

# Gladesmore Community School Governing Body

## Minutes of the meeting held on Wednesday 19<sup>th</sup> October 2022 at 6pm

Parent Governors (2)		Co-opted Governors (7)	
*Suhel Musa (SMA)	8-12-24	Vacancy	
*Wendy Burrell (WBL)	17-10-22	Donna Grant (DGT)	08.07.22
		* Alexander Sweet (AST)	08.07.22
<b>Local Authority Governor (1)</b>		* Annabel Schaafsma (ASA),	10-12-23
* Maureen Black (MBK)	07-02-26	* Elaine Brown (EBN)	08.12-24
		* Victor Olisa (VOA)	08-12-24
<b>Staff Governor (1)</b>		Vacancy	
*Tasaddaq Ashraf (TAF)	16-6-24		
<b>Headteacher Governor</b>			
Goldwater Ojokor	Ex-Offico		

Others Present	
Jan Smosarski – Clerk (JSI), Pete Larvin – Deputy Headteacher (PLN)	Alex 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 22<sup>nd</sup> June 2022, Declaration of Business Interests Form, Self Assessment Form for Financial Knowledge, Schedule of Meetings for 2023, Class of 22 GCSE Results, Key Subject Results data for last 10 years, Letters and photographs re: school closure in September, Calendar of parent evening and review dates, H&amp;S letter, Premier League. Man City letter, Instrument of Governance, Governor Declaration Form, Proposed Code of Conduct, Committee membership and TOR, Scheme of Financial Delegation, Governing Body Decision Delegation Plan, Pupil Premium Strategy Pupil Premium Impact Evaluation, Safeguarding and Child Protection Policy and Procedures, Behaviour Principles, Behaviour and Exclusions Policy, Anti Bullying Policy,</i></p>	
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<b>1</b>	<b>Election of Chair and Vice Chair</b>	
1.1.1	JSI welcomed governors to the first meeting of the academic year and asked for nominations for Chair to the Governing Body for this year. MBK nominated AST and the nomination was seconded by SMA. There were no other nominations and AST was elected as Chair.	
1.1.2	AST took the chair. He flagged up that he would like to look at succession planning during this year as he would be planning to stand down from this role at some point. He then asked for nominations for Vice Chair, he proposed MBK and this nomination was seconded by ASA. There were no other nominations and MBK was elected as Vice Chair. She also indicated that she had been Vice Chair for some time and that becoming Vice Chair would present an opportunity for other governors to extend their skills.	
<b>2</b>	<b>Attendance</b>	
2.1	<b><u>Consideration of apologies</u></b> – there were no apologies for absence.	
2.2	<b><u>Declarations of Interest</u></b> - There were no declarations of interest on any item of this agenda	
2.3	<b>Completion of pecuniary interests and governor details</b>	
2.3.1	Governors were requested to complete declaration of interest forms and update their details for the school records. Governors to return completed forms to GOR	<u>All</u>
<b>3</b>	<b>Minutes of the previous meetings.</b>	
3.1	<u>Minutes of the 22<sup>nd</sup> June 2022</u> The minutes were <b>AGREED</b> as a true record.	
3.2	<u>Matters Arising from the minutes not on this agenda</u> There were no matters arising from the minutes not on this agenda	
<b>4</b>	<b>Dates of GB Meetings 2022-23</b> Governors confirmed the dates of future meetings for 2022-23	
<b>5</b>	<b>Focus – Outcomes</b>	
5.1	<b>Report on examination results for 2022 (GOR)</b>	
5.1.1	Before beginning his report GOR thanked governors for their commitment and support since he had taken up office as Headteacher.	
5.1.2	GOR had included in the pack governors had received a breakdown of GCSE results by subject and a table comparing a number of performance measures	

