

# Gladesmore Community School Governing Body

## Minutes of the meeting held on Wednesday 16<sup>th</sup> October 2024 at 6pm

Parent Governors (2)		Co-opted Governors (7)	
*Suhel Musa (SMA)	8-12-24	*Susan Williams (SWS)	06-12-26
*Fiona Jatta (FJA)	21-3-27	*Donna Grant (DGT)	07.07.26
		*Alexander Sweet (AST)	07.07.26
<b>Local Authority Governor (1)</b>		*Annabel Schaafsma (ASA),	9-12-27
* Maureen Black (MBK)	07-02-26	*Elaine Brown (EBN)	08.12-24
		*Abdul Rob (ARB)	20-3-27
<b>Staff Governor (1)</b>		^Shmuel Davidsohn (SDN)	07-12-26
*Jenny Irish (JIH)	06-12-26		
<b>Headteacher Governor</b>			
*Goldwater Ojokor (GOR)	Ex-Offico		

Others Present	
Jan Smosarski – Clerk (JSI), Pete Larvin (PLN) – DH/T	Alexander Sweet (Chair) in the Chair Quorum = 6 governors * Denotes governors present ^ Denotes approved absence

### **Part 1**

**NB: This meeting was a hybrid meeting with some governors attending at the school and some governors attending remotely.**

	<p><b><i>The following documents were circulated to all governors prior to the meeting:</i></b></p> <p><i>Meeting agenda, Minutes of meetings held on 19-6-24, Declarations of Interest Form, Financial Skills Assessment Form, GCSE and BTEC Results Document, Examination Results comparative data, Attendance Data, Changes to Ofsted document, Finance Update, Proposed dates 24-25, Instrument of Governance, Governor Terms of Office, Governor Code of Conduct, Governing Body Committee Terms of Reference, Scheme of Financial Delegation, Governing Body Decision Delegation Plan, Safeguarding and Child Protection Policy and Procedures, Safer Recruitment Policy, Careers Policy</i></p>	
1.	<b>Election of Chair and Vice Chair</b>	
1.1	The Clerk asked for nominations or expressions of interest for Chair for the academic year 24-25. AST indicated that he would accept the role of Chair for one more year but stressed that this would be his last year. There were no other nominations and AST was elected as Chair for 202425. AST took the chair.	

1.2	AST asked for nominations for Vice Chair for 2024-25. He proposed MBK and this was seconded by SWS. There were no other nominations and MBK agreed to be Vice Chair for 2024-25. She also stressed that she has been in this role for a long time and that she would like to hand over to another governor at the end of this year.	
1.3	Governors need to be aware of Succession Planning issues for the academic year 2025-26	
<b>2.</b>	<b>Attendance</b>	
2.1.	<b><u>Consideration of apologies</u></b> – apologies for absence were accepted from SDN	
1.2	<b><u>Declarations of Interest</u></b> - There were no declarations of interest on any item of this agenda. New forms will need to be signed for 2024-25. Governors are asked to review the details held on each of them and update as appropriate.	
<b>3</b>	<b>Minutes of the meeting held on the 19<sup>th</sup> June 2024.</b>	
3.1	The minutes were <b>AGREED</b> as a true record	
3.2	<b>Matters Arising from the minutes not on this agenda</b>	
3.2.1	<u>Minute 5.2</u> - It had been anticipated that Malcolm Wills, (MWS) SIP would attend this meeting but the date for governors to meet MWS has had to be changed. He has received the list of meeting dates and will get back to GOR in the very near future.	
3.2.2	<u>Minute 5.1.1</u> – MBK asked for an update on the Safety Valve project. The Specialist class is to be opened at Fortismere. This means that Gladesmore will not lose the very valuable Success Lounge, which was built by the school to specifically help raise Gladesmore pupil achievement.	
<b>4.</b>	<b>Dates of GB Meetings 24-25</b>	
4.1	The updated document was <b>AGREED</b> by governors.	
<b>5</b>	<b>Focus: Outcomes – Pete Larvin DH/T</b> 5.1-Examination Outcomes	
5.1.1	The data included in today's presentation is provisional but is not expected to change very much. The school will receive final figures in the next 2-4 weeks.	
5.1.2	Data shared with governors includes a comparison with results in 2019 and 2023. 2019 being the last year when results did not include any modifications to grade boundaries caused by the pandemic and 2023 the when grade boundaries were reintroduced.	
5.1.3	Progress 8 – this shows a significant increase from -0.3 to +0.01. Pupils in receipt of Pupil Premium showed +0.06, which shows a higher level of progress	

