority that the school would need to accommodate. This would take the number up to 161. Of the new starters and consultations coming through, there are several younger pupils (Badger Class age), with primary needs shifting more towards communication and interaction. There was one pupil due to leave for Woodley this term. In the summer, a Child Looked After left the school to move to an SEMH setting out of authority, and another pupil left the authority. The Head Teacher advised that the school were not taking any more children in some of the year groups as the classes are full in those pathways. There could have been two Badger classes in September had school been made aware of the demand in the local authority. The consultations came throughout the summer holiday and are still continuing. This has been discussed with the LA and planning meetings are scheduled for after half term. The Head Teacher confirmed that the school's capacity was 164 children, this capacity had been set in a previous year and the Deputy Manager in SENDACT was looking into this to see if was still an appropriate capacity as it was becoming difficult to sustain due to the changing needs of the cohort. (b) <u>Pupil Funding</u>	

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	<p>Pupil funding requests have been successful (both increases and decreases) which indicated the good EHCP paperwork the school was doing.</p> <p>The school were continuing to see an increase in the complexity of need at Southgate. Over recent years, there had been an increase in pupils with SEMH as their primary need. These were often higher A or B funded. This year had seen an increase in pupils with Communication and Interaction as their primary need (B and C funded). Many of these pupils were younger and justified the direction the school was taking with the Forest Curriculum (Semi Formal). September 2020 funding levels were as follows:</p> <p>A Funded: 24 pupils (15.5%) B Funded: 43 pupils (27.7%) C Funded: 81 pupils (52.3%) D Funded: 7 pupils (4.5%)</p> <p>For A funded pupils, this showed a 5.5% increase from 09/19 and a 10.8% increase from 09/16. D funded continued to fall and there were no new starters in this band this year.</p> <p>(c) <u>Attendance</u></p> <p>Attendance was now up to around 80% of children accessing school each day.</p> <p>Attendance had steadily increased over the course of the new term. Many new pupils have had a more in-depth transition, and this had also been necessary for many of the existing pupils who have had limited attendance since March. There were also a number of pupils who would have had a very gradual transition due to their prior school history and high anxiety. There are a number of factors impacting on attendance including transitions, school transport, holidays and staffing.</p> <p>The week 3 figures (67.25%) were impacted upon by the positive cases that were communicated the weekend before. Of the 3 pupils who were</p>	

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	<p>shielding, 1 family had chosen not to send them back and the other 2 had decided not to attend following the increase in cases nationally and the positive cases at Southgate. There was another pupil not attending due to the vulnerability of a family member. The school were being supportive rather than punitive at this stage and offering encouragement. Governors are supportive of this approach.</p> <p>The school was aiming to have all the children in attendance by October half term, although some will remain on a part time timetable.</p> <p>(c) <u>Behaviour</u></p> <p>Mrs R Perfitt advised that transitions continued to be the focus across school for the first half term, with an emphasis on re-establishing the high expectations around The Southgate Way.</p> <p>This had been successful, and it had been a calm and positive start to the school year. Up to 30 September, the daily behaviour and anxiety records showed that 13.9% were Outstanding, 74.3% were good, 9.7% were stage 1, 1.4% were stage 2, and only 0.7% were stage 3. This demonstrates a significant decrease in levels of anxiety compared to previous years.</p> <p>There have been 8 occasions where physical intervention had been necessary. This had involved 6 pupils and further analysis showed that the duration of most physical intervention was minimal. The school continue to be committed to reducing physical interventions; the Woodland Team and the Social & Emotional Team were being trained on Low Arousal Approaches through Studio3.</p> <p>(d) <u>Post 16 Destinations</u></p> <p>The Head Teacher advised that the external accreditations achieved were reflective of the internal teacher assessments made in school. 21 pupils had assessments done at other settings before coming to Southgate in Key Stage 3 or 4.</p>	

