

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

**PUBLIC MINUTES
FULL MEETING OF THE BOARD
7th JULY 2020 at 4.00PM**

In attendance:

Governor Role		Name	Present
Foundation Governors (7):			
Ex Officio (1)		Father Peter Anthony	✓
LDBS (2)		Colin Reader, Chair	✓
		Shirley Skrentny	✓
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	✓
		Rachel Wrangham Vice Chair	✓
Local Authority (LA) (1)		Fiona Lovering	✓
Associate Members (2)			
Deputy Head Teacher		Grant Jacobson	✓
Support staff member		Sarah Haag	✓
		Emma Benham	✓
		Miriam Nadarajah	✓
Others Present (1)			
Clerk:		Pamela Ansley	✓


	PART 1 – PUBLIC ITEMS	Actions/ Date
	James reported that it was nice to have the Governors in school after having no visitors in school for the last twelve weeks.	
1	Opening Prayer	
	Father Peter opened in prayer.	

2	Apologies	
	None.	
3	Declaration of Interests	
	None.	
4	Minutes of the previous meeting	
	Governors had no questions so the minutes were agreed.	Action: Minutes of the last meeting were agreed.
5.	Matters arising not on the Agenda	
	There were no matters arising.	
6.	Headteachers Report	
	<p>Governors reported that they had felt very moved by James' report with a few admitting to having a few tears. One likened it to a reading from the archives of a historic event.</p> <p>James advised Governors that it has been a very turbulent time. One member of staff referring to it as a Coronacoaster due to its many ups, downs, twists and turns.</p> <p>GQ: A Governor pointed out that they had noticed that parents felt that they could turn to the school about anything not just learning. James replied that it was a challenging time with online learning, free school meal packages going out and assemblies going online. He advised that some parents did not have enough food to feed their children.</p> <p>A staff member asked if she could read something she had prepared for them.</p> <p>"Most staff were resilient and got on with it. When everything locked down we were open, we spoke to parents over the fence, at the end of a phone or email. Staff absorbed a collective amount of parent's angst and concern. None of us have had psychological training and one staff member who was quite young had spent 40 minutes each time talking to parents and taking all their worries on board. There is a great sense of love and responsibility towards our school community. We ignored the unions and carried on with opening up for the children. We knew it was the right thing to do for the children and we would do it all again. The only thing they would say is that we had no guidance in how to deal with the situation. Said staff member said that James had been fantastically sensitive towards all of the staff circumstances.</p> <p>Another staff member reported that she herself had isolated at the beginning of lockdown due to experiencing symptoms. During that time at home she was calling the parents of children with an EHCP. She reported that parents were asking her how she was and she felt that the differences between the families in our community have been exacerbated.</p> <p>GQ: A Governor expressed their concern on how the press were not</p>	

	<p>really representing schools by reporting that they were withdrawing. James replied that this is not what we have done at all. He reported that he joins a Heads Zoom meeting weekly and that Camden headteachers have been very supportive of each other. They have all been sharing suggestions and supporting each other in different ways. James also advised that during lock down he did not put staff on a voluntary rota as he felt that it would be harder for them to come back if he did this. Staff were placed on a rota and were expected to come in if they were not shielding or ill. Some heads had reported that they were finding it hard to get some members of staff back in school. He reported that our staff have been amazing.</p> <p>Colin advised Governors at this point that James H was obliged to do another risk assessment for the return to school in September. He advised that the only data that would be different from the previous risk assessment would be that children would be in bubbles of 30. Everyone present agreed.</p> <p>A Governor asked whether or not there was any scope to increase the size of these bubbles as secondary school bubbles were a lot bigger? James advised that this is what the guidance is and Health and Safety will be all over it so it could not be changed. We have some teachers who are teaching across two bubbles but this is the only way we can do it.</p> <p>James advised that tests were being sent out to the schools in order for them to be given to students with symptoms.</p> <p>GQ: How do we know if children/staff are asymptomatic? James advised that we would not know. If they do have symptoms the children and the adult would have to isolate and take a test.</p> <p>James also advised that the guidance will most likely change.</p> <p>GQ: Schools have been running non-stop since January. What are the plans to ensure that staff get a proper break in August where there is no communication? James advised that he will get updates on guidance etc and that staff would be updated in the last week of August.</p> <p>James advised the meeting that Lorraine would be running Summer Club again this year and to date 50 families would be attending. Rhiann Swain had called last week to see if we needed to use Camden's play provision for our children over the summer. We informed her that we were running our own summer club and she called back to let us know that we would be receiving £2,000 towards our summer club. A risk assessment has been done and of course it would also be run with bubbles in place.</p>	<p>Action: Governors agreed the changes to the risk assessment document.</p>
<p>7</p>	<p>Recovery Curriculum</p>	
	<p>James presented a power point on the Recovery Curriculum. He explained that the new curriculum would require compassionate leadership as not all children will have experienced the lockdown the same way. We would need warm smiles, warm welcomes and kindness in the face of challenging behaviour. Some will have bounded into school and some will still be experiencing anxiety. He advised that all teachers had done welcome back to school videos telling their classes what it is like in school and encouraging them to come back.</p> <p>The children have lost a lot of things (routine, sleep, structure, friendship and freedom) with Year 6 perhaps losing the most. Their story is very moving. Children may also have suffered panic attacks, bereavement and some may need counselling. Some may also have become young carers.</p>	