	<p>against the 2019 figures. 2019 was being used for comparison purposes because it was the last time that public examinations had been held before the COVID pandemic. He stressed that these are temporary results as final figures will be released in December once any challenges / appeals have been considered. In relation to Progress 8 he explained that this was based on the progress made by pupils from Y7-Y11. Progress within the range of -0.2 to +0.2 indicates expected outcomes. Anything below -0.2 indicates performance is below expected progress and above +0.2 is above expected progress. Results showed a positive outcome with the exception of subjects classified as 'open' (subjects which fall outside the EBacc subjects)</p>	
5.1.3	<p>Attainment 8 – there was an increase in the number of pupils attaining the expected 8 levels of progress in 2022 when compared with 2019 (66% in 2022 63% in 2019) The average grade for pupils was 4.8 in 2022 compared with 4.4 in 2019.</p>	
5.1.4	<p>EBacc – the number of pupils taking EBacc subjects increased in 2022 to 74% compared to 55% in 2019. The number of pupils taking EBacc subjects has increased steadily since this measure was introduced. It is now above national averages. Ofsted will be monitoring the numbers taking EBacc subjects and will expect there to be good reasons for pupils not to be taking EBacc subjects. Governors were reminded that Gladesmore is the school in Haringey that all pupils new to English attend if they arrive in the country in Y10 or above. This will inevitably affect the numbers doing academic subjects.</p>	
5.1.5	<p>The number of pupils achieving 5 GCSE passes, including Maths and English at L4 or above has increased to 65% (64% 2019)</p>	
5.1.6	<p>Governors asked a number of questions relating to the data presented to them:</p> <ul style="list-style-type: none"> <li>Some numbers differed from the pack sent out to governors and the data sent to the LA - this was due to ongoing challenges and appeals and would be rationalized once the outcomes from all appeals had been received. This would be published in the IDSR (School Inspection Data Summary Report)</li> </ul> <p>The apparent fall in outcomes for MFL (Modern Foreign Languages) GOR explained that this was partly due to increased take up by pupils resulting in increased class sizes. It was recognized that this had presented some challenges and teacher numbers in these subjects may need to be increased. Many pupils entering the school in Y7 have no experience of MFL, especially if they have had to focus on their own English Language acquisition. AST noted that the proportion of pupils that took a MFL was up by 19 percentage points, and over half of these, 10% of the total, had been successful in examination.</p> <ul style="list-style-type: none"> <li>EBN added that while performance might be lower, attainment was higher.</li> <li>It was <b>AGREED</b> that in future presentations it would be useful to add a</li> </ul>	<p><b><u>GOR / PLN</u></b></p>

	commentary to go alongside the data. It was further <b>AGREED</b> that GOR would <b>send out the presentation he had spoken to</b> so that governors can look at the data in more detail.	
5.1.7	As part of the review of outcomes GOR meets with all subject leaders individually to review performance in their subject. It was NOTED that of all the Humanities subjects History outperforms the other subjects. GOR stated that the History department is particularly well staffed and has a very experienced and stable team of teachers.	
5.1.8	GOR added that discussions are taking place relating to the conditional offers being made by some Sixth Form provision. These usually request something like 5-6 GCSE passes and there is a concern that this encourages pupils to narrow their field of focus onto 5 or 6 of their chosen subjects rather than encouraging them to maintain focus on all their chosen subjects.	
5.1.9	On behalf of the governing body AST congratulated the school on their overall performance after a very difficult few years, which had presented many challenges for staff and pupils.	
5.2	<b>Report on Post 16 destinations</b>	
5.2.1	PLN began his presentation by identifying the most common Sixth Form destinations for Gladesmore pupils. These are: - Haringey Sixth Form Centre, LAE Tottenham, ADA Digital College, Public / Independent Schools accessed via the Springboard Charity.	
5.2.2	Y11 Pathway Programme – this is a series of presentations from a number of London Colleges including the College of Haringey, Enfield and North East London and Barnet College and up to 30 other institutions. There is a Pathway Day when there is a college fair providing pupils with the opportunity to compare courses and discuss their options with representatives from the colleges.	
5.2.3	All pupils leaving in July 2022 have taken up at least 1 A Level course this is an increase on previous years. 86 pupils have taken at least 1 BTec course, this is a decrease from 2021 when 105 pupils opted for BTec courses. A growing number of young people are now able to study both A Levels and BTec courses together. This was not an option they could take in the past.	
5.2.4	69 different subjects are being studied with Maths and Science being the most popular options. The breakdown of subjects is similar to the choices made in 2021.	
5.2.5	This year pupils transferred to the following colleges: City & Islington (36) LAE Tottenham (34) Alexandra Park (17) Waltham Forest, Monoux, Leyton, BCE all 10+ Haringey Sixth Form College 9*	

	Springboard 14 * although at this point the number of pupils opting for Haringey Sixth Form is low it is not unusual to for students to change courses mid year and join the Sixth Form Centre at a later date.	
5.2.6	BTEC – PLN reported that pupils are unable to begin the application process for BTEC places until their GCSE results have been received. This can cause uncertainty and other problems for some young people.	
5.2.7	Apprenticeships – AST asked whether any pupils had opted for an apprenticeship. These are not shown on the report, as the school does not necessarily know about them as they usually follow on from vocational courses.	
5.2.8	Governors discussed the value of being able to track where pupils go on to after they have left the school. This could prove valuable in terms of advising pupils on which courses to choose and in monitoring the further success of school leavers. While every effort is made to maintain links with pupils this is not always possible. PLN agreed that a national database using UPN's to track pupils would provide valuable information.	
5.2.9	Springboard - this is a charity that facilitates the offering of free sixth form places in public or independent schools across the UK for financially disadvantaged pupils. Gladesmore is one of the most successful schools in obtaining places for qualifying students. In some instances schools now contact the school directly with offers of places for academically gifted children. AST commented that prospective Y7 parents had been very interested to hear about this scheme at the recent Y6 Parents Evening.	
<b>6.</b>	<b>Chair's Report and Correspondence</b>	
6.1	AST attended the recent Y6 Parents Evening. He was very impressed by the work put on by the different subject departments and GOR's presentation to prospective parents, which took place in the main hall.	
6.2.1	AST attended a meeting of Chairs of Haringey secondary Schools. Shared concerns were on pressure on budgets caused by higher than funded pay awards and ever-increasing utility costs.	<u>GOR</u>
6.2.2	Ofsted - A number of nearby secondary schools have recently been inspected. As anticipated many of those schools previously graded as outstanding have been downgraded. These include both comprehensive and selective schools in Haringey and neighbouring LA's. One local school had made a legal challenge against it's grading and had won it's appeal and received an apology from Ofsted.	
<b>7</b>	<b>Headteacher's Report</b>	
7.1	<b>September – delayed return to school</b>	
7.1.1	The start to the new academic year had been delayed due to heavy rainfall flooding two buildings causing extensive damage to ceilings, lighting and	

	<p>electrical power supply which caused a power outage across the whole school. Work to repair damage and get the school open had taken place with the LA providing support. More work is planned to take place over half term. It is possible that the roof of one building may need to be completely replaced. If this is the case there may be further school closure although every effort is being made to find alternative accommodation if this is the case. MBK asked whether temporary classrooms would be a possible way forward. GOR replied that this would not be practicable due to the number and type of rooms that would have to be closed. He stressed that alternative solutions were being sought in order that the school could remain open.</p>	
7.1.2	<p>SMA asked whether financial support would be forthcoming from the LA. GOR has discussed this with Evelyn O' Riordan, Assistant Director for Schools and Learning. To date Gladesmore has spent £9,000 on repairs in order that the school could re-open as quickly as possible. However, the LA will contribute towards the final costs. GOR is due to meet with LA representatives on the 20<sup>th</sup> October.</p>	
7.1.3	<p>EBN noted that a free meal had been made available for children on FSM. She queried why vouchers had not been made available. GOR replied that the uptake of the food offer had been relatively low. It had been possible to arrange a meal to be made available with immediate effect. To have applied for vouchers which could then be given out would have taken much longer and was therefore a less efficient way of dealing with the issue.</p>	
7.2	<p><b>Open Evenings</b> – GOR had provided governors with a timetable of meetings for parents. It is hoped that the next round of meetings will be face-to-face on site rather than remote. It is anticipated that the Review Day will offer both options.</p>	
7.3	<p><b>COVID Update</b> – 6 staff have had COVID since the start of term. Staff are required to isolate for 5 days if they have the virus. Testing no longer takes place at the school. Hand sanitizers are still available for staff and pupils, the wearing of masks is optional, and KS3 &amp; KS4 take separate lunch breaks but have the same break times. VOA asked whether pupils forced to be absent for 3 days if they had COVID were provided with work. GOR explained that it was difficult to know exactly how many pupils were ill with COVID as parents mostly just reported that their child was sick. However, all pupils were able to access their lessons and work via Google classrooms and My Learning Journey.</p>	
7.4	<p><b>Haringey Health &amp; Safety Audit</b> – the audit took place on the 12<sup>th</sup> and 13<sup>th</sup> October. Findings were very good and the school has a grading of 81.4% which is up from last year's 73.1%</p>	
7.5	<p><b>Manchester City FC Visit</b> – this took place on the 17<sup>th</sup> October and is part of a project to help professionals implement measures that will keep young people focused and engaged in their sporting opportunities. VOA commented that this</p>	

