



The Annual General Meeting of the Ermysted's Grammar School Full Governing Board was held on **Thursday 14 October 2021 at 4.30pm online via MS Teams.**

GOVERNORS

Mr C Worts [CW] Chair (FTG); Mr M Evans [MJE] Headmaster (SG); Mr S Flanagan [SF] Vice Chair (FTG)
 Mrs J Lloyd [JL] (FTG); Mr AM Davies [AD] (FTG); Mr HG Cutler [HC] (FTG); Dr S Humphrey [SH] (FTG)
 Ms S Trelease [ST] (PAFTG); Mr S Clarkson [SC] (OBFTG); Mrs D Swiffen [DS] (FTG)
 Mr A Hart [AH] (CG); Mr B Garner [BG] (LA); Mr J Burton [JB] (CG)
 Mr C Baker [CB] (SG); Ms V Anderson [VA] (PG); Ms L Tuck [LT] (PG)

(FTG) Foundation Trustee Governor; (OBFTG) Old Boys Foundation Trustee Governor
 (PAFTG) Parents Association Foundation Trustee Governor; (SG) Staff Governor
 (LA) Local Authority Governor; (PG) Parent Governor; (CG) Co-opted Governor

TO BE IN ATTENDANCE

Mr D Frankland [DRF] Clerk to Governors
 Mr A Wooley [ADW] School Business Leader
 Ms P Davies [PD] Deputy Head Teacher; Mr A Jackson [AJJ] Deputy Head Teacher
 Members of the Senior Leadership Team

MINUTES OF THE ANNUAL GENERAL MEETING OF THE FULL GOVERNING BOARD 14.10.21

GOVERNORS ONLINE

Mr C Worts [CW] Chair (FTG); Mr M Evans [MJE] Headmaster (SG); Mr S Flanagan [SF] Vice Chair (FTG)
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 Mr C Baker [CB] (SG); Ms V Anderson [VA] (PG); Ms L Tuck [LT] (PG)

ATTENDEES ONLINE

Mr D Frankland [DRF] Clerk to Governors
 Mr A Wooley [ADW] School Business Leader
 Ms P Davies [PD] Deputy Head Teacher; Mr A Jackson [AJJ] Deputy Head Teacher
 Members of the Senior Leadership Team

PROCEDURAL

Min	Item	Lead	att
01::21 FGB	To extend a welcome to all present, particularly to the new Parent Governors, Ms. Victoria Anderson, and Ms Leslie Tuck, and open the meeting. Meeting status::Quorate	CW	



	<p>The retiring Chair CW, opened the meeting at 4.35pm., extended a welcome to Governors, in particular to the newly appointed Governors, and to all members of Senior Leadership Team in attendance.</p> <p>The full complement of papers for this meeting is available on the 365 Drive at the following: link</p>		
<p>02::21 FGB</p>	<p>To confirm the procedure for the election of Chair and Vice Chair in accordance with EGS Standing Orders Policy.</p> <p>The Clerk confirmed the procedure for the election of Chair and Vice Chair in accordance with the current Standing Orders Policy; the vote to be conducted by show of hands.</p> <p>To confirm the Terms of Office of the Chair and Vice Chair in accordance with the current Standing Orders Policy.</p> <p>The Clerk confirmed the Terms of Office of the Chair and Vice Chair as one year and in accordance with the current Standing Orders Policy.</p> <p>To receive nominations and elect a Chair for the period detailed in the current EGS Standing Orders Policy. The vote shall be by show of hands.</p> <p>The Clerk received a nomination from SF and seconded by JL, that the retiring Chair CW be elected as Chair of the Governing Board for the academic year 2021-2022. There were no other nominations.</p> <p>On the proposal from SF, seconded by JL and approved by a show of hands, CW was duly appointed as Chair of the Governing Board for the academic year 2021-2022, or until the next election and in accordance with the current Standing Orders Policy.</p> <p>To receive nominations and elect a Vice Chair for the period detailed in the current Standing Orders Policy. The vote shall be by show of hands.</p> <p>The Chair received a nomination from JL, and seconded by SH, that the retiring Vice Chair, SF be elected as Vice Chair to the Governing Board for the academic year 2021-2022, or until the next election and in accordance with the current Standing Orders Policy. There were no other nominations.</p> <p>On the proposal from JL, seconded by SH and approved by a show of hands, SF was duly appointed as Vice Chair of the Governing Board for the academic year 2021-2022, or until the next election and in accordance with the current Standing Orders Policy.</p>	<p>Clerk</p>	
<p>03::21 FGB</p>	<p>To receive apologies and consent to absences.</p> <p>There were no apologies.</p>	<p>Chair Clerk</p>	