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		<p>There were 15 pupils going to Kirklees College, two pupils going to Ravenshall's Post 16 provision, 1 pupil going to Ravenshall's bespoke provision, 2 pupils going to Woodley's Post 16 provision, 1 pupil going to the Communication Specialist College in Doncaster, and one to Employability Solutions. There was an admin delay between SENDACT and Employability Solutions and attendance has been impacted upon. School have been chasing this. The pupil going to Ravenshall's post 16 provision was very anxious and staff were trying to reduce this anxiety but due to the current Covid situation the family were looking to delay his start by a year.</p> <p>Q. Are there any prospects on more pupils taking functional skills? A. One child achieved Level 2 Functional Skills in English last year. We now have leaders in English and Maths, and they are looking at setting up a pathway for pupils to complete this in KS4.</p>	
8.	HEAD TEACHER'S REPORT	<p>(a) <u>Teaching and Learning</u></p> <p>The Head Teacher advised that they had finalised the Contingency Plan for Remote Learning for events when pupils were absent due to Covid-19 disruptions. This had been shared with Governors. The Head Teacher advised that the school had an advantage with this as they had been actively providing a variety of home learning since March. Pupils and families were surveyed about what worked and what they would like next; the feedback had been very positive, and the Head Teacher had sent a link to Governors with parent responses.</p> <p>For a small number of pupils, the staff were currently working on sending work home that did not look like schoolwork so the pupils would not be anxious about it. The school had produced sensory bags for pupils who were at home; these included activities and resources for home learning with a guide for parents on teaching the pupils using the resources provided. The school was working with families to make the home working fun but outcome driven.</p>	

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	<p>Q. How is Covid affecting Staff?</p> <p>A. There were four members of staff on long term leave which isn't related to Covid but adds pressure. There had been 12 short term absences. 6 staff have had to isolate with symptoms, with one case being positive. 6 members of staff had to isolate due to family members. The test rate is getting quicker so there is not too long a wait for results.</p> <p>The Head Teacher advised that in week 2/3 there were quite a few staff absences and the school could not get any supply teachers; the support staff had stepped up to cover the absences and had gone a great job. There were now longer-term supply teachers in school.</p> <p>The Chair advised that when one staff member was positive for the virus the Senior Leadership Team handled it very well. This followed a positive pupil's case 3 days earlier from the same class. All necessary procedures and actions were taken for both cases.</p> <p>Mrs J Hallas, going above and beyond, was checking the school email on weekends which was how this positive case was picked up so quickly. The Chair congratulated everyone involved for their quick response and good work.</p> <p>The ETA Recruitment had taken place remotely and the shortlisting had taken place on 28 September 2020. Mrs S Norman was involved as the Governing Body representative. The Head Teacher advised that they would be looking at using some of the Covid Catchup fund to pay for fixed term contracts to ensure staff stability and to support interventions.</p> <p>For teacher recruitment, the school had received 24 applications and 13 applicants had been shown around the school by the Head Teacher whilst maintaining social distancing and following guidance. Anne Robinson represented the governors and advised that it had been difficult to shortlist the applicants due to the strength of the applications; 10 applicants had been shortlisted. The next stage would be to interview the shortlisted</p>	

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	<p>applicants which would involve them doing some tasks remotely and then 3 or 4 of the shortlisted applicants would be invited into the school.</p> <p>The Head Teacher advised that Mrs Evans had left the school after 28 years. The Governors gave their thanks to her for her long service to the school.</p> <p>Sarah (Assistant Headteacher) was leading the Woodland Pathway and would continue with this whilst the school evaluated the best options moving forwards. It was such a key area of the school covering the growing SEMH needs of the pupils and having a senior leader in charge was very beneficial. The school have had to reshuffle leadership responsibilities to accommodate this, with Mrs Hallas taking on additional roles. This was supported by the new Senior Business Support role that was created before the summer.</p> <p>(b) <u>School Development Plan</u></p> <p>The Head Teacher advised that despite the disruption caused by Covid, there was a huge focus on the curriculum this term. Governors noted the key areas and what would be worked on under the curriculum areas. The Head Teacher advised that every teacher had an area of co-ordination so there was progression.</p> <p>(c) <u>School Enrichment, Events and Celebration</u></p> <p>The Duke of Edinburgh Award continued at Southgate despite Covid-19, and pupils would undertake day expeditions which would be underway shortly.</p> <p>Ben and Sue had managed to secure a £5,000 cheque from Transpennine Express.</p> <p>Sarah Grant (Kirklees Learning Partner/ SEN) had advised the Head Teacher that she had heard that the school was a 'school on the up'. She</p>	

