

**KENTISH TOWN CE PRIMARY SCHOOL (CAMDEN)
(St Benet & All Saints)**

**PUBLIC MINUTES
FULL MEETING OF THE BOARD
27th NOVEMBER 2019 at 5.30 PM**

In attendance:

Governor Role		Name	Present
Foundation Governors (7):			
Ex Officio (1)		Father Peter Anthony	✓
LDBS (2)		Colin Reader, Chair	✓
		Vacancy	X
PCC (2)		Jacqueline Ewers	✓
		James Farmer	✓
Deanery Synod (2)		Tom Dumbell	✓
		Nigel Palmer	✓
Non Foundation Governors (5)			
Staff (2):	Head Teacher (1)	James Humphries	✓
	Teaching Staff (1)	Karen Trussler	✓
Parent Elected Governor		Fan Yeung	X
		Rachel Wrangham Vice Chair	✓
Local Authority (LA) (1)		Fiona Lovering	X
Associate Members (2)			
Deputy Head Teacher		Grant Jacobson	✓
Support staff member		Sarah Haag	✓
		Miriam Nadarajah	✓
Others Present (1)			
Clerk:		Pamela Ansley	✓

PART 1 – PUBLIC ITEMS		Actions/ Date
1	Opening Prayer, welcome and acceptance of apologies and AOB	
1.1	Father Peter opened the meeting in prayer. Apologies have been received from Fiona Lovering and Fan Yeung.	
2	Declaration of Interests	

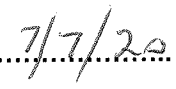
2.1	None.	
3	Minutes of the previous meeting	
3.1	<p>A Governor asked why FGM and Prevent were not on the Agenda as set out in the last meeting. James H advised that both he and Grant would do a presentation on each topic at the next meeting.</p> <p>There were no other questions and the minutes were therefore agreed.</p>	Action: Minutes of the last meeting were agreed.
4.	Terms of Reference	
4.1	The terms of reference had no amendments and all Governors present agreed to adopt them.	Action: Terms of Reference were agreed.
5	Camden guidance of Climate Change Rallies	
5.1	<p>This guidance was discussed and James advised that there have been assemblies raising the profile of climate change, we have a sponsored event in school on Thursday and as yet we have had no requests for Friday's climate change rally.</p> <p>A Governor commented that as discussed in the last meeting although attendance in school is important Camden are sending mixed messages in this guidance and there appears to be no hard and fast rules.</p> <p>James Farmer arrived at the meeting at 17.40pm.</p> <p>James H advised that he had two concerns about this matter:</p> <ul style="list-style-type: none"> a) This was a Governor's decision and we were asking for a steer on this; and b) He was concerned that it was only one part of the community that was asking to take part in these particular rallies. <p>A Governor asked that, if an Environmental Plan was agreed, would this ultimately go towards parents' feeling that the school was taking climate change seriously. A Governor did seem to believe that this would be the case.</p> <p>After discussion among the Board it was decided that we say no to requests for this and create an alternative event in school for them to take part in.</p> <p>James H advised that the Hall Art would take a different shape this year as teachers had been asked to make decisions on material that would have less of an impact environmentally.</p> <p>Grant advised that we could make use of the Think and Do space on Kentish Town Road and we could also write letters to the Government.</p>	Action: It was agreed that any request for absence to attend such rallies be refused.
6	Admissions Criteria 2021-2022	
6.1	<p>Father Peter addressed the Board and explained his reasoning for wanting to remove Criteria 5 of the Admissions Criteria.</p> <p>There was possibly a plan to build housing for 3,000 people on the old Murphy's site behind the St John's Pentecostal Church. It was a tentative plan but a plan nonetheless. The Church would take between 1-4million</p>	Action: It was agreed to leave the Admissions Criteria as it stands and

	<p>pounds to make it safe and they were currently looking at ways to raise this money.</p> <p>Father Peter was worried about the affect it would have on our school community if lots of children were accepted in our school from a Church which was closer than our parish church. He advised that 90% of church admissions to their parish schools took place this way.</p> <p>He advised that he felt we should change it now before any potential plan takes place.</p> <p>James H advised that at the moment our Admissions Criteria works very well.</p> <p>A Governor advised that this tentative plan could have a 10 year horizon and it would be unwise to make a decision now. After some discussion it was concluded that we would take note and monitor it annually. It was to be placed on the Agenda for the first meeting every year.</p> <p>Sarah would consult on our current criteria citing that there are no changes and we would determine them at the next meeting on 26th February 2020. Everyone agreed.</p> <p>Father Peter then left the meeting at 6.15pm.</p>	<p>consult citing no changes. This would added to the Agenda for the first meeting every year and we would determine them at the next meeting on 26.2.20.</p>
7	SEN Funding and ARB Funding	
7.1	<p>The Chair advised the meeting that funding at the moment was very depressing. Increases in the back funding for pensions, increases in teachers pay, TA pay scale rewritten has also increased costs alongside performance pay rises. Everything was rising except pupil funding. 85% of our budget is spent on staffing costs and whilst these have risen 2,3,4, and 5% pupil funding has risen at just 1%.</p> <p>The funding for the ARB has never been increased since we opened 10 years ago. Netley get more than us per pupil. James H has raised this formally with Jon Abbey at Camden. He advised that as Camden commission you to provide the ARB write formally to them and state that from 1st September 2019 our provision will cost them an extra £1,000 per pupil.</p> <p>A Governor suggested that we send in a Freedom of Information request to find out why Netley get paid so much more than us when the level of inclusion that we offer the children in our setting costs more than what Netley offer. We should even copy in Angela Mason.</p> <p>SEN Hub funding – This funding has been discussed in Resources Committee. We had been commissioned to run the Hub for three years for £10,000 a year. There was no commitment from Camden to run them again after this term. If they run them again they may not be willing to pay the same amount of money. We used the Hub money to pay for the licence this year to deliver the Autism Education Trust training. We could continue to deliver this training through Camden but charge for it.</p> <p>A Governor queried when we would find out if they plan to run the Hub again? James H advised that this would be early next year.</p> <p>Delivering the training ourselves and charging for it was discussed. Miriam advised that our strategic partner, The Bridge School, could advise us on how much to charge and the Board were advised that schools in Camden could come to us but we would not be able to go to them and</p>	<p>Action: James H to write to Camden and ask for the information on why Netley Primary School receive more funding than us for providing a less inclusive setting.</p>

