



## **The Local Governing Board of Croxby Primary**

Minutes of The Local Governing Board Meeting  
Tuesday 16 July 2024, 17:45

### **PRESENT:**

Mr D Shaw (Chair, DS), Mrs H Barnaby (HB), Mrs A Fowlie (AF), Mrs K Mason (HT, KM), Mrs L Mason (LM), Mrs M Sykes (MS)

### **ALSO IN ATTENDANCE:**

Mrs A Bridgeman (Head of People Services, AB), Mr M Brown (Executive Director of Education, MB), Mrs L Craxton (Clerk to the LGB, LC), Mr I Furlong (Chair of the Trust, IF), Mrs L Lindsay (LL), Mrs C Neighbour (CN), Mrs R Wright (RW)

Throughout these minutes a question is indicated by Q followed by the initials of the questioner and a comment is marked by C.

### **65 WELCOME AND INTRODUCTIONS**

DS welcomed everyone to the meeting and introduced Ian Furlong, the Chair of the Trust

### **66 APOLOGIES**

Apologies had been received and accepted from Mr C Ayre

No apologies had been received from Mr D Harrison. It was noted DH had not engaged with any mandatory training. The decision was made to remove DH as a parent governor

**ACTION: LC to remove DH from GIAS (Get Information About Schools)**

**ACTION: LC to email DH with regards to him being removed from the LGB due to non-attendance. DH has also not engaged with mandatory training**

### **67 CENTRAL WELLBEING UPDATE**

AB gave a brief overview of wellbeing at The Consortium Academy Trust

- Wellbeing promotes morale and better attendance at work
- Better retention rates are seen when there is a clear work/life balance
- Colleagues at CPS have a strong sense of purpose
- Staff at CPS value the teamwork, opportunities and support
- During a recent staff survey, 100% felt they made a positive difference

- Pay came out as the biggest issue
- To further support wellbeing, the Trust has
  - Ensured the HRBP (Human Resources Business Partner) is on site weekly
  - Enhanced support through AMHFA colleagues
  - Encouraged the downloading of the Wisdom app
  - Registered for a wellbeing award
- Benefits to increase engagement include
  - Attractive pension offer
  - Cycle to work scheme
  - Free access to gyms (in all secondaries)
  - Workload Charter
  - Mental Health week

*C: (AF) You haven't mentioned governors in your presentation or reporting. We can sometimes notice any issues when we are in school*

*C: (AB) I will take that on board, thank you*

*Q: (DS) Only 12% of staff knew about the wellbeing commitment at the time of the survey, what does that look like now?*

*KM: We have done a lot of work since then and our HRBP has talked to all staff. We also have wellbeing commitment notices up all around the school now, they are much more aware*

*C: (DS) You are in everyday, we are not – you will see the triggers*

*C: (KM) Yes and staff are much more open to help now*

*Q: (DS) The staff are female heavy and men typically don't come forward as much. How do you reach them?*

*CN: The HRBP talks to all staff every week*

Governors thanked AB for her presentation

**AB left the meeting at 18:03**

## **68 DECLARATIONS OF INTERESTS**

None declared for this meeting

## **69 MINUTES OF THE LAST MEETING (16 April 2024)**

The minutes of the meeting held on 16 April 2024 were confirmed as a true and correct record and are to be signed by the Chair, DS

## **70 MATTERS ARISING**

**ACTION:** LC to follow up with DH with regards to his absence from the LGB **See minute 66**

**ACTION:** LC to send pecuniary interest form to CA **Completed**

**ACTION:** R Lane to be invited to the next LGB meeting to give a brief verbal update on staff wellbeing **See minute 67**

**ACTION:** LC to follow up with DH with regards to his outstanding governor training **See minute 66**



8/10/24

**ACTION:** HB to complete the safeguarding module as soon as possible **Completed**

**ACTION:** HB to complete The Role of a School Governor and GDPR modules before the end of May **Ongoing, to be completed by the end of the term**

**ACTION:** LC to add The National College Mental Health module to all watchlists and governors to complete as soon as possible **Completed**

## **71 HEADTEACHERS REPORT**

### **Staffing Updates**

- Year 5 teacher leaving at the end of the academic year, LL to take on the role of English Lead from September
- 2 maternity leave cover secured
- New EYFS Leader appointed

### **School Development Plan Update**

- CUSP now fully implemented
- Consistent approach to behaviour seen with the launch of the new Behaviour Policy
- CUSP Storytime enabling positive outcomes in EYFS

### **Risk**

- If the low Reception numbers continue to drop, this could negatively impact budgets going forward

### **General**

- CUSP writing to be implemented from next year after successful trials in Years 1, 2 & 6
- Completion date for the extension is 23 September

### **Vision and Values**

The new vision and values have been set. These are

**Vision: Shaping Positive Futures**

**Mission Statement: Enriching lives and broadening horizons the Croxby Way**

**Values: Work Hard, Be Kind, Aim High**

*Q: (AF) Your report mentions an unqualified teacher working with a new teacher. Can you explain unqualified?*

*KM: They are doing a foundation degree and want to become a teacher*

*Q: (LM) Are the low numbers linked to the low birth rate we are seeing?*

*KM: Yes. Neighbouring schools who are usually full are not next year. The Marketing Team are working on strategies to attract families*

*Q: (DS) And this will create budget pressures?*

*KM: Yes but we are fine for 2024/2025 and have contingency plans in place for 2025/2026*

*C: (MB) Early indications predict it may bounce back from 2025/2026*

*Q: (HB) And in-year admissions?*

*KM: We normally get quite a lot of in-year admissions. We've had 29 this year*

Signed by the Chair:



Date:

8/10/24



Q: (DS) IS the Nursery the success you hoped it would be?

KM: Yes, it's definitely a stepping stone into the school

Q: (AF) Will moving to books prove more cost effective?

KM: Having books will lessen the need for photocopying so it will all balance out

Q: (DS) It's good to see all green in the SDP – how does 2024/2025 look?

KM: All of the curriculum changes made are having an impact. Writing is still an issue but from September we will roll out CUSP writing across the school

Q: (DS) Are you seeing positive outcomes from all staff with CUSP?

KM: Yes. The children know the format and it links in year on year

C: (CN) SEND pupils are also doing very well with the format

Q: (DS) What will happen if the extension is not ready for September?

KM: The great thing about our staff is how flexible they are, they won't mind moving if need be

Q: (DS) The vision and values mention competition – is competition the best way?

KM: We are always trying to do our best, they are competing with themselves to improve, not against each other

C: (IF) The vision and values are excellent. They are simple and age appropriate

C: (KM) The children were involved in the vision and values too

C: (DS) I'd like to thank Ian for the support he provides us

## 72 SUMMER TERM PERFORMANCE SUMMARY

### EYFS

- Pupils achieving GLD 71% (target 72%, national average 67.2%)

### Phonics

Year 1	Total	Boys	Girls	SEN	Non-SEN	D/A	Non D/A
Number	47	24	23	6	41	10	37
Number	41	20	21	3	38	8	33
%	87	83	91	50	93	80	89

- National average 79%
- 91% of retakes in Year 2 have now passed the phonics screening check

### Multiplication

- 79% achieved full marks (national average 29%)
- Average score is 23.3 (national average 20.2)

### Year 5 Mocks

- Much higher results at 95+ than last year and considerably higher at 100+
- Reading 19% higher
- Grammar 13% higher
- Maths 8% higher
- Small gap between DA and non-DA identified and interventions in place for Year 6
- Third Space also began the week of SATs for the focus group

C: (DS) Good work has been done in EYFS, you are setting the standard – it's great to see

C: (DS) The multiplication scores shows the amount of support given to those pupils

C: (AF) The data represents that you've identified barriers and supported around them



8/10/24

Q: (MS) What do the other year groups look like in multiplication?