	than for pupils not in receipt of Pupil Premium.	
5.1.4	80% of pupils took Ebaac subjects; this is likely to be higher than the national average and the percentage of pupils attaining 5 level 4+ GCSE subjects including English and Maths increased from 57% in 2023 to 60% in 2024. Figures for Attainment 8 show a 3 point increase from 43 (2023) to 46.	
5.1.5	AST passed on governors' congratulations to staff and pupils. This data shows that results are recovering from the disruption caused by the pandemic. He asked whether this improvement had been predicted. PLN explained that subject faculties had focused on driving up outcomes and took governors through the improved out comes.	
5.1.6	<u>Subject Outcomes</u> English – 72% pass rate, national average – 62%, Gladesmore 2023 – 67% Maths – 72% pass rate, national average - 62%, Gladesmore 2023- 67% Sciences – 68% pass rate, national average 57%, Gladesmore 2023 – 60% History – 60% pass rate, national average – 63%, Gladesmore 2023 – 47% Geography – 58% pass rate, national average 65%, Gladesmore 2023 – 50% French – 44%passrate, national average 60%, Gladesmore 2023 – 38% Spanish – 63% pass rate, national average 71%, Gladesmore 2023 – 44% Other subject areas included in the data shared with governors.	
5.1.7	Governors asked about the results which were lower than national averages, especially those for MFL (Modern Foreign Languages) GOR explained that there has been pressure for pupils to try for Ebbac subjects and that there was a feeling that some children were opting for subjects not best suited to their abilities. This was especially the case in children being encouraged to study a MFL and it may be that this advice would be reviewed. However, a number of pupils chose to take a GCSE in their community language. With the exception of Turkish, which was detailed separately the other community languages had been grouped together. Including Turkish, 65 children had been examined in their community language with 64 successfully passing the examination. GOR asked whether visits abroad as part of the MFL studies had resumed. GOR replied that some had but that cost was a major factor together with new restrictions following BREXIT.	
5.1.8	Numbers of children choosing to study R.E. had increased resulting in there now being two classes for this subject. The range of pupils opting for R.E. was especially wide.	
5.1.9	Governors thanked PLN for his presentation.	
5.2	<b>Attendance</b>	
5.2.1	Overall attendance during 2023-24 was 91.5%. This is higher than the Haringey figures (90,2%) and nationally (90.9%) This is a very pleasing improvement and reflects the hard work of staff with responsibility for attendance. Pupils in receipt of Pupil Premium had attendance figures of 90.2% compared against a national figure of 86%. Pupils with AEN were inline with national figures. Data included pupils who would be categorized as persistent or severe absentees.	

5.2.2	AST noted that figures were close to 2019 levels and GOR confirmed this was the case but that attendance pre-COVID was a little higher at 94%. It did however reflect a very welcome increase and a return close to pre-pandemic levels. SWS asked why attendance figures had declined post pandemic and GOR explained that there were a number of reasons including parental anxiety, a reluctance to send children into school if they were slightly unwell and an increase in pupil mental health issues, some pupils now found it difficult to leave home. As previously reported CAMHS are very overstretched and referrals can take months to be picked up. This is one of the reasons why the school has increased levels of in-house counseling and support. SWS asked whether, in these instances, it was acceptable for pupils to attend on a part time basis. GOR explained that needs were extremely complex and part time attendance was one of range of strategies, which may be used depending on individual pupil need.	
5.2.4	SMA asked whether future attendance data could separate out Asian pupils attendance as part of the ethnicity data. GOR <b>AGREED</b> that this would be done.	<b><u>GOR</u></b>
5.2.3	Governors thanked PLN for this very helpful update.	
5.3	Destination Data – the report on pupil destinations has not yet been received from the LA. This is due to the search being much more in-depth. Unfortunately it still does not include pupils who have successfully gained a place at independent provision via the Springboard scheme. This year 5 Gladesmore pupils successfully gained places on this scheme.	
<b>6</b>	<b>Chairs Report and Correspondence</b>	
6.1	AST reported that he had attended the open evening for prospective new Y6 pupils. The meeting had been very well attended and the Harry Potter theme had been enthusiastically received. GOR explained that the evening starts with opportunities for tours of the school and ends with speeches. In addition, this week there had been tours for prospective parents every morning arranged for those who could not attend the evening event.	
6.2	AST reported that at a meeting of CoG's there had been a reminder that governors should receive regular updates on children in alternative provision. Governors have received a number of such updates at Gladesmore. GOR reported that currently there are 4 children in alternative provision and there is a member of staff who has responsibility for monitoring their attendance and progress. GOR will continue to provide governors with regular updates.	<b><u>GOR</u></b>
<b>7</b>	<b>Headteacher's Report and Correspondence</b>	
7.1	GOR updated governors on the new Ofsted regulations explaining that there will no longer be a one word overall judgment. Individual judgments will be made on each of the following areas – Quality of Education, Behaviour and Attitudes,	

