

Full Governing Body Teams Meeting

Thursday 18th June 2020 at 4.00pm

Governing Body:	Dave Davenport Sam Barnes Jon Greenacre Nihad Moussa Lakbir Singh Daryl Moth Nicola Iverson	Chair of Governors Headteacher
Associate Governors:	Carlene Amos Marie Webster Liz Cosford	Business Manager Deputy Headteacher Deputy Headteacher
Apologies:	Paul Swindale Ian Fielder	
Notes:	Natalie Miller	Clerk

1.	Welcome & Apologies	Actions:
	<ul style="list-style-type: none"> DD thanked governors for attending the Teams meeting. Apologies were received from PS & IF. The meeting was quorate. 	
2.	Conflicts of Interest	
	<ul style="list-style-type: none"> None stated other than those previously declared. 	
3.	Chair & Vice Chair	
	<ul style="list-style-type: none"> DD referred to the FGB meeting held on 28th April 2020 when it was agreed that DD would step up from Vice Chair to Acting Chair. It was also agreed that JG would step up into the role of Vice Chair. DD explained that moving forward the Headteacher and her team require a stable governing body during these challenging times in respect of COVID-19 and Project 2020. Therefore DD proposed that he would continue in the role of Chair of Governors for a one year period as an interim permanent role. DD also proposed that JG would continue in the role of Vice Chair for a one year period. There were no objections from governors regarding this proposal. The Chair of Governors and Vice Chair positions will be reviewed in July 2021. 	Clerk: Agenda item July 2021 - Chair & Vice Chair
4.	Approval of minutes: 20 th May 2020	
	<ul style="list-style-type: none"> Minutes from the previous Skype meeting held on 20th May 2020 were approved as an accurate record by governors. 	
5.	Matters Arising	
	<ul style="list-style-type: none"> Item 14 – Policies: Performance Management Policy: LC has reworked section 7.2 of the policy taking into consideration the discussion at the previous FGB meeting. NM/DM had approved the amendments before the policy was re-circulated to governors. A governor questioned how robust the policy is if the school were to be challenged by an employee and/or their union. CA confirmed that the 	

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	<p>policy is not a statutory policy and is used as good practice by Regents Park. The policy has been sourced from The Key and would have been approved by their legal team before being published. The policy was then adapted to meet Regents Park's needs. Following discussion the Performance Management policy was approved by governors.</p> <ul style="list-style-type: none"> • Item 16 – Next Meeting Date: Following discussion at the last meeting and subsequent email communication from governors, it had been agreed to hold the June meeting virtually via Teams. • DD recommended to governors that it would be beneficial if they were able to visit the school site before the next meeting. A site visit would provide an understanding of the position the school currently finds itself in trying to manage the Project 2020 building works in the midst of a pandemic with ever changing guidance from the government. 	
6.	Headteachers Update	
	<p>The Headteacher's Report had been circulated prior to the meeting and governors had been invited to submit questions. The following points were noted:</p> <ul style="list-style-type: none"> • Timeline of UK school closures noted. • UniFrog Impact Report: • The UniFrog COVID-19 Impact Report shares interesting data on the effect of the pandemic on students' wellbeing and next steps. • The report states that students are finding the situation challenging with one in two students reporting that the pandemic has negatively affected their motivation to continue studying. • Secondary HT's and Universities are extremely concerned regarding the long term impact and expect the recovery to be long term. • The report found that 80% of students with good levels of support felt positive about the future compared to 44% of students who have not been well supported. • SB was pleased to report that RP staff have worked hard at keeping in touch with students offering support and guidance. • The report also found that 30% of students are spending over 6 hours per day online on social media. This may bring challenges when children are back in school as they will not have access to their phones whilst in lessons. • There is growing uncertainty around apprenticeships with a 49% fall in the number of shortlists being made. This is a real concern for students who were planning on starting following this path. • Teaching & Learning: • Work continues on the recovery curriculum plan. • Option taster lessons continue. • Work packs continue to be delivered to home and collected from school. • Regents Park students were engaged with the Tassomai online learning 	