	<p>GQ: What support has there been for staff? James advised that there are informal networks in place, line managers, employee assistance scheme. He advised that staff do come and talk to the SLT if they have any concerns. There has been no support from the Local Authority.</p> <p>GQ: What about rebuilding the trust? We know you have a good relationship with parents but some will have completed retracted – how will it be built back up? James advised that for each aspect of our school community one of the staff members have links. Jahanara will link up with the Bengali community, Miriam with the ARB, Grant with the families with SEN needs and class teachers. It will be hard. He reminded Governors that Karen has done a fantastic job in keeping in contact with our vulnerable families through the Happiness Hampers which were delivered during lock down. He also advised that it has been good to talk to the parents over the gate since the children have been returning to school. James also told the meeting that parents have been emailing the school with questions and comments on how we are doing things and it is not always the families that you would think would email. Lots of BAME families are also now coming back to school.</p> <p>GQ: IT – is it still needed? James reported that we have not yet received any IT from Camden. They have asked for the number of families who need it but it has not yet been delivered. The divide between our families is huge in this regard.</p> <p>James advised Governors that he had carried out a survey of parents on our online offer. It was obvious from some responses that parents are having a hard time with this.</p> <p>GQ: So we know what the school is doing. What do you need from Governors? James replied that he honestly did not know what he needed from them at this point but one thing was clear, the school did not need any quality assurance in this climate as the whole school was working very hard to provide education to the children in very challenging times. James asked the Governors to give some thought as to how they could help and email him their suggestions.</p> <p>GQ: It occurs to me that some recognition from Governors toward staff would go down really well at this time. We will put something together for Friday 17th July and deliver it to staff.</p>	
8	Solar Panel update	
	<p>James F reported that we had come a long way since a year ago. We were about to embark on a learning adventure and go some way to being carbon neutral. Planning permission had been granted, engineers had been in, we had agreed the roofs that were going to be used. The Diocese had agreed, PUNL were going to project manage and Camden match funding had been secured. All being well it would be signed off next week and the installation will happen over the summer.</p> <p>With regard to the other half of the funding which was needed, some of this will be raised but there is a small pot of money which was left over from a building project years ago that has been looked after by the Diocese and this will go some way to helping with this capital project. He advised that at the start of the next school term we should have almost free electricity with a saving of around £10,000 a year. There will also be a panel showing how much electricity we are generating.</p>	

	<p>It was noted that a great big thank you was said to James Farmer and Anna Woodeson for all the help and work they have put into making a success of this project.</p> <p>GQ: There is lots of money up for grabs for Green Projects. Maybe we could see if there was any more money we could apply for towards this project. There was some discussion and it was agreed that we could apply to this new funding for any new projects. The panels are all geared up for a battery at a later date so that we can harvest some of the energy we generate.</p>	
9	Questions re: Committee Minutes	
	<p>The Chair asked if there were any questions regarding the Committee meetings that have happened since 26th February.</p> <p>James F raised the point that had come up in our last Resources Committee Meeting regarding our finances being squeezed. Numbers of teaching assistants were falling and we were under pressure to take more children and not being funded to the right level to support the children and staff.</p> <p>The Head confirmed that there are a finite number of places in our bases. 15 in the ARB and 6 in the PD although these numbers are not protected. Camden will try to get children into school when the parents go to appeal. Recently we took full legal advice from a QC and did a full costing of what this would mean for the school. We went back to Camden with the figure and they have accepted to paying this cost. The Deputy confirmed that numbers were definitely moving in the wrong direction.</p> <p>GQ: Did we ever find out why Netley was receiving more funding than us? The Headteacher replied that he had been informed it was because Netley have more complex children than we do. It had been escalated as according to Karen Flanagan's calculations we are being underfunded to the tune of £6,500.</p>	
10	Schedule of FGB Meeting dates	
	Meeting dates for the upcoming year had been circulated.	
11	Any other business	
	<p>At this point Tom Dumbell thanked the Headteacher for everything that he has done during the year and this difficult time we find ourselves in.</p> <p>The Headteacher thanked him and said that both Colin and Rachel have been very supportive also.</p>	
	The Chair wished everyone a good break and the meeting ended at 6.00pm	

Signed..........

Date.....14/10/20.....

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