	<p>Personal Development and Leadership and Management. It is anticipated that Gladesmore will be inspected before the end of this academic year. Inspectors will wish to meet with a group from the governing body. Two inspections have taken place within the LA recently. Governors who would be willing to meet with inspectors should put their names forward. It is understood that given the short notice of an inspection that not all governors can be available all of the time.</p>	<u>ALL</u>
7.2	<b>Finance Update</b>	
7.2.1	The indications are that the school will be in deficit by the end of the year if action is not taken to reduce running costs.	
7.2.2	<p>The National Funding Formula (NFF), which was introduced in 2018-19, has negatively impacted on schools in the London area. The NFF recommends that 55% of the annual budget is spent on teaching staff. Gladesmore are currently spending 68%. The effect that the NFF has on the Gladesmore budget has been softened by the need to admit an additional class each year and the additional funding put in place to aid recovery from the pandemic. Additionally during the pandemic period significant savings were made on running costs. The additional class is no longer needed and only two additional classes are left one in Y10 and one in Y11. This has resulted in a loss of £150, 000 over the last 3 years.</p>	
7.2.2	<p>Running costs have risen exponentially and this has been exacerbated by big pay rises. Although the teacher's pay rise was fully funded last year it was calculated on 55% of the overall budget rather than the actual 68%. The only realistic way to save the level of money that needs to be saved is to restructure. Gladesmore has implemented cost saving in the following ways: -</p> <ul style="list-style-type: none"> <li>• Not replacing staff where previous staffing levels were generous.</li> <li>• Offering flexible working hours where this is practicable.</li> <li>• Tightening up on paid special leave – applications for special leave can be either paid or unpaid. This decision is up to the discretion of the Headteacher.</li> <li>• Increasing prices for school lets.</li> <li>• Putting site development projects on hold.</li> <li>• Reducing faculty and pastoral budget allocations.</li> </ul>	
7.2.3	<p>Next Steps-</p> <ul style="list-style-type: none"> <li>• Carrying out a staffing review with input from the LA</li> <li>• School Budget Analysis sent to Haringey earlier this month.</li> <li>• Restructure form to be completed and sent to the LA this month.</li> <li>• Make an application for a deficit license.</li> </ul>	
7.2.4	<p>Meetings have been held with staff to explain the current situation. Staff are aware of the need to take action to manage the current situation. GOR has worked with the professional associations and the LA to ensure that rules are being followed correctly. One issue in Haringey is that since 1988 secondary</p>	

	school staff have had 20% non-contact time, nationally this is 10% and class sizes have been set at 27 rather than the national figure of 30. Discussions are taking place across the borough as to the sustainability of these agreements. No changes to these agreements will be made without the proper consultations and agreements. GOR hopes that the steps that have been put in place will prevent the need for redundancies. Governors <b>SUPPORTED</b> the steps GOR has taken to date.	
<b>8</b>	<b>Governing Body Membership</b>	
8.1	<b>Instrument of Governance</b>	
8.1.1	Governors reviewed the instrument and SMA suggested increasing the number of co-opted governors. After some discussion it was <b>AGREED</b> to keep the governing body at the same size. The instrument can be reviewed at any time should the need arise.	
8.2	<b>Governing Body Membership</b>	
8.2.1	SMA's term of office is due to end on the 8 <sup>th</sup> December. As he is a parent governor and his child has now left the school he cannot stand for a further term of office as a parent governor. He would like to remain on the governing body however, as there are currently no vacancies it was suggested that he become an Associate Member. This can be confirmed at the next full governing body meeting.	
8.2.2	EBN's term of office is due to end on the 8 <sup>th</sup> December. She is a co-opted governor and has indicated that she would like to continue for a further term of office. This will be an agenda item for the next full governing body meeting.	
8.3	<u>Governing Body Code of Conduct</u>	
8.3.1	Governors <b>AGREED</b> the code. It should be signed by all governors and returned to GOR.	<b><u>ALL</u></b>
<b>9</b>	<b>Governing Body Operational and Policy Updates</b>	
9.1	<u>Committee Terms of Reference</u> Governors <b>APPROVED</b> the existing terms of reference.	
9.2	<u>Scheme of Delegation</u> There were no changes to the Scheme of Delegation, which was <b>APPROVED</b> by governors.	
9.3	<u>Governing Body Decision Delegation Plan</u> There were no changes to the plan, which was <b>APPROVED</b> by governors.	
<b>10</b>	<b>Policy Updates</b>	
10.1	<u>Safeguarding and Child Protection Policy</u> The policy refers to the most recent version of Keeping Children Safe in Education Governors <b>APPROVED</b> the policy	

10.2	<u>Safer Recruitment Policy</u> The policy has been produced by the LA and agreed by the unions and professional associations and Legal departments. Governors <b>APPROVED</b> the policy	
10.3	<u>Careers Policy</u> Governors <b>APPROVED</b> the policy	
11	<b>AOB</b>	
11.1	There was no other business.	

***There were no Part 2 Confidential Items***

Chair \_\_\_\_\_ Date: \_\_\_\_\_