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	<p>programme before the school closure which has proved to be a real advantage for them.</p> <ul style="list-style-type: none"> • Loom lessons have also been introduced and could possibly be used for assemblies and CPD moving forward. • DM explained that the Science department have been recording lessons using Loom which students can access on Google Classroom. DM will forward an example to the clerk who will share with governors. • The gap between PP/Non PP students has also been reduced across year groups and SEN students are also now more engaged. • Credit is given to the Year Heads and Tutor Teams for persevering with contacting students and parents. During these calls it became apparent that some students required paper to complete work as they didn't have access to online learning platforms. • SB confirmed that 17 laptops have been gifted from the local authority. It was hoped that more would be received but the eligibility criteria changed which reduced the number of laptops received. The laptops, which belong to the school rather than the pupil, have been issued to vulnerable students in need of learning support. • PSHE: The new RSE [Relationships and Sex Education] will become mandatory from September 2020. Parental, student and governor consultation/approval will be required for changes to the curriculum. The DfE have published additional guidance and are giving schools extra time to introduce RSE. • Y10: There has been an improvement with the engagement of Y10 - an increase of 7% shows that 80% of students are now completing work. • The year group were asked to complete a survey regarding future lessons. 48 responses were received. The data indicates that 30% of the year group would like core subject lessons in English, Maths & Science. Going forward the plan is to offer one session per week for each subject. • A governor asked if it would be practical to record lessons so that all students had access remotely. Lessons in school will be of university lecture style and it could be helpful for students to have access to these. SB/LC will explore this option further. • Future Planning for Y6: • SB explained that it has been decided to move forward with remote transition for Y6. Students will not be invited into school before the end of the summer term. This decision has been made partly to protect the primary schools as they need to keep their Y6 social bubbles secure. • Packs have been made available in reception for Y6 students to collect and 88 have been collected so far this week. • Y7 Head of Year has been busy arranging Zoom meetings with Y6 students which will aid the school in trying to get to know them. • Guidance is awaited from the government regarding Catch Up Summer Schools. 	<p>DM: Forward Loom Science lessons links [clerk to circulate]</p> <p><i>School Action: SB/LC: Explore possibility of recording lessons</i></p>
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<ul style="list-style-type: none"> • Future Planning for Y11: • In response to an emailed question from a governor, SB confirmed that Y11 students continue to be contacted by staff with a key focus on the most vulnerable students. • Y11 will be taken off roll on the last Friday in June however they will remain on the data system until the end of the summer term. • There has not yet been any confirmation that Y11 will continue to receive free school meals during the summer break. • In response to a question, SB advised that the data for Y11 suggests that students who applied and were accepted to college will continue on this path. Some students are already working online with Barton Peveril, Peter Symonds and Richard Tauntons and are attending virtual taster days. There is a concern that some may not attend. NEET data will be available in the Autumn term. • Tracking of Vulnerable Students: • The comprehensive LA safeguarding document is no longer required to be completed on a weekly basis as the LA are moving to a 3 weekly audit call to the school. However, Regents Park have decided to continue completing the document for their own safeguarding records. • Social care services provided by the LA have caused concern during the school closure. There seems to have been a lack of engagement with families. Concerns have been raised at the highest level addressing this. • Staffing: • Staff wellbeing continues to be monitored. All concerns raised have not been work related but were for personal reasons relating to COVID-19. • Interviews for new staff members have continued with some taking place remotely. New starters and leavers were summarised. Interviews for a Behaviour Support Worker are being held this week. • Staff who are leaving this term will be invited back in the future when restrictions are lifted for a farewell gathering. • Phase 1 Action Plan: • An information leaflet was created by LC for parents/carers and students. The leaflet explained the process of coming into school to attend an IAG session with a teacher. • The leaflet received excellent feedback from parents stating that it had given them the confidence to come into school. • KS3 IAG attendance: 45 x Y7 / 56 x Y8 / 41 x Y9. • The action plan includes 3 blocks of students; KS3, Key Worker and Vulnerable. The IAG staffing team will not be involved with the core staff. • The hall could be used for lessons, possibly one per day with tables spread out to comply with the 2 meter social distancing regulation. <p>Discussion: A governor asked what plans the school have in place going forward, how will lessons be delivered? MWE explained that a recovery</p> 	
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	<p>curriculum action plan is underway and includes blended lessons with some lessons in school and some remotely. Planning takes into consideration the possibility that there could be a second wave of the virus. SB added that some students have adapted well to remote working and like working from home as they are able to concentrate fully on their learning with no distractions. Other students have found this a challenge and have not engaged with lessons at all. The challenge continues on how all learners can be engaged.</p> <p>A governor praised the efforts that Regents Park staff have made throughout this difficult time. Regents Park is an example for other schools in the way that it has and continues to support and safeguard students. Effective planning is underway for more students to return to site as restrictions ease. SB added that staff are considering the behaviour challenges that having more students on site will bring as there will also social distancing rules in place.</p> <ul style="list-style-type: none"> • Project 2020: SB informed governors that she has raised concerns with the local authority that the contractors have ceased work because a document had not been signed by them. SB is extremely concerned that the school will not meet the completion deadline. This would have serious implications if the government direct a whole school return in September 2020. • The Capital Assets Team have been made aware and a response is awaited. Morgan Sindall have confirmed that they are unable to restart work until they have received the go ahead from the Capital Assets Team. A meeting on site is planned for tomorrow and an update should be provided following this. • The building work has left the school in a poor state. There is no roof in places, no ceilings and scaffolding everywhere leaving no playground space. • Governors agreed that a rapid response from the local authority is required and it may be necessary to hold an emergency governors meeting. SB will propose a governors meeting to the LA if a response is not received. Governors pledged their full support to SB in dealing with this issue. 	
7.	Risk Register – Monitor & Review	
	<ul style="list-style-type: none"> • Governors agreed that the local authority Risk Register that had been circulated since the last meeting was too broad. • The Safeguarding Risk Register is no longer being used by the local authority. • A fire risk assessment has been completed and will be reviewed as and when updated government guidance is received. 	
8.	Health & Safety / Safeguarding Update	
	<ul style="list-style-type: none"> • CA summarised the report which had been circulated prior to the meeting. • IAG style meetings have increased the number of staff and students on site. A one way system has been introduced with IAG visitors using a 	

