



HILLMEAD PRIMARY SCHOOL, 216, BISHOP'S STORTFORD

MINUTES OF THE FULL BOARD OF GOVERNORS MEETING

Tuesday 15 December 2020 @ 7 pm

Via Microsoft Teams

Present: Michelle Shenston (MS) (Head Teacher), Philip Middleton (PM) (Chair), Gillian Lawson (GL), Dan Morgan (DM), Laura McMillan (LM), Jacqui Oliver (JO) Titi Akerele (TA), Alison Mully (AM), Gareth Lewis (GLE)

In attendance: Anne Winship (AW) (Associate Member) Hannah Draper (HD) (Associate Member), Jane Barger (JB) (Herts for Learning Clerk)

| No. | Item | Action by Whom? | Action by When? |
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| 1. | To receive apologies and approve absences Apologies received and accepted from Ulrike Kadritzke (UK). | | |
| 2. | To declare any conflict of interest Governors were reminded of the need to declare any conflict of interest, both pecuniary or other, that refer to an item on the agenda. No declarations were made. | | |
| 3. | Register of Pecuniary Interest – Update to Declarations <u>Action: CARRIED FORWARD to the next FGB meeting.</u> Governors were asked to click on their full profile on GovHub, choose the ‘declarations’ tab and click to confirm. | All gobs | Next FGB |
| 4. | Notification of Urgent Any Other Business Approve Headteacher’s Pay Award - confidential Approve Teacher’s Pay Award - confidential | | |
| 5. | To approve the minutes of 6 October 2020 Chair advised the minutes were not circulated in advance of the meeting. <u>Action: PM to email the minutes to governors for email approval.</u> PM will then print and sign the minutes and bring into the school office for filing. | PM | Tomorrow |
| 6. | To consider any matters arising from the minutes of 6 October 2020 PM led governors through the matters arising: | | |



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| <p>PM to email the Code of Conduct to governors: <u>Action: CARRIED FORWARD to next FGB.</u></p> <p><u>Action: Governors to sign and date electronically and return to PM.</u></p> <p>Clerk to remove DM as an 'admin' on GovernorHub and replaced with PM: complete.</p> <p>Committee Chairs to action ratifying Terms of Reference at their next meeting: GLE confirmed F&P ratified their Terms of Reference. <u>Action: Curriculum ToR to be ratified at their next meeting.</u></p> <p>DM to complete a Safer Recruitment refresher course: <u>Action: CARRIED FORWARD to next FGB.</u></p> <p>Governors to complete Safer Recruitment training online: Governors were asked to complete the training only if there are able to commit the time to assisting MS and PM with interviewing on the day. GLE advised he has booked on a course for next term. PM asked governors who complete the training to forward their certificate to the office for their name to be added to the register.</p> <p>MS to inform governors if any support is required regarding wellbeing of staff: MS advised no support is required at present.</p> <p>PM to circulate the Vice Chair nomination form: complete; no nominations received.</p> <p>Amendments to Annual Safeguarding Report: <u>Action: CARRIED FORWARD to next FGB meeting.</u></p> <p>Keeping Children Safe in Education (KCSIE) 2020: <u>Action: governors to tick the box on GovHub to confirm they have undertaken to read this key document.</u></p> <p>PM to email governors who need to update their details: complete.</p> <p>PM to organise a meeting with GLE to discuss the Chair of Finance role: complete; GLE has already chaired his first</p> | <p>PM</p> <p>All gobs</p> <p>AW</p> <p>DM</p> <p>MS</p> <p>All gobs</p> | <p>By end of term By next FGB</p> <p>Spring term meeting Next FGB</p> <p>Next FGB</p> <p>Jan 2020</p> |
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| | <p>meeting.</p> <p>PM to update Committee Membership document and circulate to governors: to be discussed in item 11.</p> <p>PM to discuss with UK whether she would like to continue with the Communications Link role: UK no longer wishes to continue in the role. PM and MS reviewed the Link roles and concluded that particular role is no longer required as other roles require more focus.</p> <p>Governors to discuss at next FGB how subject link reports will work under the current Covid 19 restrictions: to be discussed in item 12.</p> <p>Governors to check their training record on GovHub to ensure their records are up to date: <u>Action: CARRIED FORWARD to next FGB meeting.</u></p> <p>Child Protection Policy to be ratified at December FGB meeting: PM advised the GB cannot ratify this policy until a Vice Chair is in place.</p> <p>MS to update Health and Safety Policy with section on legionaries and to list Jon Felts (Site Manager) as the nominated person for working with heights: <u>Action: CARRIED FORWARD to the next meeting.</u></p> <p>'Rewards and Sanctions' section in Behaviour Policy to be reviewed: complete.</p> <p>MS to present the GDPR gap analysis to governors at the next FGB: <u>Action: CARRIED FORWARD to next meeting.</u></p> | <p>All gobs</p> <p>MS</p> <p>MS</p> | <p>Next FGB</p> <p>Next FGB</p> <p>Next FGB</p> |
| <p>7.</p> | <p>Reports/Minutes from Committee Meetings</p> <p>People Committee – PM gave a brief summary of the Committee meeting held on 23.11.2020:</p> <ul style="list-style-type: none"> - Discussed the resignation MS had received from one of the LSAs as in their resignation letter this person had cited feeling they had not been provided with the support they needed. Based on discussions and review, although we are sad this person is leaving, the Committee was satisfied there was no action the SLT could have taken differently. | | |



