



Minutes of Governing Board (GB) Meeting 51

Held virtually (via Teams) on Monday 18th July 2022

Present:

Governor Category	Name	Additional Information	End of Term
Principal	Matthew White (MW)	Headteacher	
St Mary's Hampton PCC (7)	Revd. Ben Lovell (BL)	Chair of Governors; Vicar, St Mary's Hampton Church	Ex-officio
	Hilary Hart (HH)		1 April 2024
	Timothy Stephens (TS)		25 Nov 2024
	David Western (DW)		1 Dec 2025
	Andrew Parish (AP)	Chair, Resources	26 May 2026
Paul Jeanes (PJ)	1 Dec 2025		
Parent (2)	Alexandra Elwood (AE)		18 Apr 2026
LDBS (1)	Nicholas Woods (NW)	Vice Chair, T&L	24 Feb 2024
Co-opted (3)	Paul Adams (PA)		10 July 2023
	Jennifer Walker (JW)	Chair, Teaching & Learning Committee	14 July 2025
Staff (1)	Alana Rowlandson (AR)	Year 6 Teacher	22 Nov 2024

Also Attended: Robert Hodges (RH; Associate; 31 August 2021; Vice Chair, Resources and Personnel & Pastoral Committees)
Helen Vernon (HV; School Business Manager)
Clare Struthers (Clerk to Governors)

Apologies: Sophie Tait (ST; co-opted governor; Chair P&P committee; 10 July 2023)

Minute	Discussion & Decisions
585	BL welcomed everyone to the meeting at 7.33 pm, stating that PJ was joining remotely, and opened with a prayer.
586	BL said that apologies for absence had been RECEIVED from ST. CS said that PA had advised that work commitments were overrunning; he would endeavour to join the meeting. The board ACCEPTED the apologies.
587	<i>TS joined the meeting at 7.36pm</i> Governors CONFIRMED there were no declarations of Interest relevant to the matters for discussion.
588a	Previous meeting held on 11th May 2022 Minutes of the previous meeting Decision: All governors present at the March meeting AGREED, by a show of hands vote, that the minutes were a TRUE and ACCURATE record of that meeting. BL signed the minutes after the meeting.
588b	BL said that the matters arising from the previous meeting had been included with the relevant agenda items.
589	BL asked whether governors had Any Other Business Items to raise for potential consideration at the end of the meeting. None were raised.

590	<p>Headteacher's Summer Term Report</p> <p>MW said that while the academic year coming to a close had presented lots of challenges, there was much to celebrate, as communicated through his report.</p>
590a	<p>MW THANKED governors for the pre-submitted questions to which he responded as follows.</p>
590a.1	<p>Mental Health & Wellbeing</p> <p>MW explained that the school's ELSA (Emotional Literacy Support Assistant) had completed specialist training for the role and provided pastoral support for a range of different needs, including bereavement and anxiety.</p> <p>What is the forecast for the number of children requiring the provision in 2022-23?</p> <p>MW said that approximately the same as the current academic year, which was in the region of twenty children would be managed by the ELSA.</p> <p>How many children can the current ELSA provision manage?</p> <p>MW said that twenty should be manageable. MW said that the member of staff fulfilling the ELSA role was also a TA; working time was split between TA duties during the morning and ELSA sessions during the afternoon.</p>
590a.2	<p>SEND</p> <p>When will the school know if the EHCP applications in progress have been granted?</p> <p>MW said that the school's applications current were at varying stages. MW said that in all cases, the school had followed due diligence, but this was not always achieved by partners, such as, the school having to chase some Educational Psychologist reports. MW said that an application had been submitted that day; another would be submitted at the start of the autumn term. MW said that with the six-week lead-time for the SEND panel hearing, it was likely to be in the latter part of the autumn term when the school would be advised whether the current applications had been approved.</p> <p>Does the budget show scenarios for the approval or rejection of the additional funding?</p> <p>MW said that the applications submitted were for children with high needs, but a necessarily conservative estimate of two out of four applications being successful was the basis for the 2022-23 budget.</p> <p>Governors RECORDED their congratulations to Amy Nesbit (Assistant Headteacher) for the recently announced news that she was expecting a baby.</p> <p>In reply to a governor, HV said that the planned staffing for the period of maternity leave had been factored into the budget presented to the meeting.</p> <p>In reply to a governor, MW said that a slight change to the leadership structure was planned for the period of maternity leave (explained in more detail at minute 600).</p>
590a.3	<p>Progress & Attainment</p> <p>MW said that when reviewing the end-of-year data it was important for governors to be mindful of the following excerpt from the DfE's 'primary accountability' guidance:</p> <p><i>'School level data for 2021/22 ... will not provide the broader context around a school's outcomes. In short, as in any year, school level data will tell you 'what', but not 'why'. This is particularly important to bear in mind in relation to the 2021/22 data, due to the uneven impact of the pandemic on pupils and schools. We will strongly discourage users of the data</i></p>