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	<p>was looking forward to visiting, citing the school's reputation as an 'amazingly inclusive school'.</p> <p>The school had a student placement from Nordoff Robins until at least Christmas to do Music Therapy. She was attending every Friday.</p> <p>The school had successfully procured a Sensory Occupational Therapist over the Summer Holiday. She was now working at Southgate every Tuesday, and had been very positive about the staff, their practice, and the learning environments in school.</p> <p>The school had successfully obtained £5,000 from The Hub to create a Summer Dream Team of Southgate volunteers. They provided support for many of the more vulnerable pupils and their families over the holidays. This had reached 19 children and the feedback from parents had been very positive. There had been some miscommunication between The Hub and Early Support which had added more pressure onto the staff.</p> <p>(d) <u>Car Park</u></p> <p>The school were encouraging people not to use the car park if they did not need to, to ensure there was less congestion at pupil drop off and collection. This was still ongoing and longer-term solutions are being explored. Changes brought about by the Covid risk assessment are making this area busier along with increasing pupil numbers.</p> <p>(e) <u>Health and Safety</u></p> <p>The Head Teacher advised that the average callout for the lift company was 1 hour. The school now had an SLA with them. The school would use the fire service as a last resort if someone was stuck in the lift.</p> <p>(f) <u>Building and Premises</u></p>	

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		<p>The Head Teacher advised that a 150m² modular building could be on site by Christmas. Someone from Kirklees Planning would be coming into school tomorrow to look into this. The planning situation and the PPP contract could make this a more complicated process. It would initially be used for SEMH demand and longer term it could be used as a post-16 provision for the pupils with complex needs. The plans are still in their early stages and the Headteacher will arrange to meet with Ronnie Hartley's successor to discuss this further.</p>	
9.	PUPIL PREMIUM AND SPORTS PREMIUM	<p>(a) <u>Pupil Premium</u></p> <p>The Deputy Head Teacher advised that she would send the Governors last year's Pupil Premium report and the strategy for this year.</p> <p>Currently there were 45.16% of pupils in receipt of Pupil Premium (PP), this did not include any additional premiums.</p> <p>The school were estimated to receive just short of £90,000 for Pupil Premium. One of the focus areas last year was supporting greater complexity by developing whole school intervention culture. This will continue this year, with the Intervention Team leading on enhancing skills and knowledge of class staff to enable interventions to be embedded into daily practice within the classroom. The Head Teacher advised that the intervention team had done great work throughout lockdown.</p> <p>The Deputy Head Teacher advised that the attendance gap between PP and non-PP pupils had closed which was a positive impact of the Pupil Premium strategy implemented last year. Post Looked After pupils required more personalised support and some of the budget had been attached to this.</p> <p>Reading had been embedded and the library had been refurbished, the Deputy Head Teacher advised that this focus on reading would continue as the progress gap in English as a whole had closed but there was still a gap in reading.</p>	

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		<p>(b) <u>Sports Premium</u></p> <p>The Head Teacher advised that the Sports Premium report would follow.</p> <p>The funding for Sports Premium would be £16,000 plus £10 per pupil, the school had received £16,430 last year. The playground will be redeveloped and sensory equipment added.</p> <p>Last year the Sports Premium had been spent on a PE teacher who worked with staff who were not confident in teaching PE to the pupils and the Head Teacher advised that this would continue.</p> <p>The Head Teacher advised that new basketball posts had been installed. The school had a cycling programme in place along with some other initiatives. The report is to follow.</p> <p>(c) <u>Covid Catch Up Fund</u></p> <p>The Head Teacher advised that the Covid Catch Up fund would give the school £240 per pupil. This would mean that Southgate would receive around £37,200.</p> <p>The Head Teacher advised that they would use some of this to fund English and Maths resources that will support classrooms and home learning. The school will also use some of this fund for staffing stability. They would also be looking at what the pupils need in regards to support and interventions, with some funds being used for sensory needs.</p> <p>The Head Teacher advised that this fund could be spent over the course of a year and there was no set instruction how to spend it.</p>	
10.	CONTINGENCY PLAN FOR REMOTE EDUCATION UNDER SCHOOL IMPROVEMENT	This was covered in the Head Teacher's report (Minute 8 refers).	

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11.	GOVERNOR TRAINING AND GOVERNOR VISITS TO SCHOOL	<p>Mr R Baines had visited the school on the last day of the Summer term and thanked the staff for all their hard work.</p> <p>The Clerk advised that there was training available online for Governors and they could view any available training through the new Governor portal on Kirklees Business Solutions.</p>	
12.	SAFEGUARDING	<p>The Safeguarding report had been emailed out to Governors before the meeting.</p> <p>Mrs Berrett advised that a Safeguarding meeting had been held remotely and supportive discussions had taken place around child protection and the effective systems in place to overcome any difficulties that are encountered.</p> <p>There were currently 2 children on Child Protection, 8 children on CIN and 7 with TAF or Early Support. The school had continued to safeguard the pupils throughout lockdown.</p> <p>The Single Central Record had been discussed including all the people it covered and what information it held on staff and volunteers.</p> <p>It was advised that, during the Summer Holiday provision, The Hub dealt with any major incidents that happened but not so much with minor incidents.</p> <p>Q. Is The Hub a function with the LA or in school? A. It is a community hub that has about 4 or 5 schools attached to it. There are about 12 community hubs within Kirklees.</p> <p>The Governors advised that one of the key elements of Safeguarding was multi-agency communication. The school always endeavours to share safeguarding information with other agencies and work in partnership.</p> <p>There had been some difficulty with effective communication between the school and The Hub, due to the need to rapidly establish the provision for the summer.</p> <p>ACTION: The Head Teacher would follow this up further with The Hub.</p>	