<p>04::21 FGB</p>	<p>EGS Instrument of Government; Standing Orders Policy & Governor Code of Practice:</p> <ul style="list-style-type: none"> To ratify the EGS Instrument of Government; <p>On a proposal by SF, and seconded by SH, Governors ratified the EGS Instrument of Government;</p> <ul style="list-style-type: none"> To ratify the EGS Standing Orders Policy and EGS Governor Code of Practice; <p>On a proposal by SF, and seconded by SH, Governors ratified the EGS Standing Orders (and Procedural Workings of the Governing Board) Policy.</p> <ul style="list-style-type: none"> To arrange circulation of a SignNow document for the EGS Code of Practice (appended to the Standing Orders Policy). <p>Action: It was agreed the Clerk communicate with the Headmaster's PA (KT) to arrange the circulation of the EGS Code of Practice via 'SignNow' for Governors to acknowledge as having read, individually sign, and return.</p>	<p>Chair</p>	<p>Act Clerk</p>
<p>05::21 FGB</p>	<p>To receive any Declaration of Interests, pecuniary or non-pecuniary, for the purpose of the business of this meeting.</p> <p>There were no declarations of interest recorded, pecuniary or otherwise for the purpose of the business of this meeting.</p>	<p>Chair Clerk</p>	
<p>06::21 FGB</p>	<p>To receive notification of other urgent business for consideration at agenda item: - other business.</p> <p>The EGS Representative Governor to the Boyle and Petyt School, DS, raised awareness of a discussion to be had with the Clerk outside the remit of this Governing Board, about Boyle and Petyt.</p> <p>There was no notification of other urgent business for consideration at agenda item: - other business.</p>	<p>Chair</p>	
<p>07::21 FGB</p>	<p>To determine whether any part of the proceeding should be treated as confidential and excluded from the minutes to be made available for public inspection.</p> <p>Governors agreed items of confidential business to be determined where appropriate. Governors are reminded of the need for confidentiality on some aspects of Governing Board Meetings.</p>	<p>Chair</p>	



<p>08::21 FGB</p>	<p>To confirm SignNow completion of individual Governor documents as previously circulated.</p> <ul style="list-style-type: none"> • LA Governor Self Declaration • Register of Business Interests • Register of Gifts & Hospitality • Governor Skills Audit <p>The Clerk advised that the 2021-2022 required governor declarations (Register of Business Interests, Gifts & Hospitality, LA Governor Declaration), together with the Governor Skills Audit, had been emailed to Governors via ‘SignNow’ (as discussed at the July meeting of the Full Governing Board). However, not all Governors had received the declarations, the papers potentially being received to Governors ‘focused’ or ‘other’ MS Outlook mailboxes.</p> <p>Additionally, the Safeguarding Governor, SH, had requested the Clerk circulate safeguarding associated papers to Governors (KCSiE) for consideration and sign off, and at the Foundation meeting of 30.09.21, Trustees had agreed the better option would be to use ‘SignNow’ for all Governor declaration papers if possible.</p> <p>Action: It was agreed the Clerk liaise with the Headmaster’s PA to resolve the email issue, and circulate (via SignNow) the required declarations and safeguarding materials to complete the sign off process.</p>	<p>Chair Clerk</p>	<p>Act Clerk KT</p>
<p>09::21 FGB</p>	<p>Governor Composition and Report: Confirm the Governing Board Composition. Appointments and retirements</p> <ul style="list-style-type: none"> • To confirm the appointments of the new Parent Governors, Ms Victoria Anderson and Ms Leslie Tuck; • To confirm the appointment of Mr Anthony Hart as a Co-opted Governor. <p>Governors noted and approved the recent appointments and retirements to the Governing Board:</p> <ul style="list-style-type: none"> • Ms Victoria Anderson: re-elected as a Parent Governor for a further term of office of three years; • MS L Tuck: elected as a Parent Governor for a term of office of three years; • Mr A Hart: appointed as a Co-opted Governor for a term of two years. 	<p>Chair Clerk</p>	
<p>10::21 FGB</p>	<p>To confirm the following business for the academic year 2021 - 2022:</p> <p>Governors reviewed the Committees & Panels to be established; the revised doc: Committee Structure, (including the Terms of Reference to be made available on the school website) is appended to the papers for this meeting.</p>	<p>Chair</p>	



The Committees & Panels to be established;

The Governing Board confirmed the following Committees and Panels be established:

- School Improvement Committee
- Resources & Finance Committee
- Admissions Panel
- Staff Discipline Panel
- Pupil Discipline Panel
- Complaints Appeal Panel
- Appeals Panel
- Headmaster's Performance Management Panel
- Pay Committee

To determine the composition and membership of the Committees & Panels;

The Governing Board approved the composition and membership of the Committees & Panels for the academic year 2021-2022 as the previous academic year with the additions of:

- LT to sit on the School Improvement Committee in her role as Parent Governor;
- VA to continue to sit on the Resources & Finance Committee in her role as Parent Governor;
- AH to continue to sit on the Resources & Finance Committee although now in his role as Co-opted Governor;

To confirm, or otherwise, the Delegation of Authority to the Committees;

The Governing Board approved the Committees to have Delegated Authority for the academic year 2021-2022.