LL: Years 2 and 3 have 74% working at 20+

C: (DS) Lots of hard work has gone into where Year 5 are today

C: (IF) The results are a great journey that started 4-5 years ago. You have concentrated on all of the children – well done

### 73 ATTENDANCE AND BEHAVIOUR REPORT

- Attendance at 95.7%
- PA 12.6%
- Girls slightly higher than boys at 95.7% and 95.6% respectively
- SEND Support 94.1%
- 'Perfect Punctuality' letters have made a good impact
- 6 class removes in summer term (5 pupils)
- 2 suspensions (1 pupil)

C: (CN) Relationships with the children are vital for progress. SEND attendance is rising and we are meeting with the parents to identify the barriers and support

Q: (DS) Do you have good family relationships?

CN: Yes. Some children arrive in taxis. They all have bespoke needs and support

C: (CN) There has been a spike in term time holidays with 86 by the start of July. In comparison, last year we had 55 in total

C: (DS) The savings from the term time holidays outweigh the fines, they are not a deterrent

It was noted Nichola Moore has done a wonderful job with attendance

IF confirmed the Trust Behaviour Policy had been agreed at the Trust Board meeting on 15 July. All HTs have had input and a positive learning environment is promoted throughout

### 74 SAFEGUARDING REPORT

- 7 subject to a Child Protection Plan
- 1 LAC on roll
- 47 SEND on roll
- 19 Operation Encompass alerts received
- 0 Prevent
- 177 causes for concern logged
- The relationships curriculum has been redefined and this has led to a reduction in racist and LGBTQ+ incidents
- Smoothwall picks up all inappropriate content immediately

C: (KM) The introduction of our new school Behaviour Policy has helped with incidents – consequences are clearly defined. The work Vicki (O'Connor) is doing is phenomenal

C: (KM) We will continue to log sexualised behaviour in the same way but can now state if it is age related or not

C: (DS) It's good that the children feel they can come forward

C: (KM) Yes. Vicki has done a lot of work with the wellbeing ambassadors

C: (CN) Each classroom also has a worry box

Q: (IF) How does Chris, as safeguarding link, reassure your reports are accurate?

CN: *We meet half termly, when we can, Chris has conducted 4 visits this year and we talk through the SCR, do spot checks and look at anonymised reports*

C: (DS) *Chris is very supportive of Clare*

C: (CN) *He's a parent too*

Q: (IF) *And your wellbeing? How do you get checked on?*

CN: *Kerry and the team support and the collaboration I get from the DSL meetings is very helpful. I feel well supported*

## **75 SPORTS PREMIUM 24/25**

Very little change since last year

Key priorities and planning include but are not limited to:

- The introduction of lunchtime sports sessions
- After school clubs
- Fee payments to join local leagues

Key achievements include:

- 25% of pupils have attended a sports club after school delivered by First Sports
- Lunchtime playground sports have developed engagement in sports
- 48% of pupils in KS2 have had the opportunity to participate in a sporting competition and represent Croxby

**Resolved:** The Sports Premium was approved

**ACTION:** KM to upload Sports Premium to the website no later than 31 July 2024

LL, CN and RW left the meeting at 19:22

## **76 REVIEW OF LGB PERFORMANCE**

The LGB engaged in discussions regarding their performance, strengths and weaknesses

Details are not to be recorded here but will be fed back to the Director of Governance for review

## **77 GOVERNOR LINK VISITS**

**77a** AF conducted visits on 11 April and 21 April to observe CUSP in the classroom, meet the wellbeing ambassadors and conduct the termly visit with the SENDCo

No issues raised

**77b** CA conducted a visit on 26 April to observe the school day

No issues raised

Both CA and AF urged all governors to come in and visit the school



**78 DATE OF NEXT MEETING**

TBC

**79 AOB**

None

**80 ACTION POINTS**

**80a ACTION:** LC to remove DH from GIAS (Get Information About Schools) (**minute 66**)

**80b ACTION:** LC to email DH with regards to him being removed from the LGB due to non-attendance. DH has also not engaged with mandatory training (**minute 66**)

**80c ACTION:** KM to upload Sports Premium to the website no later than 31 July 2024 (**minute 75**)

**The meeting closed at 20:02**

Signed by the Chair:



Date: 8/10/24