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| | <ul style="list-style-type: none">- One member of staff is at home as their children are self-isolating; they have been given dependent care leave.- An exclusion took place and the Committee queried whether the child was alright; MS confirmed they were and the incident was more of an escalation rather than a one off. This has raised concerns from a safeguarding perspective for that child and MS has raised concerns about Year 4 in particular from a safeguarding perspective. Year 4 has been a challenging year group for some time and, following lockdown and the Covid situation, we are seeing behaviours becoming more challenging; this is affecting teachers in those classes. The Committee will continue to look into this.- Discussed a Year 6 grooming incident.- Discussed the closure of the Year 4 bubble in response to one of our children testing positive for Covid. PM congratulated the SLT and staff in general for their smooth handling of the situation. Once we received notification of the positive test in the morning, 60 parents were swiftly contacted, to inform them not to bring their child into school. Further telephone calls were made in the evening. On the whole, parents were extremely supportive; the online learning was excellent and well received by parents and children over the 2 week period. It was pleasing to see the plans and actions we had in place worked well. Governors extended their congratulations to the SLT. JO noted, as a member of the family whose child tested positive, how impressed she was by the speed with which MS worked, managing to inform everyone concerned very efficiently. AM, as the parent of children in Year 4 and 6, agreed that the online learning was excellent and well run. AM praised LM and the Year 4 teachers for doing a great job. <p>Curriculum – AM chaired the October meeting in AW's absence and gave governors a brief update. The Committee discussed mostly remote learning and spelling. The Online Learning Policy was agreed.</p> <p>Finance and Premises – GLE gave governors a brief update from the Committee meeting held on 17.11.2020:</p> <ul style="list-style-type: none">- Teacher's Pay was the main agenda item. PM advised this was also reviewed by the People Committee.- PM has combined the Pay Committee and People Committee; this was considered prudent rather than having 2 committees with very similar areas to consider. | | |
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| | <p>- The Committee unanimously agreed to approve MS's recommendations based on the fact it would be unfair to penalise teachers for not reaching their targets this year through no fault of their own. This was also based on the fact MS had seen evidence of people working towards their targets.</p> <p>Ratify Committee Terms of Reference – <u>Action: CARRIED FORWARD to the next FGB meeting.</u></p> | <p>Agenda</p> | <p>Next FGB</p> |
| <p>8.</p> | <p>Head's Report</p> <p>MS circulated her report (saved in GH/FGB folder) in advance of the meeting and highlighted key points:</p> <ul style="list-style-type: none"> - MS investigated a racist incident this week and concluded a racist comment was made by a child. It is challenging to know whether the child meant the comment in that context. Nevertheless, it was a racist comment and has been dealt with as such. <p>Q. Is this the first incident involving this child? A. This is the first one involving a racist comment. However, we have other concerns around this child's behaviour.</p> <p>Q. Is the school taking any action? A. MS held a conversation with the child today and the child has apologised. MS will be speaking to the child's parents tomorrow and the parents of the child affected. MS will be asking the class teachers to ensure their stories are more diverse and to hold conversations around equality.</p> <p>Q. Are we required to report this to County? A. No, it is logged in our racist Incident log to ensure it is properly recorded.</p> <p>Q. What will we be doing around equality? A. We will do some PSHE lessons around celebrating differences. Confidential</p> <p>Q. How is the child who was on the receiving end of the comment? A. Suitably upset.</p> <p>Q. Should this be considered as on the borderline of bullying as well? A. No, this is not being considered as a bullying incident at present.</p> <p>TA noted we should talk about inclusion when discussing equality. MS agreed and noted there are quite a few children</p> | | |



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| <p>in that class with additional special educational needs and this would be a good way to bring that all together. We will start this in January.</p> <p>Q. Do you require any further support from governors with this?</p> <p>A. Not at present.</p> <p>Q. Why are Years 2 and 6 not included in the NFER reading and spelling tests (page 4)?</p> <p>A. We buy into a scheme that does not provide spelling tests for children in those year groups. However, MS has asked the Year 6 teachers to review the 2019 paper to compare to the paper the children sat in 2018. This year's Year 6 cohort are better spellers; however, there will be no SPAG paper this year.</p> <p>Q. What is the significance of the NFER tests?</p> <p>A. They provide a standardised score and are very user-friendly for our children. They are an analysis tool that can be used to look at spelling in more depth.</p> <p>Q. Are they used by other local schools?</p> <p>A. Yes, a couple of other local schools use them.</p> <p>Q. In terms of the catch-up funding (page 7) we are receiving from the government, will this be adjusted given the fact our pupil numbers have increased?</p> <p>A. No, this is based on pupil numbers on roll at a particular time. It was noted we are obliged to account for this spending. <u>Action: F&P Committee to monitor spending of catch-up funding.</u></p> <p>Q. Our pupil numbers are up to 288 currently on roll which is very positive. However, we have lost a few children from classes since your last report. Should governors be concerned about any of these losses?</p> <p>A. MS reported we lost one child in Daisy class, one in Primrose and one in Snowdrop. There are no concerns regarding the children who left in Daisy and Snowdrop. With regards to the child in Primrose, the parents of this child decided to move her to Halle Green citing smaller classroom sizes and a more focused approach to the child which would be more suited to this child's needs. We understand they already have family at this school.</p> <p>Q. Under Teaching, Learning and Assessment, English (page 4) you note the spelling results were poor across</p> | <p>F&P Ctee</p> | <p>Next meeting</p> |
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| <p><i>the school and that this is an area requiring rapid improvement – have you held any discussions with the SLT around how you are going to do that?</i></p> <p><i>A. LM and MS are working on this and need to finish their analysis. At present, we are still working out the issue; is this because Phonics are not applied in Year 3 or that children can spell in a test but not when they are writing or are whole areas wrong such as the children having no concept of particular spelling rules. LM did work around this with our Hertfordshire Improvement Partner (HIP), Anne Gorolini, during her Standards Visit and a huge list of areas was produced from that for us to focus on.</i></p> <p>AM noted that when her children were younger and just learning to spell, she was advised by the class teacher not to correct their spelling as long as the word made sense. Is this a recognised approach which we still follow or should parents be correcting spellings? MS advised we still follow this approach in EYFS. However, as the children move through KS2 there should be more focus on thorough application of spelling rules. There is concern that the teaching of spelling is missing here. We need to encourage parents that the focus should not be on 12 words in a spelling tests but rather the ability to be able to apply spelling rules consistently.</p> <p>MS advised Dan Harris is working on an analysis of the outcomes of the completed NFER Maths tests and HfL Progress checks. Progress checks are carried out at certain times in year groups learning and these would not necessarily take place at the same time for all pupils.</p> <p><u>Action:</u> MS to send analysis of the results to Curriculum Committee review.</p> <p><i>Q. Are the national tests (page 4) arrangements likely to change again?</i></p> <p><i>A. This is the current plan and what we are working towards. Year 1 Phonics Screening Check will take place and we are expecting our pass rate to be 90%.</i></p> <p><i>Q. What is the national pass rate?</i></p> <p><i>A. We are always above national and Hertfordshire County Council.</i></p> <p><i>Q. Next steps for school leaders (page 6) have been completed in leadership and management - were there any specific outcomes?</i></p> <p><i>A. From a Geography point of view there is no change to</i></p> | <p>MS</p> | <p>By end of term</p> |
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| | <p><i>the Geography units. In terms of the Science curriculum, Year 5 missed their habitat/animals' unit; partly this was addressed last week. Some PSHE has been missed; we are adding PSHE in where appropriate this term and class teachers will be building PSHE where appropriate into next term.</i></p> <ul style="list-style-type: none"> - PM highlighted MS has suggested governors should undertake a review of the School Group Size (page 6) as an increase in pupil numbers directly effects the Headteacher Pay Range. <p><u>Action:</u> F&P Committee to review School Group Size at their next meeting.</p> <ul style="list-style-type: none"> - MS noted the school opening on Stortford Fields could potentially take pupils away from our school; this would have cost implications. MS encouraged governors to consider now what we can do in terms of mitigating the risks involved to the school. AW stressed the fact Hillmead has such positive press in the local paper will help and suggested parents would likely prefer to go with a trusted school and wait to see how the new school performs. MS advised she held Zoom sessions to speak to potential new Reception parents. Of the parents she spoke to, Hillmead was the closest school meaning we will naturally gain Stortford Fields children in Reception. In addition, the new school will be situated on the other side of the estate, which will be quite a trek for some parents who would be able to walk to Hillmead. - MS advised the school has taken the approach of going over PAN (Published Admissions Numbers) in a couple of our classes. Where we have gone over PAN, this has been a calculated decision to take a family, for example, if we have space in Year 2 but there is a sibling requiring a place in a class that is full, we have gone over PAN to secure those numbers. We are following the strategy that it is better to go over PAN rather than to lose the entire family to the new school. MS stressed the fact we have wrap around care established and the new school does not have this provision is a real strength for the school. DM noted it will come down to the reputation of the school. PM added we must consider the long-term implications; we are close to losing 2 bulge classes | <p>F&P Ctee</p> | <p>Spring meeting</p> |
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| | <p>which could impact our budget and if we lose pupils to the new school, this will affect our budget.</p> <ul style="list-style-type: none"> - Governors were encouraged to read the latest information on Ofsted inspections (page 9) from January 2021. Although inspections are on hold until April 2021, PM noted his concern that the GB is not in the place it needs to be should Ofsted visit tomorrow. JO and FD are working together to produce an Action Plan for the GB regarding the steps we need to take to get Ofsted ready and how long this will take. Action: <u>JO and FD to present their Action Plan at the next FGB.</u> <p>Q. Whilst you await the decision of the SEND team at HCC (page 9), is there anything governors can do to support the school?</p> <p>A. Only if the case goes to a tribunal. MS advised the school responded to the Fair Access Protocol in Admissions by stressing our priority points, including the fact we cannot take any more pupils into Year 4; we are hoping this will help support our argument. Although we have put together a strong case, we could be told by the LA we must take this child.</p> <p>Q. Have we been given a timeline from County?</p> <p>A. No.</p> <p>Q. Do any other schools in the local area have space in Year 4 and could accommodate this child?</p> <p>A. Only Richard Whittington has a space in Year 4. The challenge is the parents of this child have specifically named Hillmead and the wishes of the parents carry weight in these matters.</p> <p>Q. Have you spoken to the parents?</p> <p>A. MS and Janet Keyser (SENCo) have met with the parents and held a stark conversation with them around the issues concerning the school including the fact we could not guarantee the safety of the child given the level of their needs and that it would not be of benefit to our learning in Year 4.</p> <p>Action: <u>MS to continue to keep governors informed of any progress.</u></p> <p>GLE advised he has previous experience of tribunals and would be willing to support the school if required.</p> <ul style="list-style-type: none"> - Safeguarding – PM advised he completed online safety training with the Two Johns which was excellent. PM recommended governors complete this | <p>JO/FD</p> | <p>Next FGB</p> |
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| | <p>course.</p> <p>Q. How is staff morale and well-being in the school?</p> <p>A. Staff are concerned they may end up in isolation before Christmas. They are concerned about the school using supply again and would prefer us not to bring outside people into the school; this is challenging and the SLT are reviewing whether we can use our LSAs. LM agreed staff are feeling nervous about having to self-isolate over Christmas.</p> <p>Q. Are we using any supply at present?</p> <p>A. We are using a supply teacher as an LSA to support a child 1:1 in Year 4. We have one member of staff off sick this week and we are managing without supply; LM noted our LSAs have been fantastic. MS reminded governors there are costs involved in employing a supply teacher (£200 per day).</p> <ul style="list-style-type: none"> - MS advised a further issue is that schools appear to be deemed as safe places by the government. However, no outside agencies such as the County Behaviour team or the Speech and Language team will come into the school. If it is deemed not safe for these professionals to come into our school to help with our most vulnerable children, it is a mixed message for our staff. We are monitoring staff morale this week on a case by case, class by class basis. <p>Q. Do we need the supply we have in school at present?</p> <p>A. We have booked that person for one more day and, given we are so close to the end of term, and children are becoming more fractious, that extra help will be useful to support this child.</p> <p>Q. On the news, we are hearing schools will be given Covid vaccines in the New Year. Does this apply to primary schools?</p> <p>A. At present, this applies to secondary schools and specialist provisions.</p> <p>Q. Will more testing be available for schools in the New Year?</p> <p>A. For secondary schools. To date, there has been no evidence to suggest this will be a primary school initiative.</p> <p>Confidential part 2 minute – (see separate sheet).</p> <p>PM thanked MS for her report.</p> | <p>MS</p> | <p>Ongoing</p> |
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| 9. | <p>Policies for RATIFICATION <i>(Policies are saved on Governor Hub).</i></p> <ul style="list-style-type: none"> • Child Protection – unable to ratify until a Vice Chair has been elected. <p><u>Action:</u> CARRIED FORWARD to the next FGB meeting for ratification.</p> | Agenda item | Next FGB |
| 10. | <p>Review School Improvement Plan (SIP) and Self Evaluation Form (SEF)</p> <p>MS gave governors a brief update:</p> <ul style="list-style-type: none"> - The SEF has been completed for 2019-20. - AM advised the CC reviewed the SIP at their last meeting in October and noted some areas have been put on hold due to the current Covid situation and there are a number of areas outstanding for the GB to complete. - PM pointed out it is positive that the plans we had in place to deal with a positive Covid test at the school have been tested and found to be robust. This provides governors with confidence the school has the correct procedures in place and will be able to respond effectively in the future. - PM advised the 3 committees need to review the documents and start scrutinising aspects to satisfy ourselves areas are being worked towards. As governors we must determine how to drive our areas forwards. <p><u>Action:</u> MS to circulate the SEF and SIP to governors.</p> | MS | Tomorrow |
| 11. | <p>Governing Board</p> <p>Governors were advised Elizabeth Barnes (EB) has decided not to renew her term of office as a Co-opted governor. This means we now have 2 Coopted vacancies. Governors were asked to inform MS or PM if they are aware of any suitable candidates for these positions. PM advised he has advertised these vacancies on a national website for 5 weeks and to date has received no applicants; recruitment of governors is challenging at present.</p> <p><i>Q. Do we have a process for acknowledging the contributions governors like EB make on the Board?</i> <i>A. PM will write to EB on behalf of the GB, to thank her</i></p> | | |



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| <p><i>for her hard work as a governor, particularly as a volunteer to the school and as the Safeguarding lead. JB suggested governors could contribute a small amount annually to a fund to be used specifically to buy gifts for governors when they leave to recognise their contributions.</i></p> <p><u>Action:</u> PM to write to EB and look into establishing a fund.</p> <p>Committee Membership: the following membership was agreed: Headteacher's Performance Management – AW, PM, AM Teachers Pay and Appeals – DM, AM, JO Governors' Disciplinary – GL, DM, UK, AW, HD, Dan Leonard Complaints - DM, PM, AW Staff Grievance – UK, PM, AM Headteacher's Performance Management Appeals – DM, UK Safer Recruitment – DM, MS, AW</p> <p>Governor Links: the following roles were agreed: Maths – DM English – AW Science/Computing – FD Safeguarding - AM Children Looked After – AM Humanities – AW Design and Technology – HD EYFS - JO Staff Well-Being – GL Inclusion and Disadvantaged Children – TA Health and Safety – GLE, Emile MacDonald-Williams PSHE – JO RE/Music – GL SENCo – JO Data Protection officer – TA</p> <p><u>Action:</u> PM to upload the updated list of links onto GH. Governors were asked to initially review GovHub or The Key should they have any questions regarding their link role. PM should be contacted if they have any further questions.</p> <p><u>Vice Chair</u> PM advised he contacted the HfL governors' helpline today to discuss the matter. <u>Action:</u> PM to email governors a summary of that conversation and an explanation of the way forwards.</p> | <p>PM</p> <p>PM</p> | <p>Before next FGB</p> <p>By end of term</p> |
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| 12. | <p>Link visits and Governor visits going forwards</p> <p>AW noted subject leads were mentioned a number of times in the HIP's report and the GB need to follow this up. Governors were advised MS and PM have met to discuss this. Given staff have a great deal on their plate this term, it was agreed they do not need governors coming into the school on an ad hoc basis to complete a link visit. This would also be inappropriate in terms of the current Covid restrictions. MS and PM concluded it would be a more useful exercise to have a designated afternoon and evening at some point where all governors completed their link meeting on Teams with their teacher at the same time. When governors are allowed to visit the school again, PM and MS suggested we set aside half a day each term for governors to come in and see the school in action. MS noted, from the staff's well-being point of view, if we arrange a specific day for governors to visit, she can designate staff meeting time that week specifically for this purpose. This will balance staff workload and pressures against their responsibilities. Governors agreed this would be a sensible idea.</p> <p>Governors agreed unanimously to this process moving forwards.</p> <p>Q. How will this be structured?</p> <p>A. We need to review the paperwork to determine if our Visit Forms require updating and to ensure they work in this new format. It was agreed it would be useful to have sample Ofsted questions included that might be asked to subject leaders during an inspection. It was agreed this would be a good idea and the form should be designed around this.</p> <p>Action: <u>CC to review the Governor Visit form at their next meeting.</u></p> <p>Induction: PM advised he is conscious that our induction process for governors requires review. Following on from discussions with MS and JB, PM has decided to redesign the induction programme. TA and GLE were asked to take on this task as the two newest governors on the Board. PM advised</p> | CC | Spring meeting |