	was a fantastic opportunity for the school to be able to link up with Premier League Clubs.	
<b>8</b>	<b>Governing Body Membership</b>	
8.1	<b>Instrument of Governance</b> – governors reviewed the Instrument of Governance and <b>AGREED</b> that there should be no changes at this time.	
8.2	<b>Governing Body Membership</b>	
8.2.1	As of the end of the summer term there were two co-opted vacancies on the governing body. As agreed THY approached Shmuel Davidson (SDN) who had previously indicated an interest in becoming a governor of the school. Paperwork is currently being completed and it is anticipated that he will be able to join the next full governing body meeting. <b>GOR to invite SDN to the next meeting.</b> Governors discussed the skills they would like to have on the governing body and were particularly keen to have someone with a legal background. They were also interested in having a member of Crowland Primary School on the governing body to maintain contact with a main feeder school. It was <b>AGREED</b> that SMA and EBN should contact possible legal contacts and GOR will contact Crowland Primary School. Governors to report back at the next full meeting..	<u>GOR</u>  <u>EBN/SMA/</u> <u>GOR</u>
8.2.2	WBL’s term of office has ended and a parent governor election will need to take place. <b>GOR to organize</b> and JSI to send information on parent governor elections to GOR	<u>GOR/JSI</u>
8.3	<b>Declaration Qualification as a Governor</b> – Governors are asked to sign and return this document to the school before the next meeting.	<u>All</u>
8.4	<b>Governing Body Code of Conduct</b> – a draft code was included in the pack – this was <b>AGREED</b> by governors in principle but SMA will liaise with GOR regarding a couple of minor amendments. <b>The amended code will be brought back to the next meeting for ratification.</b>	<u>GOR/SMA</u>
<b>9</b>	<b>Governing Body Operational and Policy Updates</b>	
9.1	<b>Committee Terms of Reference (TOR)</b> – TOR’s were reviewed and <b>AGREED</b> . There were no changes to the TOR’s Chairs of Committee will be elected at first meetings.	
9.2	<b>Scheme of Financial Delegation</b> – the scheme was reviewed. There were no changes to the scheme, which was <b>AGREED</b> by governors.	
9.3	<b>Governing Body Decision Delegation Plan</b> - the plan was reviewed. There were no changes to the plan, which was <b>AGREED</b> by governors.	
<b>10</b>	<b>Policy Updates</b>	
10.1	<b>Pupil Premium and Tuition Strategy 2022-23</b> _ the strategy was <b>AGREED</b> by the governing body.	

10.2	<b>Pupil Premium Impact Evaluation 2021-22</b> - the policy was <b>APPROVED</b> by the governing body	
10.3	<b>Safeguarding and Child Protection Policy-</b>	
10.3.1	SMA asked whether there were any links to modern day slavery as young people were at risk from exploitation. He was assured that this was also part of Pauline Jones work as Designated Safeguarding Lead. The policy was <b>AGREED</b> by the governing body	
<b>11</b>	<b>AOB</b>	
11.1	MBK asked whether there were plans to hold any more training sessions for governors on their role if they were interviewed by Ofsted inspectors. AST agreed to go back to HEP to discuss further training options	<u>AST</u>
11.2	Cost of Living Crisis – SMA asked whether any work was being undertaken to measure the impact of the increasing cost of living on Gladesmore families. As an example he cited the school’s attitude to pupil’s not wearing correct school uniform. GOR explained that the situation was monitored sensitively. The school held a supply of second hand items of uniform which had either been donated or been left in Lost Property. These items could be given to families in need. The school is very sensitive to the pressures on families and does not ask for large contributions for educational visits or for any other reason. Children on FSM have a free lunch but costs are also kept to £2.20 a day for a 2-course meal as many families just missing out on the FSM entitlement struggle to pay for school meals. The school is open to all Y7 pupils on a Saturday providing a warm safe place and free food. There is a Breakfast Club run by TAS for Y7/8 children and plans are in place for a further Breakfast Club for Y11 pupils. Year group meetings are held for parents and this is where they are informed of the options available for their children.	

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

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