	<p>deliver it.</p> <p>After much discussion it was agreed by all present that James H should write the letter to Camden as outlined earlier.</p>	
8	Strategic Plan	
	<p>James F advised that PUNL had been approached and asked to project manage the solar panel project to which they had agreed. The Camden Match Funding proposal was a straight forward application and Anna Woodeson had submitted the planning permission application for the maximum amount of solar panels and a Stakeholders Meeting had been arranged for the 10th December. It is proposed that the installation will go ahead in the Easter holidays should planning permission be approved. Hopefully the savings will fill a hole in the budget and obviously the educational payback for the children will be an advantage.</p> <p>A Governor advised that the children are anxious about climate change. Jacqueline was asked to share what she had so far by email and we would table this item on the Agenda for the next meeting. Everyone was happy and thanks was extended to Anna Woodeson for her help with this project.</p> <p>Sustainable food was discussed and it was suggested that we ask Caterlink to come to the Governor's Day in the summer to present to us and also the Friends on what they are doing to be more sustainable.</p>	<p>Action: JE to share her plan so far by email and Caterlink would be invited to our Governor Day in July.</p>
9	Heads Report	
9.1	<p>It was confirmed that it was in fact the 6th January that was the INSET day and that the children return to school on the 7th.</p> <p>Staffing was discussed. The EYFS team timetable had been adjusted in the wake of Vinnette our agency worker leaving us. We had tight resources in the EYFS with 2 children having a diagnosis but no EHCP.</p> <p>We have redeployed Sharon McGran, our Learning Mentor, two days a week to Cedar Class to run nurture and behaviour groups and a teaching assistant from Year 6 the other two days a week to fill the gap left by one of our teaching assistants on a temporary contract leaving.</p> <p>A member of staff from the base will be running interventions after Christmas on transitioning and social skills.</p> <p>Grant, Helen and Miriam have been working on applying for Cliff Funding for the two children in the EYFS who have a diagnosis but no funding through an EHCP.</p> <p>James H had also written to Karen Flanagan to ask for the support that a child, we were forced to take after a recent Tribunal, is supposed to have. Currently he is receiving 2:1 support when he is supposed to have a 1:1. The Parents of this child are not happy about this and are about to complain about this officially.</p> <p>Phonics – A Governor thought it was very ambitious of us to want to achieve 94% of children through the phonics threshold as this would mean 29 children. James H stated that it was not 29 children as the 94% only referred to those without an EHCP.</p> <p>Reading decodeable texts in KS1 – Do we have the budget to buy these? Yes this was in the budget. James advised that there was a gap and we needed to address this.</p>	

10	Minutes of the Committee Meetings	
10.1	There were no questions on any of the Committee meeting minutes. RSE Guidance – James H advised that he would like two Governors to put themselves forward to attending the briefing from the LDBS on this matter. Fiona had already agreed to go and we needed one more please.	
	CONFIDENTIAL ITEMS	
11	Approval of the Pay Committee Recommendations	
11.1	At this point in the meeting the staff members were asked to leave the room. Colin then informed the meeting that the same procedure as before had been undertaken regarding the pay progression of teaching staff. Colin asked if all Governors were happy about the content of the Pay Committee recommendations. Governors ratified the recommendations.	Action: Governors accepted the Pay Committee recommendat ions for pay progression.
12	Staffing	
12.1	Colin ran through the budget based on projected staffing costs for the next two years. Things were looking incredibly tight and we needed to make cuts. Although we have lost our Agency worker and teaching assistant on a temporary contract we still needed to do more. There would a complete restructure of our support staff. Some posts would be ring-fenced and there would be a plan put in place. There would be a reduction in the number of posts available and the staff in those jobs not ring-fenced would have to reapply for their jobs. We would be consulting with the employees and their unions. There was the possibility that we could ask for volunteers for redundancy but this would depend on the top up issues for pensions etc. Sarah had asked some questions and we were waiting on a response. Governor Query – Could we cut 4 posts and then re-employ two of them on temporary contracts? James thought that this was not allowed and was in fact illegal. James H advised the Board that they would continue to look for a funding wherever we could. A Governor asked if we could cut any teachers? James H advised that he would be reluctant to do this as our extra teacher had 25 year's experience and they also provided supply cover when needed. He advised that we also had a PE teacher doing the job for less money as she was a teaching assistant doing a very good job at providing PE provision. James advised that the process would start after Christmas and at this point it was just information sharing.	
13.	Date of next meeting	
13.1	26 th February 2020 @ 5.30pm	
	The meeting ended at 7.40pm	

Signed..........

Date..........

Colin Reader,
Chair of Governors Kentish Town CofE Primary School
(St Benet & All Saints) Governing Body