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| | <p>JB has emailed a list of areas that require updating and some information for us to compare our process to other schools who might be considered as following best practices. Action: <u>PM to forward this email to TA and GLE.</u></p> | <p>PM</p> | <p>By end of term</p> |
| <p>13.</p> | <p>School Vision</p> <p>Governors were advised PM would like to revisit the school vision; this has come about as part of his Chairs' Training course. It has been a number of years since governors formally reviewed the vision and Ofsted will be looking at this when we are inspected. PM suggested governors hold a vision evening meeting to review the vision, specifically how we would like the school to function and where we would like the school to be in 5 years' time. Action: <u>Governors were asked to consider ideas around our vision in advance and to bring to the meeting one idea to share and discuss.</u> Progress can then be monitored at GB meetings. Action: <u>PM to circulate potential meeting dates in the New Year for an evening meeting to discuss the vision.</u> PM noted MS will not attend the first meeting. AM suggested we canvas the opinion of our pupils; governors agreed this would be an excellent idea. LM suggested we could use Teams; a member of staff could supervise a group of children with a governor asking them questions. GLE suggested it would also be useful to survey our parents and canvas their views. Governors agreed. Action: <u>PM to investigate a framework to use to canvas pupil and parent voice.</u></p> | <p>All gobs</p> <p>PM</p> <p>PM</p> | <p>New Year</p> <p>New Year</p> <p>New Year</p> |
| <p>14.</p> | <p>AOB</p> <p>14.1 HIP Visit Q. Have we bought into a new spelling scheme recently? A. Yes; a large part of the comments made reflect the fact we are working to embed this new scheme; it is early days. Q. IPC versus discrete teaching, is the latter operating well compared to the IPC? A. Yes. We are hoping children will be able to identify subject areas they are learning, for instance, to identify Geography when they are looking at rivers. Q. Do you think the children have adapted well to that change? A. Yes. The new school thinking is less cross curricular</p> | | |



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| <p><i>and more contained in terms of making those links in memory.</i></p> <p><i>Q, Can you explain what you mean by low and high challenge appropriate questions?</i></p> <p><i>A. LM explained we are giving children quick quizzes or questions to see their working. This is based on the current school of thought and should help with our spelling as well.</i></p> <p><u>14.2 EYFS Visit</u> Confidential Part 2 minute – (see separate sheet).</p> <p><i>Q. There were a few health and safety areas cited as needing review such as the storing of knives and chemicals. Are you on top of these areas?</i></p> <p><i>A. All these areas have now been dealt with.</i></p> <p><i>Governors MS, GL, LM left the meeting at this point (staff members).</i></p> <p><u>14.3 Headteacher's Performance Appraisal</u> Confidential part 2 minute (see separate sheet)</p> <p><u>14.4 Teachers' Pay Award</u> Confidential part 2 minute (see separate sheet)</p> <p>The meeting closed at 9 pm.</p> | | |
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