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	<p>different entrance and exit.</p> <ul style="list-style-type: none"> • With increasing numbers on site existing bubbles will soon be full. LC/CA are working hard to monitor the capacity and increase where necessary. • Key worker and vulnerable students use a different exit to those attending IAG sessions. • PPE has been received from the local authority containing 50 masks and 200 disposable aprons. • Middle leaders continue to check on staff wellbeing and tutors are in regular contact with their tutees. 	
9.	Staff Governor Feedback	
	<ul style="list-style-type: none"> • NM advised that she had been in school today for the IAG meetings and had taken time to visit other classes [whilst maintaining social distancing] and all seemed well; staff and students were happy to be in school. • DM advised that he had also been in school this week and was pleased to report that staff remain positive and are keen to do all they can to continue supporting students and colleagues. DM suggested arranging additional IAG days as they are an effective way of supporting students. 	
10.	Governors CPD	
	<ul style="list-style-type: none"> • A governor shared their experience of the pandemic crisis as they are a staff member at a city secondary school. The challenges faced have been similar to those that Regents Park have seen with a mixed response of student engagement. They have been offering Y10 short core subject lessons of 1.5 hours in Maths, English and Science since the phase 1 of the reopening. City schools have pulled together to support each other throughout the crisis however each school has worked independently in developing a way forward that is appropriate for their school. 	
11.	Policies	
	<ul style="list-style-type: none"> • The following policies were circulated for consideration prior to the meeting. • All policies were approved by governors. • Following discussion, governors agreed that it would be sensible to create a one sheet COVID-19 Addendum that would be applicable to all policies. • Academically Most Able Policy • CPD Policy • Child Protection Policy Procedures: policy based on a policy from The Key – with track changes. • Child Protection Policy Addendum: policy with track changes. 	
12.	AOB	
	<ul style="list-style-type: none"> • SB was pleased to inform governors that an email had been received from the local authority thanking the school for their hard work on submitting the budget approval. • LS expressed his support to SB in respect of the Project 2020 works. SB/LS agreed to meet at school on 23rd June. LS will email SB to arrange a convenient time. • DD/JG arranged to meet with SB at school on 30th June at 9.30am to look at the ongoing Project 2020 building works. 	<p>SB/LS to meet 23rd June</p> <p>DD/JG/SB to meet 30th June</p>

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13.	Confidential Item – Appendix 1 refers	
14.	Next Meeting Date	
	<ul style="list-style-type: none"> 15th July 2020 at 4.00pm. 	
	Meeting closed at 17.56pm	

Supporting papers:
<ul style="list-style-type: none"> Headteachers Report Year Groups Overview DfE Exclusion Update Emergency Evacuation Plan Addendum Covid-19 June 2020 Health & Safety Report Academically Most Able Policy Child Protection Policy Procedures Child Protection Policy Addendum CPD Policy

Signed:

Date: