



NORTH KIDLINGTON SCHOOL

Head Teacher: Ms Emilie Fidler

Chair of Governors: Ms Christabel Ashby

Nurturing potential, growing success

MINUTES

Full Governing Board (FGB) meeting held on Tuesday 14th March 2023 at 7pm at school

Present

Alex Reip – Chair
Carol Carter
Keri Dallimore-Gray
Kapil Divecha
Emilie Fidler
Alastair Hosier
Jo Hunt
James Philpott
Rebecca Pyrah
Charlotte Screnock
Brenda Williams

Parent
Co-Opted
Co-Opted
Parent
Head Teacher
Co-Opted
Staff
Parent
Parent
Co-Opted
LA

In attendance – Bryony Thomas, clerk
Apologies – Christabel Ashby (Co-Opted)
Confirmation of quorum – quorum was met

No.	ITEM
1	Welcome and apologies for absence Alex welcomed everyone to the meeting. Christabel expected to be late but was, in the end, unable to attend and her apologies were received and accepted. All other members were present.
2	Declarations of interest There were no new declarations of interest.
3	Notification of any urgent business The school will be open this week for the 2 days of strike action.
4	Approval and signing of the minutes from the previous meeting (held 24th January 2023)* The minutes were approved, with no amendments, and signed as a true record of the meeting.
5	Matters arising from the minutes not arising elsewhere AP1 – Christabel arranged for some flowers to be sent to Jackie as a token of the board's thanks for her years of service. AP2 – Governors whose level 2 safeguarding training was due for renewal were invited to the staff training session on Tuesday 31 st January at 1pm.

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	AP3 – Christabel and Alex continue to work on the proposal for a new Apple classroom. AP1 One company has quoted for a new classroom and a few others are due to submit their quotes. AP4 – Alex still to contact the Botley West Solar Farm to see if they are interested in using the school roof for solar panels. AP2 AP5 – Emilie checked School News for advice on after-school clubs. She then contacted the county council who sent her an audit to check the school was meeting requirements in regard to rules and regulations. Emilie went through this with the Burrow lead and all is in order. AP6 – The SFVS report was signed off by Christabel and submitted. AP7 – The school website has been updated with the new capability policy. AP8 – The new uniform policy will be discussed further this evening in item 12.1. AP9 – Christabel has added her list of suggested governor visit ideas to the report folder on GovernorHub. AP10 – Bryony has updated the list of governors and their roles for the website. There has been no success to date on recruiting governors from the wider community for the current vacancies. AP3 Kapil volunteered to be chair of the finance and premises committee. There were no other matters arising from the previous minutes.
6	Discuss head's written report, including progress on the school improvement plan (SIP)* The report was tabled and governors were given an overview of the headlines for the term. Activities are now at pre-Covid levels, with lots of school trips. The choir has been very active, a science week was held at the start of term, and sports are going well across the school with well-developed teaching. School teams are frequently winning external tournaments and there are lots of clubs on offer. The lunchtime PE sessions are very well-attended, with 40 pupils attending netball sessions, and the provision of such activities helps the lunchtime supervisors in their role. Historically, the school has had very good attendance, however, since Covid the percentage has been lower than the target of 97%. This is predominantly from a high level of illness, though there is a little of the 'Friday absence' seen and a few persistent absentees. Miss Claxton is gently tackling the issue, either through working with teachers or directly meeting with parents. Governors questioned whether there are any more strikes scheduled. At present there are none, but teachers in the non-striking unions are also not happy with the current situation in schools, and many across the country have joined the National Education Union (NEU) in recent months. School leadership teams are in a challenging position and staff at North Kidlington have issued a statement in support of the strike action. The change to Twinkl phonics has proved very successful as it becomes embedded across the lower year groups. Recent GAPS tests assessing grammar, punctuation and spelling in Years 1 and 2 have shown better results than previously achieved. Mrs Müldür, Miss Claxton and Mrs Lloyd are currently developing a dyslexia strategy for Key Stage 2. The White Rose maths programme has been introduced to standardise the teaching of maths across the school and in the long-term should reduce teachers' workload. The spring data is almost all in and pupil progress meetings are being held for pupils not reaching their potential to consider what interventions can be put in place. A successful mock SATS week has

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	been run for Year 6 pupils to help them prepare for their exams in May. Because of the bank holiday arising from the King's coronation, SATS will start on the Tuesday rather than the usual Monday. It has been a challenging year for safeguarding within the school, with several children with social care involvement. Admissions are at an all-time high, with 310 pupils on roll. The level of special educational needs (SEN) remains the same, as does pupil premium funding. Continuous professional development (CPD) is increasing post-pandemic and will be added to the SIP next year for development of a more thorough staff CPD plan. Health and safety is of concern. The Chestnut/Cedar building needs replacing rather than the new roof currently being proposed and Emilie will resend her email to her contact at the council, copying in his boss. AP4
7	Update on breakfast and after-school clubs The clubs are going extremely well, and more staff are available to help run them, providing better cover. Governors questioned if parents are giving more notice when booking their children into a session, but now pupils are split across two rooms, separating younger and older pupils, staff are more able to cope with higher numbers. There are also staff happy to stay if needed. Governors also questioned if payments are being received on time, which they are, with only a few outstanding. The school is working with these parents.
8	Discuss budget and staffing priorities for coming year The priority for next year is to keep the school running. It is difficult to plan further until the strike situation has been resolved and it is known if any pay rises will be funded. Oxfordshire schools are already at a disadvantage as outstanding SEN funding is being taken from the general funding for schools before it reaches them. It is hoped that the school can continue with staffing at its current level. If cuts are needed, the recorder classes will have to be the first item sacrificed. One teacher returns after a year's sabbatical in September, with the early career teacher (ECT) currently covering the class moving on. From the SIP, other areas requiring funds include work on the playground, completing the library and ensuring the curriculum is fully resourced.
9	Update on new vision and culture Roll out of the new vision and culture continues. Children now know the three kindnesses of the school and refer to them a lot. The behaviour policy has been sent out to parents and staff are fully conversant with it. A lot of work is being done in assemblies, and more signs are being printed. The next step is to prepare a document outlining the North Kidlington way of doing things, with a family friendly version and another for in-house use with supply teachers and new staff. The family friendly version could be used as an in-depth prospectus. There are also proposals for a song and dance routine about the new vision and culture for the website.
10	Approve committee reports
10.1	Personnel and pay – 1 st March 2023

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	The minutes were not yet available but a verbal report of the meeting was provided. Carol will chair the committee until more co-opted governors have joined the board. A staff survey has been prepared and is ready for distribution, but will not be sent out until the beginning of next term. It will be sent out from the governors, via the office, as a Google form and will include a statement that staff can talk to a governor rather than complete the form if they so wish. AP5 The date for the next meeting has been brought forward.
10.2	Strategy – 9th January 2023* The meeting discussed how the school was coping since the new year. Magpies was thought to have started an after-school club, but this is in fact a club for its own children only. Alex is looking into academisation and has a meeting at Edward Feild to discuss their move to the River Learning Trust.
10.3	Curriculum – 31st January 2023; 28th February 2023* The clusters are working well. The school is moving to the White Rose maths scheme to ensure standardised teaching across the school. Cluster reports and other informative curriculum documents are available on the website.
10.4	Finance and premises – 18th January 2023* The meeting reviewed the budget monitoring reports. Reserves are reducing. The special purposes fund will need to be spent before any plans to become an academy. Kapil is looking to make initial contact with Professor Irene Tracey, the new Oxford University Vice President who was a pupil at Gosford Hill and St Thomas Moore, with a view to exploring any income possibilities. He has a meeting booked with her personal assistant on 29th March. Amanda Darley needs to be removed from the list of governors present at the meeting.
11	Preparation for Ofsted* Recognising that both phonics and mathematics planning could be improved, the agreement to use Twinkl phonics and the White Rose Maths scheme will be advantageous in showing Ofsted inspectors that the school is able to identify and address curriculum areas that need changing. Embedding these changes is now a priority. Discussion of the questions circulated from the preparing for Ofsted training session was deferred to the next meeting. Governors agreed that the questions, together with the answers, would make a useful revision document when preparing for an imminent Ofsted inspection.
12	Ratification of policies
12.1	Finalised uniform policy* Governors discussed the changes to footwear proposed in the new policy. All agreed that plimsolls are not suitable shoes for pupils to wear as they are bad for development of the feet. It was also agreed that pupils should have at least two pairs of shoes for school, one pair for outdoors and one for indoors. Otherwise, the classroom carpets will be covered in mud. Initially, school shoes for inside and trainers for outside had been proposed. Following discussion, it was suggested that parents should be consulted via the newsletter using Microsoft forms, with the proposal that sports trainers should be used for outside and a second pair of trainers for inside, and explaining the problems with plimsolls. AP6 Emphasis will be given to the need for equality, suitable footwear for sports and

	keeping the carpets clean, and that two pairs of shoes may be cheaper than the three currently required. The policy will not come into effect until September.
13	Safeguarding update There is a high level of safeguarding concerns, though a few of the child protection cases are now recorded as children in need. Governors recognised the time-consuming nature of safeguarding and the pressures it places on the senior leadership team. Carol, as safeguarding governor, had met with Mrs Müldür, designated safeguarding lead, and witnessed safeguarding in action as well as the administrative side. They will meet each term.
14	Health and safety update, including staff welfare James has completed a site visit as health and safety governor and his report uploaded to GovernorHub. He expressed grave concern about the state of the portakabin used by Years 3 and 4, which requires replacing rather than simply a new roof. There is also a problem with the installation of the canopy outside Apple class. The new roof on the junior block has now been finished and the school is just waiting for the scaffolding to be removed. Staff will then be able to park onsite again. The term has been challenging and staff welfare is therefore of concern. A recent staff meeting discussed wellbeing.
15	Governance updates
15.1	Governor appointments Carol is now chair of the personnel and pay committee and Kapil chair of the finance and premises committee.
15.2	Governor visits • Rebecca had attended an athletics competition with Keri in Banbury, and was impressed with the team spirit and how the children supported each other. • Alastair and Charlotte went on the Year 1 and 2 trip to Silverstone. • Charlotte also met with Miss Claxton to discuss attendance and will monitor this at school one day next week. • Carol met with Mrs Müldür to discuss safeguarding. Christabel has uploaded a list of ideas for governor visits on GovernorHub.
15.3	Governor training completed • Rebecca and Carol attended training on preparing for Ofsted. • Carol also attended training on the safeguarding governor role.
16	Any other business Once the school has had the call that it is to be inspected by Ofsted, Emilie would like to hold a Teams meeting for governors on the evening before the inspection to explain the schedule and see who is free to meet the inspectors. The SIP is a useful document to look at in preparation, but governors were reminded that they are volunteers and should be confident of their role in the school and not fear the inspection.
	Meeting closed at: 8.20pm
ACTION POINTS	
AP1 – Christabel and Alex continue to work on a proposal for a new Apple classroom.	

AP2 – Alex to contact the Botley West Solar Farm to see if they are interested in using the school roof for solar panels.

AP3 – Governors to continue to look for potential governors from the wider community for the current vacancies.

AP4 – Emilie to resend her email about the serious state of the Chestnut/Cedar classroom to her contact at the council, copying in his boss when he is identified.

AP5 – The staff survey, prepared by the personnel and pay committee, to be sent to staff at the start of next term.

AP6 – Emilie to consult parents about footwear for the new uniform policy.

*Indicates paperwork circulated for this item

NB: All policies must be reviewed with reference to the approved equality duty statement

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