from drawing conclusions based on direct comparisons with performance data from earlier years. We will also advise caution when comparing a school's performance with national or local authority averages, advising users to talk to the school to understand the context for the results. We will also strongly advise against direct comparisons between the performance data for one school and another school, without taking this broader context into account.'

MW said that the teaching team were pleased the children had had the opportunity to complete the first set of statutory assessments since 2019.

MW said that the DfE's original rationale for completing the assessments had been to measure the impact of the pandemic.

EYFS: MW said that 70% (seventy percent) of children achieving a GLD (Good Level of Development) was in line with the Richmond average.

Year 1 Phonics: MW said that 83% (eighty-three percent) of children passing the Phonics Assessment was in line with the Richmond average.

Key Stage 1: MW said that the school's outcomes exceeded the national and Richmond averages for Reading, Maths & Writing, which was pleasing to report.

Key Stage 2: MW said that the school's outcomes for Reading and Maths matched or exceeded the Richmond averages. MW said that Writing had been the most affected by the pandemic, as it was difficult to teach high quality writing in a pandemic.

MW said that the outcome in Writing had informed one of the SDP priorities and associated training needs (see priority 5 below). MW said that Writing in all subjects was an Ofsted legacy target in terms of the quality of writing across the curriculum matching the standard of writing in English.

PJ left the meeting at 7.45pm

590b MW referred governors to the **2022-23 SDP Targets** detailed in the headteacher's report.

- 1. To undertake a full curriculum review in order to measure that intent, implementation and impact are ensuring the very best outcomes for all children.*

MW said that the aim would be to ensure the school's curriculum was fit-for-purpose and challenging the children appropriately.

- 2. For all subject leads to have a full and comprehensive understanding of their subjects and how they are taught, ensuring that knowledge, skills and progression are embedded across all year groups.*

MW the aim was to ensure a comprehensive curriculum overview was in place for every year group.

- 3. To complete the SIAMS self-evaluation and ensure that the distinctively Christian vision is embedded across the school.*

MW said that the SIAMS Coordinator, Rachel Calvert, would be leading on this priority.

- 4. To ensure consistently high-quality opportunities for pupils in all year groups, especially the most able pupils, to apply their mathematical learning and improve their reasoning*

	<p><i>skills.</i></p> <p>MW said that the school was pleased with the Maths outcomes in all year groups this academic year. MW said that this demonstrated AR had led the subject very well and this had involved a variety of support, including some team-teaching sessions and book monitoring activities. MW said that with this being the first year of the school following the Power Maths scheme of work, the focus for the next academic year would be to ensure the curriculum was fully embedded across the school. MW said that ‘the focus for the Maths action plan would be ‘more able’ children and a couple of year groups. Governors THANKED AR for her effective leadership of the subject, including the introduction of a new scheme of work for the school.</p> <p><i>5. To improve outcomes in Writing across the school, ensuring high expectations for the accuracy and quality of children’s writing in both English and subject books.</i></p> <p>MW said that this would be a significant focus to embed good structures.</p> <p style="text-align: right;"><i>PJ re-joined the meeting at 7.53pm</i></p> <p><i>6. To ensure the school continues to be structurally and financially viable and is able to meet the needs of all children.</i></p> <p>MW said that the challenge in future years would be when and which MAT to join (see also minute 592).</p> <p>MW said that different senior leaders would lead on the priorities.</p> <p>590c <i>A governor NOTED that this year the school’s focus had appropriately been on pupil catch-up and mental health and asked whether this focus would continue for the next academic year.</i></p> <p>MW said that it continued to be just as important to maintain the provision to achieve good mental health for pupils and staff and therefore this focus would continue for the next academic year. MW said that Sarah Creegan would formalise the school’s wellbeing charter.</p> <p><i>A governor asked whether wellbeing would therefore be part of the school’s operation going forward.</i></p> <p>MW CONFIRMED, saying that the impact of the pandemic was likely to be experienced for at least the next three years.</p> <p><i>A governor asked the mechanism to share the end-of-year outcomes, as these were positive, but the percentages would not be published by Ofsted.</i></p> <p>MW said that the outcomes would be shared at every opportunity; the school’s comparison with local and national data (in terms of whether it was on a par with or better than) would be shared with prospective parents during open mornings and in the vision presentation to current parents.</p> <p>590d <i>A governor THANKED MW for the headteacher’s report the main messages of which were positive and inspired a real sense of pride of the work that had been going on in school.</i></p> <p><i>A governor ADDED that it was equally great to see the challenges outlined.</i></p> <p>590e Decision: Governors CONFIRMED their SUPPORT for the 2022-23 SDP priorities stated above.</p> <p>591 (MA 579b) SDP Priority: To clearly define the mission, vision, values & strategy of the school and communicate these appropriately to all stakeholders</p>
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	<p>MW said that the vision, '<i>flourishing through faith, hope & love</i>', importantly had a biblical foundation, 1 Corinthians 13. MW said that to develop the mission, vision and values much time had been spent distilling feedback from a range of stakeholders: the senior leadership team, staff, a parent focus group, and the board.</p> <p>A governor said that it was pleasing to see the feedback from the discussion at the previous meeting had been incorporated in the updated version, making the statements both distinctive in terms of St Mary's school and the school's Christian foundation.</p> <p>A governor said that usefully the vision-mission-values statement provided sufficient detail to understand their meaning in practice.</p> <p>MW advised that the vision-mission-values statement had been provided to a Graphic Designer to make the presentation style more aesthetically pleasing.</p> <p>Governors considered whether there should be mention of St Mary's being a small school.</p> <p>A governor explained that it was not the school's vision/mission to be small, but as a consequence of being small, there were characteristics of St Mary's that made the school particularly attractive. Governors therefore AGREED that, if at all, mention of being a small school should be preserved for the SDP.</p> <p>Governors NOTED that mention of the school's extensive outdoor space was another unique and positive characteristic that should be incorporated into the SDP.</p> <p>As the project lead, RH explained that the next step was to ensure the school's SDP and five-year strategy aligned with the vision-mission-values statement to ensure a clear narrative.</p> <p>Decision: Governors AGREED the vision-mission-values statement. Governors NOTED the work of the board and committee structure would be embedded in the vision-mission-values, once finalised.</p> <p>ACTION MW: SDP/5-year strategy – aligned with vision-mission-values – autumn FGBs</p>
592	<p>(MA 579a) 'Opportunity for All' – vision for 2030</p> <p>BL said that the NGA paper, 'Taking the Next Step', outlined the complexity of the process, although St Mary's being a Single Academy Trust (SAT) meant the school could potentially join a MAT relatively quickly. BL said that for St Mary's to join a MAT, the agreement of the members of the company, Hampton St Mary Academy Trust, would have to be sought. BL said that there was currently four members: himself, the LDBS, Derek Winterburn and Alan Jackson.</p> <p>BL said that the LDBS' initial response to the white paper was outlined in two documents available on Governor Hub for governors' reference:</p> <ul style="list-style-type: none">• LDBS Seven Strategic Principles, each of which was explained in the paper• LDBS Commitment, Timeline and Plan of Work. <p>BL said that himself and MW recently met with Penny Roberts (Diocesan Director of Education, designate) to discuss the timeline and implications of the government White Paper. BL said that an outcome of their discussion had been that St Mary's would participate in the LDBS modelling process, as part of which the impact of different models on a SAT in terms of, for</p>


	<p>example, structure and budgeting would be considered.</p> <p>BL said that one of the LDBS seven strategic principles regarding the MAT agenda was that all LDBS schools must join a Church MAT. BL said that the overarching requirement was for most schools in the MAT to be Church schools, but community schools would be permitted to join.</p> <p>BL said that in terms of the LDBS the next major development in the process would be the workshop scheduled to take place in November for chairs of governors, headteachers and clergy. BL said that according to the timeline, there could possibly be some development in the MAT process during 2023, although the white paper had stumbled in the Lords, despite it having cross-party support. BL said that the LDBS was committed to developing diocese-wide plans for all Church schools to join at strong MAT by 2030 and was of the view that it would be beneficial, even in the absence of the legal framework.</p> <p>A governor asked whether joining a MAT early would be advantageous and whether it would make it possible to shape the MAT process.</p> <p>BL said that by participating in the process actively from the outset, it would be possible for St Mary's to shape the culture of the MAT to be joined, but this required the LDBS to have developed its plan.</p> <p>Governors discussed the benefit of the board developing its thinking regarding the key parameters that would be sought from the MAT shared service.</p> <p>Decision: Governors AGREED a working group comprising BL, AP, TS, NW, MW and HV should start to meet in the autumn term and report back on its discussions to the next FGB.</p>
593	School's Finances
593a	<p>Summer 2 Resources Committee Meeting on 23 June 2022</p> <p>AP referred governors to minutes 687a-e outlining the committee's detailed monitoring of the September 2021 to May 2022 expenditure report (Resources 52 draft approved minutes on Governor Hub).</p>
593b	<p>September 2021-June 2022 Expenditure Report & Cash Flow Forecast</p> <p>AP THANKED HV for the reports and said that it was pleasing to see the end-of-year deficit had reduced significantly since the May expenditure report (deficit projected to be £10,405, ten thousand, four hundred and five pounds). AP said that the reduced projected deficit was predominantly explained by two factors: a higher-than-expected, new schools, supplementary grant, which had been paid in June and had been area adjusted, and a change in the school's accounting of school trip income.</p> <p>In reply to a governor, HV said that the projected deficit was as accurate as was possible and did include the cost of the fence replacement.</p> <p>AP said that across the academic year a key focus of the committee had been the forecast, which would continue to be closely monitored across the next academic year, as this supported effective scrutiny of the school's budget.</p>
593c	<p>2022-23 Budget</p> <p>Governors had been referred to minute 673i (May 2022 Resources committee minutes) for the explanation of the budget assumptions and the committee's detailed monitoring.</p> <p>HV said that the guidance received from the School Teachers' Review Body for the two-year</p>

	<p>pay review package (2022-23) had been followed to prepare the 2022-23 budget presented to the meeting.</p> <p>Decision: Governors RATIFIED the 2022-23 budget by a show of hands vote.</p>
593d	<p>2023-25 Budget Plan (Final 2 years of 3-Year Plan)</p> <p>Governors had been referred to minute 687h.3 (June 2022 Resources committee minutes) detailing the committee’s discussion regarding the submission of deficit budgets for Years 2 and 3 of the Plan. AP said that in summary mitigations to achieve balanced budgets across the three years had not been identified. AP said that the deficit budgets would be submitted with relevant commentary; the aim of which was to trigger dialogue with the ESFA that it would only be possible to deliver a compromised provision in years 2 and 3 of the budget plan in the absence of additional funding.</p> <p>AP referred to the budgeted deficits: Year 2 £6,865 (six thousand, eight hundred and sixty-five deficit) and Year 3 £97,740 (ninety-seven thousand, seven hundred and forty pounds, deficit). AP said that the Teachers’ Pay settlement had improved the projected deficit for Year 2 of the budget plan, as a two-year deal pay-deal had been agreed.</p> <p>AP said that the projected deficit for Year 2 was due to a combination of the reduction in pupil numbers in the current academic year (2021-22) coming to fruition, rising staff costs and uncertainty whether the teachers’ pay uplift would continue to be funded by the government.</p> <p>HV said that the financial challenges were not unique to St Mary’s; they were being experienced across the education sector.</p> <p>Decision: Governors RATIFIED the 2022-25 three-year budget plan by a show of hands vote.</p>
593e	<p>HV said the summer term internal audit focused on management accounts had been conducted, but the report was awaited.</p> <p>In reply to a governor, HV said that the auditors charged the school retrospectively for each audit.</p>
593f	<p>Decision: the trustees of Hampton St Mary Academy Trust, RESOLVED that the signatory Julie Booth (former school business manager) be removed from the school’s Lloyds Bank account and that the signatory Helen Vernon (School Business Manager) be added to the school’s Lloyds Bank account.</p>
594a	<p>Teaching & Learning Committee (summer term meeting)</p> <p>JW said that the focus had been to review the end-of-year progress and attainment data for all year groups, PPG and SEND children. JW referred governors to the minutes on Governor Hub. JW said that the committee had ACKNOWLEDGED and THANKED the staff team for achieving the generally positive outcomes at the end of another challenging year. JW said that the committee had NOTED the importance of governor visits taking place in order to effectively monitor teaching and learning at St Mary’s.</p>
594b	<p>Summer Term SEND Governor Visit: HH said that while it was a real asset for the school to have an effective and committed SENCo and for St Mary’s to be a truly inclusive environment, this meant that a reputation had been built within the local community that encouraged children with additional needs to transfer to St Mary’s when a space became available. MW said that from an operational point of view, it was important for the level of need to be manageable and sustainable and where appropriate, places at alternative provision were</p>

	<p>sought. MW said that during the current academic year, two places at alternative provision were secured, which was beneficial for the development and learning of the children involved.</p> <p>AP said that the Resources committee was supportive of the school’s inclusive culture, while also being aware of the financial implications of supporting pupils with additional needs</p> <p>A governor asked whether there were processes in place to mitigate the risk of children transferring to the school with additional needs.</p> <p>MW explained that there had been occasions when children had transferred to St Mary’s with undiagnosed need(s). MW said that this was a risk that could not be mitigated for, it was dependent upon other settings conducting their own due diligence and being completely transparent. MW said in terms of the financial impact, this could be significant initially dependent upon the child’s need(s), as the school met the cost of providing additional support until the EHCP application process had completed and this was fairly lengthy. MW said that for example, the parents of a child joining Reception in September had notified the school of the child’s needs, but the nursery had not prepared for support to be put in place. MW said that such circumstances were frustrating, but St Mary’s approach was always to achieve the best outcome and support for the child. MW said that while St Mary’s ethos was to be inclusive, there had been occasions where the school had not been the appropriate setting for a child with a recognised need. MW said that in such circumstances, the school presented the grounds of refusing the application to a Fair Access Panel.</p> <p>A governor NOTED the SENCo’s request for additional Chrome books, voice recognition software and additional diagnostic tools and suggested that a budgeted request was presented to Resources committee in the autumn term for consideration.</p> <p>HV AGREED to review the request in consultation with Eduthing (school’s IT provider) and to present the outcome to autumn Resources.</p> <p>AE said that the school’s HLTA would deliver the interventions for the next academic year.</p> <p>BL THANKED HH and AE for conducting the monitoring visit and for circulating the written report.</p>
	<p>Governance</p>
<p>594a</p>	<p>(579c) Uniform Policy Review</p> <p>BL THANKED HV for preparing the cost analysis of two alternative providers, Price & Buckland (an online provider) and Network UK, for comparison against the school’s current provider, School Days. BL REMINDED governors that the purpose of the review was to achieve value-for-money and affordability, in line with the statutory guidance effective from September 2022. Governors RECOGNISED the benefit of providing parents with two alternative providers.</p> <p>HV AGREED to prepare the school’s proposal for presentation to the September FGB and MW AGREED to ensure the school’s uniform policy was updated accordingly.</p> <p style="text-align: right;">ACTION HV: uniform proposal – providers – Sept FGB ACTION MW: uniform policy – Sept FGB</p>
<p>594b</p>	<p>(MA 579d) MW said that the Action Plan was based on the recommendations from AfC’s Review of the School’s Procedures to handle Parental Confrontation. MW said that most</p>

	<p>elements would be actioned in the autumn term.</p> <p>ACTION MW: review relevant policies – update to Sept FGB on action plan</p>
594c	<p>PTFA to Support the Purchase of an Item for the Staffroom</p> <p>JW said that the PTFA had been asked to consider the purchase of a meaningful item for the staffroom, such as a coffee machine, as a lasting thank you from the parent community to promote staff wellbeing. JW said that to date the PTFA had not advised the viability of the request.</p>
594d	<p>Governor Vacancies / Terms of Office</p>
594e.1	<p>Associate / co-opted Vacancy: BL said that PA had resigned from his co-opted governor role, in view of the challenges faced with ongoing work commitments.</p> <p>BL PROPOSED that RH be appointed as a co-opted governor with effect from 19 July 2022 to enable his ongoing involvement in the vision-mission-values project and experience in communication strategy.</p> <p>Decision: Governors AGREED to appoint RH as a co-opted governor with effect from 19 July 2022 by a show of hands vote.</p>
594e.2	<p>Parent Governor Vacancy:</p> <p>BL said that Benjamin Opoku had resigned earlier in July, also due to work commitments impacting on his ability to make an effective contribution to the work of the board.</p> <p>Decision: Governors AGREED the vacancy should be advertised to the school community during the autumn term once all new Reception parents had started with the school.</p>
594e.3	<p>PCC-nominated Vacancy: BL said that St Mary’s Hampton PCC was aware of the current vacancy and was considering potential candidates for nomination to the board.</p>
594f	<p>2021-22 Self-Evaluation</p> <p>CS said that the evaluation of governors’ feedback from the following would be presented to the September FGB:</p> <ul style="list-style-type: none"> • NGA Twenty Questions • Chair’s 360-degree feedback • NGA skills audit. <p>ACTION ALL Governors: complete self-evaluation forms – 29 July</p>
594g	<p>2022-23 Calendar of Governors’ Meetings</p> <p>As Chair of Resources committee, AP NOTED that attendance had been lower since the meeting had moved to the 4pm start time.</p> <p>MW said that the meeting could be accommodated during the school day, as the nurture space would not be a permanent aspect of the school’s operation from September.</p> <p>Decision: Governors AGREED the calendar of meeting dates circulated with the papers for the meeting and for Resources to return to a 9am start time.</p>
594h	<p>2022-23 AfC Schedule of Governor Training</p> <p>BL encouraged governors to review the schedule circulated, reminding governors of the</p>