The confirm the election of the Chairs and Vice Chairs to the Committees;

- The Governing Board approved the Committees and Panels elect their respective Chairs and Vice Chairs.

To confirm the Clerk to those Committees which have Delegated Authority;

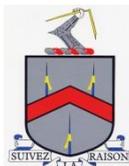
- The Governing Board approved the Clerk incumbent to the Governing Board be appointed to those Committees which have Delegated Authority.

To approve the Terms of Reference of the Committees & Panels.

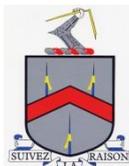
- Governors ratified the Terms of Reference of the Committees and Panels for the academic year 2021-2022 (circulated with papers for this FGB meeting).

Action: The Terms of Reference for the Resources & Finance and the School Improvement Committee be referred to the first meeting of the respective Committee for

Act
Clerk



	<p>review as, or if required, and brought to the next meeting of the Full Governing Board on 02.12.20 for ratification.</p> <p>On a proposal from SF and seconded by SH, the Governing Board approved all the above 'en bloc'.</p>		
<p>11::21 FGB</p>	<p>To confirm / appoint Link Governors with specific responsibilities for academic year 2021 - 2022:</p> <ul style="list-style-type: none"> • Link Governors & Governor Monitoring on School Development Plan 2021-22 <p>Referring to the Link Governors & Governors Monitoring on School Development Plan 2021-22, and as detailed on the Link Governor Policy, available on the 365 at: link - the Headmaster confirmed the following Link Governors roles:</p> <ul style="list-style-type: none"> • DS: Leadership & Management; • SC: Comms & Marketing; • JL: Resources and Finance; • SF: Student Progress; • SF: Careers; • SH: Safeguarding & Pastoral Care; • VA: SEND; • VA: Disadvantaged • BG: Languages Faculty; • HC: Humanities Faculty; • AH: Mathematics Faculty • LT: Science Faculty; • ST: Creative Arts Faculty. <p>The Link Governor pro-forma is also available on the 365 Drive appended to the Link Governor policy at: link</p>	<p>Chair</p>	
<p>12::21 FGB</p>	<p>To approve as a correct record, the minutes of the meeting of the Full Governing Board held on: 01.07.21.</p> <p>The minutes of the meeting of the Full Governing Board held on 01.07.21 were proposed as a correct record by SF, seconded by JL and approved by the Board.</p> <p>To approve as a correct record, the confidential minutes of the meeting of the Full Governing Board held on: 01.07.21.</p> <p>The confidential minutes of the meeting of the Full Governing Board held on 01.07.21 were proposed as a correct record by CW, and seconded by MJE and approved by the Board. ADW to provide an update on confidential business at agenda item 21:21FGB.</p>	<p>Chair Clerk</p>	



	<p>To consider matters arising from the minutes and for which there is no separate agenda item.</p> <p>There were no matters arising.</p>		
13::21 FGB	<p>To receive a brief resume of business from the Chair, from the Annual General Meeting of the Foundation Trust held on 30.09.21.</p> <p>The Chair of the Foundation Trustees, CW, provided a brief resume to the confidential business from the meeting of the Foundation Trust held on 30.09.21. Governors noted the appointment of CW as Chair to the Foundation, SF as Vice Chair; ADW as Treasurer; and DRF as Secretary and Clerk.</p> <p>Trustees had approved the Foundation Accounts for the period 01.04.20 - 31.03.21 and had ratified the appointment of Hart Chartered Accountants as Independent Examiner to the Foundation Accounts for the period.</p> <p>The business of update of the named Trustees with the Land Registry was ongoing.</p> <p>To receive a brief resume of business from the Headmaster, from the meetings of the Admission Panel on 12.08.21 and 16.09.21.</p> <p>The Headmaster provided a brief resume to the confidential business from the meetings of the Admissions Panel held on 12.08.21, 16.09.21, and an additional meeting on 06.10.21.</p> <p>To receive a brief resume of business from the Chair, from the meeting of the Pay Committee on 06.10.21.</p> <p>The Chair of the Pay Committee, CW, confirmed the Pay Committee had met on 06.10.21 and the required business concluded; the 2021-22 Pay Policy, if available, deferred to this meeting of the Full Governing Board for ratification.</p> <p>To receive minutes, where available, from any additional Committee Meetings or Panels held since the last meeting of the Full Governing Board on 01.07.21.</p> <p>The Clerk confirmed there had been no other meetings of Committees or Panels since the last meeting of the Full Governing Board on 01.07.21.</p>	<p>Chair</p> <p>Chair MJE</p> <p>Chair</p> <p>Chair</p>	
14::21 FGB	<p>Dates of meetings of the FGB & Committees for the academic year 2021 - 2022: All meetings at 4.30pm unless otherwise indicated.</p> <p>Autumn Term 2021 Thursday 11 November 2021 School Improvement Committee Monday 15 November 2021 Resources & Finance Committee Thursday 2 December 2021 Full Governing Board</p> <p>Spring Term 2022</p>	<p>Chair</p>	



	<p>Thursday 20 January 2022 Monday 24 January 2022 Thursday 3 February 2022 Thursday 3 March 2022 Monday 7 March 2022 Thursday 17 March 2022 4.00pm Thursday 17 March 2022 4.45pm</p> <p>Summer Term 2022 Thursday 28 April 2022 Monday 9 May 2022 Thursday 19 May 2022 Thursday 16 June 2022 Monday 20 June 2022 Thursday 30 June 2022 4.00pm Thursday 30 June 2022 4.45pm</p> <p>The above dates were confirmed as correct, the meetings to be via Teams unless otherwise advised. The Chair, MJE and Clerk to keep the process under review with regard to Covid, with a view to returning the Full Governing Board meetings Face-to-face when possible. The Committees to remain via Teams for the foreseeable future.</p>	<p>School Improvement Committee Resources & Finance Committee Full Governing Board School Improvement Committee Resources & Finance Committee Foundation Trustees Meeting Full Governing Board</p> <p>School Improvement Committee Resources & Finance Committee Full Governing Board School Improvement Committee Resources & Finance Committee Foundation Trustees Meeting Full Governing Board</p>		
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BUSINESS OF THE FULL GOVERNING BOARD

<p>15::21 FGB</p>	<p>Headmaster’s Report (report attached) Pupil progress; staffing; behaviour and attendance; GDPR and H&S; School trips</p> <p>The Headmaster presented his Report to Governors for October 2021 and provided a summary to the current levels of progress. Governors noted there was little progress data available (to date) to track current pupil progress, with this to be populated in due course.</p> <p>The Year 12 average GCSE scores had now been calculated and would be available shortly. SDS was in the process of organising some CATs testing to take place in the coming weeks to generate the targets to the new Year 7 cohort (there having been no KS2 assessments). There was also no current progress data to report for the ‘Key Groups’, again with this to be populated in due course.</p> <p>Referring to Staffing, the Headmaster provided update on Resignations and Appointments, (academic year to date), together with the following positions currently being advertised:</p> <ul style="list-style-type: none"> • IT Manager; (two candidates interviewed the previous week, with one of those candidates to be interviewed again the next day); • Assistant Head of Lower School (becomes available following a flexible working request); • Assistant Data and Exams Officer (new post). 	<p>Chair MJE</p>	
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The School roll was currently 840. In terms of Year 7 entry the school had made 120 offers (with several appeals and some late testing); one appeal was upheld resultant and so there are 121 pupils currently in Year 7.

The FTE for 2021-22 therefore being 47.7; and the PTR 17.6 (cf. 17.5 in 2020-21).

On Absence, the Headmaster noted the care required around interpreting of absence figures this early in the term, where a small number of absences can have a large percentage effect, especially to the average attendance of a small cohort. However, at this point in this first term, attendance was relatively good at 91.7%, particularly in view of the number of authorised absences relating to pupils who are isolating.

Of note to Governors was the level of Unauthorised Absence in Year 10 and Year 13; the value affected by the unauthorised absence of four pupils, one of whom had a particularly high unauthorised absence rate, with the school working to improve the situation.

On Behaviour there was little to report. However, it was pointed out that Fixed Term Exclusions would now be referred to as Suspensions. For the purpose of the minutes, the Headmaster noted that lanyards are to be added to the school uniform and the behaviour policy; a helpful adjunct to identify year groups and specific groups of pupils. Governors noted additionally, the range of sanctions and the referrals to outside agencies.

The Headmaster provided overview to the Educational Trips and Visits (since the last meeting of the Full Board) and noted the MFL department desirous of re-establishing the following trips:

- German Exchange for Year 9 students;
- Trip to Berlin for the A level German students;
- Trip to Paris for the A level French students;
- Trip to Normandy for the Year 10.

The above dependant on the ongoing Covid Vaccine and travel restriction protocols.

Governors approved the trips go ahead subject to the necessary compliance.

There were no questions.

The Chair thanked the Headmaster for his detailed and informative reporting.

The detail of the Headmaster's Report for October 2021 is available on the 365 Drive at the following: [link](#)



<p>16:21 FGB</p>	<p>2021 Examination Performance (report attached)</p> <ul style="list-style-type: none"> • Analysis of the 2021 GCE and GCSE results, including groups analysis. <p>Speaking to the 2021 Examination Performance, the Headmaster noted the pandemic meant that the 2021 summer examination series had been cancelled. In its place, Ofqual had developed a process by which schools had been asked to generate teacher assessed grades (TAGs) for each entry, based on a process involving teacher assessment against national standards, internal quality assurance, and external quality assurance by the exam boards.</p> <p>In summary it had been a very strong performance at A Level:</p> <ul style="list-style-type: none"> • The A*/B figure of 84.9% A*/B was significantly higher than recent years, reflecting the significantly higher prior attainment of the 2021 cohort; • Official value-added figures are not and will not be available for 2021; however, the Headmaster estimated L3 value added to be circa + 0.53; • All groups performed well. <p>At GCSE it had also been a very good performance and very similar to that of 2019, with places offered in the sixth form to every student requesting one, with the ‘Key Groups’ performing better than the ‘Wider Cohorts’.</p> <ul style="list-style-type: none"> • 66.1 % of entries were awarded Grade 7 and above; • Attainment 8 was 73.0 pts (71.4 pts in 2019); • Progress 8 will not be calculated this year; • It is difficult to assess the prior attainment of the 2021 GCSE cohort as they were the first group of pupils to take the new style of KS2 assessments, which makes direct comparisons of performance problematic. <p>There were no questions.</p> <p>The A Level and GCSE Results Analysis paper is available on the 365 at: link</p>	<p>Chair MJE</p>	
<p>17:21 FGB</p>	<p>School Development Planning (documents attached)</p> <ul style="list-style-type: none"> • Summary of the 2021-22 key development priorities • Copies of the evaluated 2020-21 SDP; the evaluated key priorities in 2020-21; the current School SEF; and the 2021-22 SDP are provided for information in the Office365 drive. <p>The Headmaster raised awareness of the importance of the Key Priorities for the year ahead, with all of the documents available on the drive (folder for this meeting: link).</p> <p>Governors noted that to ensure continuing improvement, the key school priorities for the coming year are:</p>	<p>Chair MJE</p>	



	<ol style="list-style-type: none"> 1. Reflect on and respond to the educational impact of the pandemic; 2. Ensure consistently outstanding teaching in all areas of the curriculum; 3. Embed positive behaviour and climate for learning, including the re-establishment of pre-COVID systems and protocols; 4. Embed the Personal Development Programme across the school; 5. Manage the impact of the coronavirus pandemic on the operation of the school and the workload of the staff. <p>The Summary of the 2021-22 Key Development Priorities available at the following: link</p> <p>Governors agreed: Action: the Headmaster publish the current School Evaluation Form (SEF) and the 2021-22 School Development Plan (SDP) to the school website.</p> <p>There were no questions.</p>		Act MJE
18::21 FGB	<p>Performance Related Pay (policy attached, second policy to be ratified by email)</p> <p>Items from the Pay Committee</p> <ul style="list-style-type: none"> • The 2021-22 Appraisal Policy • The 2021-22 Pay Policy • The 2021 Pay Recommendations <ul style="list-style-type: none"> • The 2021 Equalities Monitoring document is provided for information in the Office365 drive. <p>Speaking to ‘Performance Related Pay’ the Headmaster provided update on the business of the Pay Committee meeting of 06.10.21 where Governors had considered the individual, and heavily anonymised, 2021 pay recommendations in detail, and approved the relevant progressions.</p> <p>On the recommendation of the Pay Committee and on a proposal from the Vice Chair, SF, seconded by SH, the Governing Board approved the 2021 Pay Recommendations, ratified the 2021-22 Pay Policy, the 2021-22 Appraisal Policy, and approved the 2021-22 Equalities Monitoring document; the Equalities Monitoring document, a non-mandatory document and available for reference.</p> <p>As an aside, Governors noted, that to mark the Queens Platinum Jubilee in 2022, the May Bank Holiday Weekend will be moved to Thursday 2 June and an additional Bank Holiday on Friday 3 June will see a four-day weekend to celebrate Her Majesty The Queen’s Platinum Jubilee. The school would be required to close for an additional day; the date to be confirmed in due course.</p> <p>Meeting status:: a confidential item of business was recorded.</p>	Chair MJE	