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		<p>New staff had attended a full safeguarding induction and all staff had received the Annual Safeguarding Update on 29 September via Microsoft Teams. This was followed up with an online Quiz. This meant that the school could follow up on what staff required further training on. The safeguarding team and DSL have all booked onto attending the DSL refresher provided by KCSP and Educare courses continue to be available to all staff and governors. A Prevent (WRAP) workshop is also booked for January.</p> <p>All staff and Governors needed to read and understand at least part 1 of Keeping Children Safe in Education (2020). There were a number of changes, particularly changes in Part 4 around the Governors' expanded duties to manage allegations against staff, volunteers and supply staff. The safeguarding policy had been updated and had been shared with Governors.</p> <p>Q. Are the contracts for Agency staff drawn up by the LA? A. We mainly use Vision for supply staff as we have a good relationship with them, but we have used Kirklees Supply as well.</p> <p>The Head Teacher advised that if a member of staff was covering a contract then the Governing Body would need to be involved in whether to move that member of staff whilst an investigation was in progress.</p> <p>ACTION: Governors to read through Part 1 of Keeping Children Safe in Education, Mrs Perfitt would email this to Governors.</p>	<p>Head Teacher</p> <p>Governors Mrs Perfitt</p>									
13.	SCHOOL DEVELOPMENT PLAN – UPDATE	This was discussed earlier in the meeting (Minute 9 (b) refers).										
Governing Body Matters and Statutory Responsibilities												
14.	REPRESENTATION	<p>(a) The following matters of representation were noted:</p> <p><u>Resignations</u></p> <table border="0" data-bbox="734 1348 1653 1452"> <thead> <tr> <th><u>Name</u></th> <th><u>Category</u></th> <th><u>With Effect From</u></th> </tr> </thead> <tbody> <tr> <td>Emma Lessels</td> <td>Parent</td> <td>04.10.2019</td> </tr> <tr> <td>Clare Bent</td> <td>Parent</td> <td>20.07.2020</td> </tr> </tbody> </table>	<u>Name</u>	<u>Category</u>	<u>With Effect From</u>	Emma Lessels	Parent	04.10.2019	Clare Bent	Parent	20.07.2020	
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Emma Lessels	Parent	04.10.2019										
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		<p>(b) <u>Appointment of Co-opted Governors</u></p> <p>RESOLVED: That Governors appoint Mrs C Gray as a Co-opted Governor on the Governing Body.</p> <p>(c) <u>Vacancy on the Governing Body</u></p> <p>The Chair advised that there would be a further Parent Governor vacancy in January due to Mrs J Berrett's end of term of office. The Chair advised that they would do a Parent Governor election as soon as possible to fill these vacancies.</p> <p>ACTION: Chair to put a letter together for Parents regarding the Parent Governor vacancies.</p>	<p>Governor Clerking Service</p> <p>Chair</p>
15.	REVIEW OF COMMITTEES	<p>(a) RESOLVED: That committee membership be as follows:</p> <p><u>Finance and Premises</u></p> <p>Mr R Baines Mr P Evans Mr M Holland Mrs A Robinson</p> <p><u>Health and Safety</u></p> <p>Mrs A Marsland Ms C Gray Mr R Baines</p> <p><u>Performance Management</u></p> <p>Mr P Evans Mr R Baines Mrs J Berrett Mr M Holland</p>	

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		<p style="text-align: center;"><u>Complaints Committee</u></p> <p style="text-align: center;">The Complaints Committee would draw from the Governing Body according to availability.</p> <p>The Chair advised that they would need to set up a Pay Committee meeting to discuss Teachers' Pay.</p> <p>(b) <u>Terms of Reference</u></p> <p>RESOLVED: The Governing Body agreed to adopt the LA model Terms of Reference be adopted.</p> <p>(c) <u>Committee Matters</u></p> <p>Mr M Holland advised that he had been looking at the LA's Committee Matters document and he advised that Governors should consider what their Committees would cover because the model committees within the document were Standards and Effectiveness and Resources. He advised that the Standards and Effectiveness Committee would also look at Performance. Mr M Holland advised that Governors should finalise what each Committee would look after and that they should have a Standards and Effectiveness meeting.</p> <p>ACTION: Mr M Holland to draft up a remit of what each Committee will cover and feed this back at the next Governing Body meeting.</p>	Mr M Holland
16.	TO APPOINT GOVERNORS WITH SPECIFIC RESPONSIBILITIES	<p>RESOLVED: That the following Governors be given specific responsibilities as follows:</p> <p>SEN - All Governors due to the nature of the school. Governor Training Contact - Mr Richard Baines. LAC Governor Child Protection/Safeguarding Governor - Mr M Holland, Mrs Jeanette Berrett. Early Years Governor - Mrs Anne Robinson Health and Safety Governor - Mrs A McDonagh, Ms C Gray</p>	

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		Data/Progress/Attainment Governor - Mr Richard Baines Premium Link Governor - Mr Richard Baines Orchard Pathway Link Governor - Mrs Anne Robinson Woodland Pathway Link Governor - Mrs Anne Robinson Forest Pathway Link Governor - Mrs Abigail McDonagh and Mrs Jeanette Berrett Well Being Governor - Mrs Abigail McDonagh Careers – Mrs Abigail McDonagh, Ms Cheryl Gray	
17.	CHAIRMAN'S DELEGATED POWERS	<p>RESOLVED: That the Chair be granted the following delegated powers:</p> <ul style="list-style-type: none"> (a) Change of date of a scheduled meeting, for good reason. (b) Chair's powers to grant retrospective consent to absence in the event that a governor would have become disqualified if the matter had to wait for the next governors' meeting. (c) To determine in advance of a meeting whether any items of the agenda should be deleted from the copy to be made available at the School. 	
18.	DELEGATION OF FINANCIAL POWERS TO THE HEAD TEACHER	<p>RESOLVED: That the Governing Body delegates to the Head Teacher the power to carry out on its behalf the following delegated duties:</p> <ul style="list-style-type: none"> (a) Planning and conducting the affairs of the school to remain solvent. (b) Establishing proper financial management arrangements and accounting procedures, which comply with the Local Authority's financial regulations and standing orders, and maintaining a sound system of internal controls. (c) Ensuring that funding from the LA and any other sources is used only in accordance with the conditions attached to that funding. (d) Providing such information as the LA may reasonably require to satisfy the LA that the financial management and 	

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		<p>organisation of the Governing Body are such as to enable it to fulfil the obligations specified for it.</p> <p>RESOLVED: The financial limits of this delegated authority e.g. spending limits, budget virement shall be £10,000.</p>	
19.	TEACHER APPRAISAL POLICY & TEACHER PAY POLICY	ACTION: To defer these policies to the Pay Committee.	
20.	POLICIES FOR REVIEW	<p>RESOLVED: That Governors approve the following policies and the Chair would sign them electronically:</p> <ul style="list-style-type: none"> • Whistleblowing Policy • Safeguarding Policy • Staff Code of Conduct • Health and Safety Policy • SEN Policy • Remote Learning Policy • Admissions Criteria <p>ACTION: To email the Health and Safety Policy to Mrs C Gray.</p>	Chair
21.	FINANCIAL MANAGEMENT AND MONITORING	This was discussed earlier in the meeting (Minute 5 (b) refers)	
22.	ANY OTHER BUSINESS	<p><u>Comic Art Week</u></p> <p>Mr Holland advised that next week would be Comic Arts Week and workshops would be held with artist Marc Jackson, staff could also get involved with these workshops. There would be 4 short draw-alongs which would last about 30 minutes each. Mr Holland stated that comic art animation could be incorporated into lessons.</p> <p>Jane McCrae and Mr Holland had ideas for what to do next year; Jane had done a great job organising the events this year.</p>	

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		Mr Holland added that Marc Jackson produced high quality work and he had previously done some work for the Beano. The children had enjoyed this last year and would enjoy the activities again this year.	
23.	DATES OF FUTURE MEETINGS AND POSSIBLE AGENDA ITEMS	RESOLVED: That the next meeting of the Governing Body be held remotely at 5.30 pm on Wednesday, 2 December 2020, preceded by the Finance Committee at 5.00 pm.	Governor Clerking Service
24.	AGENDA, MINUTES AND RELATED PAPERS – SCHOOL COPY	RESOLVED: That no part of these minutes, agenda or related papers be excluded from the copy to be made available at the School, in accordance with the Freedom of Information Act.	

The meeting closed at 8.15 pm.