	<p>board's commitment for every member to attend at least one training event. CS reminded governors of AfC's recommendation that training was renewed every 3 years.</p> <p>CS asked governors to update their training record on Governor Hub after attending an event.</p>
594i	<p>Company Secretary: BL explained that it was usual practice for the school business manager to acquire the duties. Decision: The Hampton St Mary Academy Trust board hereby RESOLVED that Helen Vernon be appointed as the Company Secretary for the Trust with effect from the start of the 2022/23 academic year.</p>
594j	<p>BL THANKED CS for preparing the Clerking Contract for Service for the 2022-23 academic year. CS OFFERED to leave the meeting to allow governors to discuss the contents, but this was not considered necessary. Decision: Governors AGREED the 2022-23 Clerking Contract for Service PROPOSED by Clare's Clerking and circulated with the papers for the meeting.</p>
Safeguarding	
595a	<p>(MA 580a.2) Safeguarding Link Governor's Summer Term Audit</p> <p>PJ said that the audit structure had been based on AfC's checklist and a report would be prepared for review by the governing board at the autumn term meeting. PJ advised governors of the impact of serious safeguarding matters on the workload of the DSL (designated safeguarding lead) to lead and manage the school, demonstrating the importance of having sufficient staff trained to DSL level in the school. PJ said that it had been pleasing to hear that both the children and staff were very aware of safeguarding matters; PJ said that the children were great ambassadors for the school.</p> <p style="text-align: right;">ACTION PJ: Safeguarding Audit Report – September FGB</p>
595b	<p>BL THANKED MW for sharing the Safeguarding Procedure for Volunteers.</p> <p>MW said that it would be issued to volunteers in September.</p>
595c	<p>Single Central Register (SCR) Monitoring Report</p> <p>HV said that the monitoring report demonstrated progress was being made regarding the information captured on the school's SCR.</p> <p>A governor asked the school's approach to conducting DBS checks for volunteers. HV said that advice had been sought, following which it was work in progress to ensure DBS checks were made for all volunteers visiting the school regularly.</p> <p style="text-align: right;">ACTION MW: SCR Monitoring Report – autumn P&P</p>
596	AOB: None had been raised.
597	<p>Governors' meeting dates 2022 autumn term:</p> <p style="text-align: center;">FGB: Thursday 22nd September at 7.30pm P&P: Thursday 13th October at 4.30pm Resources: Thursday 20th October at 9am T&L: Thursday 24th November at 4.30pm Resources: Thursday 15th December at 9am FGB: Thursday 8th December at 7.30 pm</p>

	AR & HV left the meeting at 9.21pm
	Part Two Confidential Items
598	Resources Committee: Finance (MA 687a.9) Detailed Report of Uncontracted, long-term Staffing Costs <i>Discussion recorded as a separate minute</i>
599	Formal Process: <i>Discussion recorded as a separate minute</i>
600	Staffing Matter: <i>Discussion recorded as a separate minute</i>
601	BL closed the meeting at 9.36pm, thanking governors for their contribution to the discussion at this meeting and for their governance during a very challenging year.
	<p style="text-align: center;">The board formally AGREED these minutes to be a TRUE and ACCURATE record at the next meeting on 22nd September 2022.</p> <p style="text-align: center;">Signed by the Chair </p>