<p>19::21 FGB</p>	<p>Curriculum (attached)</p> <ul style="list-style-type: none"> • Curriculum mapping • Staff training <p>The Deputy Head Teacher, PD provided an update on Curriculum Mapping and Staff training, with training having been planned to address the School priorities identified across all four areas in the School Development Plan (SDP) and encompassed within the Leadership and Management SDP section D2:</p> <ul style="list-style-type: none"> • Support the development of teachers’ subject and pedagogical knowledge. <p>...with the Continuing Professional Development (CPD) delivered through whole school INSET days, staff meetings, twilight sessions after school, and Heads of Faculty, Heads of School, and Faculty meetings.</p> <p>The training completed to date under the aspects of the SDP had included:</p> <ul style="list-style-type: none"> • SDP A2 (also A1 and D2): Quality of Education: Ensure consistently high quality teaching in all areas of the curriculum; • SDP A2 (also D2): Quality of Education: Support the induction of the new teaching appointments; • SDP A2 (also D2): Quality of Education: Support ECTs through the first year of their induction; • SDP A5: Quality of Education: Secure positive value-added residuals consistently across all subjects and at all levels; • SDP C1: Personal development: Embed the Personal Development across the School; • SDP C4: Personal development: Embed careers provision, including advice on Post-16 options; • Statutory training on Safeguarding. <p>In terms of measuring impact, PD advised of the formalised learning walks by HoF, AHoF, and SLT to be conducted in November with a curriculum focus. In addition, Heads of School and the PSHCE coordinator, Angus McNab, together with SLT would conduct learning walks of form and PSHCE lessons. Examples of best practice and areas for development will be used to inform future CPD, initially planned for the January 2022 INSET day.</p> <p>Governors noted of the future twilight plans, connected to the SDP, and to include:</p> <ul style="list-style-type: none"> • Teaching and Learning 23 November 2021: This is for all staff. A selection of staff from across the faculties will share best practice on pedagogical strategies on the topics of marking and feedback, and moving short term into long-term memory. (SDP A2); • Staff mental wellbeing 10 January 2022: This is optional for staff. Gail Coghill, an external specialist, will lead this session. (SDP D1); • Pupil progress 15th February 2022: This is optional for staff and will focus on identifying where interventions may be necessary. (SDP A1, A3, A4 and A5); 	<p>Chair PD</p>	
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	<ul style="list-style-type: none"> • Writing UCAS references 15 March 2022: For all KS5 teachers. (SDP C4); • Behaviour for Learning 10th May 2022: For all staff and delivered by an external provider (SDP B1); • Curriculum planning 21 June 2022: For all staff looking ahead to adapting curriculum plans for 2022-23. This will be driven by Heads of Faculty. (SDP A1 and 2). <p>A Governor asked whether the staff had a sufficiently strong connection, or interaction with Governors, given the restrictions on visiting the school throughout the Covid pandemic, and, if so, should Governors now seek to strengthen this? The Headmaster advised there was a ‘Curriculum Café’ planned, a more informal opportunity for all to meet, and extended a welcome to Governors to attend.</p> <p>Action: the Deputy Headteacher to advise the Curriculum Café date to Governors.</p> <p>Action: PD to circulate to Governors or via the Clerk, the range of questions Nick Horn had asked of the Heads of Faculty in terms of the curriculum, that Governors might like to reopen with the Heads of Faculty at the Curriculum Café to promote more informal discussion.</p> <p>There were no further questions.</p> <p>A Governor noted of the importance of face-to-face Governing Board meetings in preference to virtual; the Chair confirming the meeting formats the subject of ongoing dialogue and re-evaluation by the Chair, the Headmaster and the Clerk.</p> <p>The Chair thanked the Deputy Headteacher for her most detailed reporting.</p> <p>The Deputy Headteacher’s supporting paper is available on the 365 Drive at: link</p>		<p>Act PD</p> <p>Act PD</p>
<p>20::21 FGB</p>	<p>Curricular and Extracurricular enrichment (attached)</p> <ul style="list-style-type: none"> • KS4 carousels; Ermysted’s Award; EPQ; DofE; Other <p>As an aside, and on behalf of the Board the Chair extended especial congratulations to SDS and more particularly the School’s athletes for their superb performance at the thirteenth National Championships of the Fell Running Association in September, at Sedbergh.</p> <p>SDS presented the Curricular and Extra-Curricular Enrichment for 2021-22, providing overview to Governors on the KS4 Enrichment Carousels (one hour each week) throughout Y9, Y10 & Y11 with the following varied programme of subjects across the now three year KS4, to include:</p> <p>Astronomy; Ecology; Music; Art; Computing; Drama; Food; Italian Conversation; Emerging Sports; Finance; Introduction to Economics; Driving Theory; Introduction to Classics; and Earth Science.</p>	<p>Chair SDS</p>	



The **Extended Project Qualification** (EPQ) had gained momentum in the last few years as the school had attempt to let EPQ fill the void left by the demise of the General Studies A-Level. The last couple of years had seen a greater uptake of the qualification whilst improving the student outcomes, with the 2021-22 cohort again of the order of thirty students, with supporting staff awaiting their results with interest.

SDS advised the **Duke of Edinburgh Award** had been organised so that typically, pupils in Year 9 aimed for Bronze, Years 10 & 11 were eligible for Silver, and Years 12 and 13 go for Gold. Covid had unfortunately wiped out all of the expeditions in 2020 meaning that last academic year Mr. Lane had two cohorts working through awards, those finishing from 2019-20 and new starters in 2020. Governors noted that Mr. Lane has worked tirelessly to give the boys every opportunity to complete the award and he was making every effort to see progress was being made every day. SDS confirmed the 2021-22 Cohorts were to be launched before half term.

Referring to **The Ermysted's Award**, SDS advised this organised so that pupils in Years 7 and 8 aim for Bronze, Years 9 and 10 are eligible for Silver, and Years 11 and 12 go for Gold. Evidence of achievements is spread over both years and the award itself is claimed via submission of a portfolio of evidence, usually at Easter with awards being received on Speech Day.

Referring to **Physical Challenges**, Governors recognised the achievements over a range of activities, with boys able to undertake a variety of activities with walks, runs, rides and swims being used to fulfil the criteria. The levels of challenge for Bronze, Silver and Gold increasing by distance, with a six mile walk in the Dales being enough for Bronze, and completion of the 'Yorkshire Three Peaks' a recognition at Gold standard. A most notable achievement was one boy in Y9 who ran, swam, and rode 1083.8 miles, the equivalent distance of Lands End to John O'Groats.

On **House Sport**, there had been many successes in spite of Covid19 with the input and support of the PE department, and Ermysted's House winning the overall competition.

On **School Sport for 2021-2022**, SDS noted it had been pleasing to see just how much sport had already been played and the fantastic level of enthusiasm towards all activities from the teachers, parents and especially the boys. There had been some notable successes to date with the First XV Rugby progressing in both the County and National competitions, and the three National Fell Running Titles won at Sedbergh last month; the level of participation and sheer enjoyment evident.

SDS invited questions.

On a suggestion about the possibility of including Spanish to the KS4 Curriculum enrichment carousel, Governors noted this would be a useful introduction, particularly in view of it being the third most widely spoken language. SDS advised, however, that whilst this would be an interesting addition, consideration of additional subjects to the carousel was bases primarily around the available expertise, and the quality and continuity of delivery.



	<p>The Curricular and Extracurricular Enrichment paper from SDS is available on the Drive at: link</p>		
<p>21:21 FGB</p>	<p>Finance and Premises (to be tabled at the meeting)</p> <ul style="list-style-type: none"> To include updated risk assessments for the autumn term. <p>Presenting his report to Governors, ADW confirmed the Risk Assessments updated for the Autumn Term, had now been circulated to Governors, and had been published to the school website.</p> <p>With regard to Lateral-flow tests, all pupils had been tested twice on their return to school and in line with Government guidance, with staff and pupils issued with kits to continue testing at home.</p> <p>On operational protocols, the majority of precautions had now been dropped with some ‘return to normal’.</p> <p>The operational protocols continuing included:</p> <ul style="list-style-type: none"> The maximisation of ventilation is the key measure remaining; Continuation with daytime cleaning provision; Protective screens and some patterns of movement retained. <p>ADW advised of the maintenance and remedial works completed across the site in the Summer recess, the detail of which, together with photographs, is available in the ADW PowerPoint.</p> <p>The works scheduled for Autumn half-term are to include:</p> <ul style="list-style-type: none"> The replacement of the Refectory boiler, the estimated cost discussed and approved at Resources and Finance Committee of 21 June; Roof repairs: above S10 repair damage caused by vandalism; PE store leaks; Sports Hall leak; Window repairs and new blinds in M01 / M02 <p>The Autumn half-term work would also include the replacement of printers and copiers across the School site on a new contract, although remaining with Arena Group (now owned by Xerox), with their tender price reduced to match lowest competitor. The schedule of work to cover the replacement of printers / copiers across the School site (28 machines reduced to 14).</p> <p>ADW provided update to the progress of the Artificial Pitch, with the planning application submitted 2 June and validated 4 June. Governors noted of a further delay to planning, subsequent to recent receipt of formal submission from Sports England, delaying the application. The business to now be deferred to the November meeting of the CDC Planning Committee.</p>	<p>Chair ADW</p>	



	<p>Meeting status:: a confidential item of business was recorded.</p> <p>Extension of Sports Hall climbing wall: ADW advised of the suggestion from the Creative Arts Dept. to increase the climbing area along the whole of one side of Sports Hall – additional 22.9m x 2.0m, which would allow whole class participation, enhanced extra-curricular provision, and have potential to generate letting income. Three quotations had been obtained with each coming in at circa £14,000 +VAT., potentially reduced now to £13,000. On a proposal from the Chair and endorsed by the Board, it was agreed to commission the work to progress.</p> <p>School holiday letting plans: ADW advised of an expression of interest from an external company looking to use the Ermysted’s site and facilities, namely: the Sports Hall, some outdoor spaces, and some classrooms, to operate their commercial educational facility. ADW had since progressed discussion with the company to include due diligence, Ofsted registration, safeguarding, insurance, and health and safety, and sought the approval of Governors to progress further with discussions.</p> <p>Action: Governors agreed ADW progress as advised and report back to the next meeting of the Full Governing Board on 02.12.21.</p> <p>The PowerPoint presentation from ADW relating to Finance & Premises is available on the Drive at: link</p> <p>The Chair thanked ADW for his reporting.</p>		Act ADW
22:::21 FGB	<p>Safeguarding and KCSiE (attached)</p> <ul style="list-style-type: none"> • KCSiE 2021 update • Pupil survey on RSE <p>Providing overview to the KCSiE, and the most recent update, AJJ advised the guidance setting out what schools and colleges in England must do to safeguard and promote the welfare of children and young people under the age of 18. The main updates being:</p> <ul style="list-style-type: none"> • Further information on child criminal and sexual exploitation; • Guidance on responding to peer-on-peer abuse, including sexual harassment; • Additional guidance on online safety, including remote education; • A new section on responding to low-level concerns and allegations against staff; • Policies and procedures – whole school safeguarding culture; • Greater responsibility of strategic leadership from governors. <p>AJJ provided a review of the recent updates, the detail of which is available to Governors on the 365 Drive at: link and in overview relate to:</p> <ol style="list-style-type: none"> 1. Safeguarding information for all staff; 	Chair AJJ	



	<ol style="list-style-type: none"> 2. The management of safeguarding; 3. Safer Recruitment; 4. Allegations made against/concerns raised in relation to teachers, including supply teachers, other staff, volunteers, and contractors; 5. Child on child sexual violence and harassment; <p>...and overviewed on the various annexes, but more particularly annex ‘A’:</p> <ul style="list-style-type: none"> • Safeguarding information for school and colleges – with a significant change – now a condensed version of Part 1. Governing board to determine which staff are required to read Part 1 or Annex A; the SLT having agreed that all staff be required to read Part 1. • For the purpose of the minute: On a proposal from the Chair the Governing Board agreed that all staff be required to read the KCSiE Part 1. <p>Governors reviewed the KCSiE updates and implications and remain aware that Safeguarding continues to be a whole staff investment in Safeguarding and everyone’s responsibility.</p> <p>On record keeping, AJJ confirmed all safeguarding concerns were being recorded through CPOMS link (a leading national provider for monitoring Safeguarding, wellbeing, and all pastoral issues).</p> <p>A Governor noted that Ofsted had recently produced a detailed report on Sexual Harassment, and the Report and the Executive Summary of that Report would be helpful to Governors, and is available at: link</p> <p>AJJ referred Governors to the policy on Sexual Violence and Sexual Harassment, the school having completed a related survey at the end of the Summer term 2021. The online PowerPoint from AJJ details the headline figures and the associated responses, and actions planned moving forward. AJJ noted of his intention to repeat the survey later in the year to better inform the impact of the actions.</p> <p>There were no questions.</p> <p>The Chair thanked the Deputy Headteacher, AJJ for his most thorough and concise reporting.</p>		
<p>23::21 FGB</p>	<p>Safeguarding update</p> <p>The Safeguarding Governor had nothing further to add other than she had recently completed a Safeguarding Link Governor Report.</p> <p>Action: Clerk to circulate the report to all Governors if not already available on the 365 Drive.</p>	<p>Chair AJJ SH</p>	<p>Act Clerk</p>



24::21 FGB	<p>Link Governor Reporting</p> <p>The following Link Governor Reports are available on the 365:</p> <p>Science Faculty: Date of visit: 07.07.21; Governor: RN: link Safeguarding and Pastoral Care: Date of visit: 28.09.21; Governor: SH: link</p>	Chair	
25::21 FGB	<p>Policies to ratify:</p> <ul style="list-style-type: none"> • Budget Management Policy and Scheme of Delegation to the Headteacher • 2021-22 Appraisal Policy • Equalities Scheme • Child Protection • Educational Visits • Link Governor Policy <p>On a proposal from CB, and seconded by BG, (with the Budget Management Policy and Scheme of Delegation to the Headteacher referred to the next meeting of the Resources & Finance Committee for review), the Governing Board ratified the above policies ‘en bloc’.</p> <p>Action: Clerk and JL to refer the Budget Management Policy and Scheme of Delegation to the Headteacher, to the next meeting of the Resources & Finance Committee on 15.11.21 for review.</p>	Chair	Act Clerk JL
26::21 FGB	<p>Governor support information / NYCC governor training (links updated and active as at 01.10.21)</p> <ul style="list-style-type: none"> • Governor Handbook & Competency Framework: link • NYCC Governor Training / SIN Meetings 2020-2021: link • For NYCC, CYPS / Governance / main page: link • Support Information for new Governors is available on the Governor 365 Drive in the folder for this academic year. • NGA (National Governors Association): link • NGA Members login / password reset: link 	Chair Clerk	
OTHER BUSINESS			
27::21 FGB	<p>To deal with any matters agreed for consideration under previous agenda item (urgent business).</p> <p>There was no business agreed for consideration, or brought forward under previous agenda item (urgent business).</p>	Chair	



<p>28::21 FGB</p>	<p>To review the business of the meeting and determine whether any part of the proceeding should be treated as confidential and excluded from the minutes to be made available for public inspection.</p> <p>The Governing Board exercised the option to determine an item of business be treated as confidential and the business, therefore, be excluded from the minutes of this meeting to be made available for public inspection; ergo a confidential item of business is assigned to the minutes of this meeting.</p>	<p>Chair</p>	
	<p>There being no further business the Chair thanked Governor and attendees for their support and declared the meeting closed.</p> <p>Meeting status: The Chair declared the meeting closed 6.58pm.</p> <p>David Frankland Clerk to the Governing Board Secretary to the Foundation Trust clerktogovernors@ermysteds.uk</p>		