

Minutes of Governing Board (GB) Meeting 52

Held at St Mary's Hampton CofE Primary School, Oldfield Road, Hampton, TW12 2HP on Thursday 22nd September 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
	Timothy Stephens (TS)		25 Nov 2024
	David Western (DW)		1 Dec 2025
	Andrew Parish (AP)	Chair, Resources	26 May 2026
LDBS (1)	Nicholas Woods (NW)	Vice Chair, T&L	24 Feb 2024
Co-opted (3)	Robert Hodges (RH)		18 July 2026
	Sophie Tait (ST)	Chair, Teaching & Learning Committee	10 July 2023
	Jennifer Walker (JW)		14 July 2025
Staff (1)	Alana Rowlandson (AR)	Year 6 Teacher	22 Nov 2024

Also Attended: Clare Struthers (Clerk to Governors)

Apologies: Paul Jeanes (PJ; PCC-nominated governor; 1 Dec 2025)

Hilary Hart (HH; PCC-nominated governor; 1 April 2024)

Absent: Alexandra Elwood (AE; parent governor; 18 April 2026)

Absent:	Alexandra Elwood (AE; parent governor; 18 April 2026)		
Minute	Discussion & Decisions		
602	BL welcomed everyone to the meeting at 7.35 pm and opened with a prayer.		
603	BL said that apologies for absence had been RECEIVED from PJ and HH. The board ACCEPTED		
	the apologies.		
	AE was ABSENT from the meeting.		
	Governors CONFIRMED there were no declarations of Interest relevant to the matters for		
604	discussion.		
	Previous meeting held on 18 th July 2022		
605a	Minutes of the previous meeting		
	Decision: All governors present at the July 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.		
605b	BL said that the matters arising from the previous meeting had been included with the		
	relevant agenda items.		
	Governance		
606a.1	Chair of Governors Election		
	CS said that one nomination had been RECEIVED from BL.		
	In reply to CS, governors CONFIRMED there were no further nominations.		

Decision: Governors UNANIMOUSLY ELECTED BL as Chair of Governors until the first FGB meeting in the autumn 2023 term by a show of hands vote.

Vice Chair of Governors Election

BL NOMINATED RH as Vice Chair of Governors; RH CONFIRMED he was willing to stand for election. In reply to BL, governors CONFIRMED there were no further nominations.

Decision: Governors UNANIMOUSLY ELECTED RH as Vice Chair of Governors until the first FGB meeting in the autumn 2023 term by a show of hands vote.

606b Any Other Business

BL said an item to note was 2022-23 as the school's tenth academic year of operation and September 2023 its tenth anniversary.

No other items were raised.

606c Governance Documentation for the 2022-23 Academic Year

606c.1 | BL THANKED CS for reviewing the suite of documentation.

Governors CONFIRMED having reviewed the following prior to the meeting, in particular the changes noted in red font:

- Standing Orders 2022-23, including the 'Open' & Virtual Meeting Protocols
- Scheme of Delegation 2022-23
- FGB Terms of Reference 2022-23.

Virtual Meeting Protocol (appendix B to Standing Orders)

A governor suggested that the first bullet point, 'all governors, including the Headteacher, and the Assistant Headteacher, School Business Manager and Clerk may attend a meeting virtually', was not in line with the agreed schedule of meetings for the academic year. Specifically, that only Personnel & Pastoral and Teaching & Learning committee meetings were scheduled to be virtual, the full governing board and Resources committee meetings were scheduled to be inperson, at school.

Governors AGREED.

Decision: Governors AGREED the:

- 2022-23 Standing Orders, with the first bullet point (referenced above) REMOVED from the Virtual Meeting Protocol
- 2022-23 Scheme of Delegation
- 2022-23 FGB Terms of Reference.

606c.3 | **Governor Roles 2022-23**

Members of the Leadership Appraisal Group

Decision: Governors AGREED the members of the leadership appraisal group to be ST (Chair), HH and NW.

CS said that the advice from AfC Governor Support was that:

 All three members of the Leadership Appraisal Group should have completed the relevant AfC training

Governors NOTED this recommendation, recognising this would be useful for succession

planning.

The School Improvement Partner be the external advisor to the group. The charge for this support was included in the school's full premium SPA[RK] package subscription.
 Decision: Governors NOTED this recommendation, but AGREED to continue with the support provided by John Frostick for this process.

SDP Priorities: A governor asked for clarification that the SDP priority, 'to undertake a full curriculum review in order to measure the intent, implementation and impact are ensuring the very best outcomes for all children', had been assigned to the Resources committee to monitor whether additional resources were required to achieve this goal, rather than the curriculum content.

MW CONFIRMED.

BL THANKED governors for their involvement in monitoring the school's progress towards achieving the SDP priorities, saying that assigning priorities to each of the committees had worked effectively in previous academic years. BL encouraged governors to take the opportunity to participate in monitoring visits.

Decision: Governors AGREED the link committees to be:

SDP Priority	
To undertake a full curriculum review in order to measure that intent, implementation & impact are ensuring the very best outcomes for all children	Resources
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	P&P
To complete a SIAMS evaluation and ensure that the distinctively Christian vision is embedded across the school	P&P
To ensure consistently high-quality opportunities for pupils in all pupils in all year groups, especially the most able pupils, to apply their mathematical learning and improve their reasoning skills	T&L
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	T&L
To ensure the school continues to be structurally and financially viable and is able to meet the needs of all children	Resources

Link Roles

Decision: Governors AGREED the following:

Exclusion Appeals: AP (to complete the necessary training).

o Risk Register: RH

Sports Premium: TS.

Decision: Governors AGREED the **Conflict of Interest Policy** circulated with the papers for the meeting.

606d Committee Structure / Membership 2022-23 & Terms of Reference

Governors CONFIRMED having REVIEWED the documentation circulated with the papers for the meeting.

On request, ST, AP and JW CONFIRMED they were willing to continue as the Chair of the Personnel & Pastoral, Resources and Teaching & Learning committees (respectively).

Decision: Governors AGREED:

- Committees' terms of reference
- Chairs of the committees to be: Personnel & Pastoral ST, Resources AP, Teaching & Learning – JW
- Committee membership
 Governors NOTED that AP's membership of the Personnel & Pastoral committee
 meeting would be reviewed dependent upon the outcome of forthcoming governor
 recruitment/election processes (see minute 606l).

BL asked members of the T&L committee (not school employees) to consider whether they were willing to take on role of Chair of the committee with effect from the spring 2023 term, as JW had resigned from the board with effect from the end of the autumn 2022 term. BL THANKED JW for her faithful, analytical and wise contribution to the board over a lengthy period of time (since November 2013).

ACTION CS: FGB Dec agenda – appoint T&L Chair

606e Governors' Code of Conduct

CS said that the updated wording had been presented in blue font (in the Code circulated with the papers for the meeting) and were concerned:

- Specific reference to the Equality Act
- Requirement for governors to 'regularly complete' safeguarding training (in line with KCSIE)
- Governors championing the voices of stakeholders
- Confidentiality statement had been slightly reworded, but the meaning remained the same.

Decision: Governors AGREED the 2022-23 Governors' Code of Conduct.

606f Keeping Children Safe in Education (September 2022)

BL stressed the importance of all governors having a thorough understanding of KCSIE as members of the leadership of the school; therefore, all governors should read **KCSIE** in its entirety.

CS noted the requirement: 'all governors and trustees should receive appropriate safeguarding and child protection training at induction, and then at regular intervals' (paragraph 81, KCSIE September 2022).

CS said that in line with this, the NGA advised (article from Governance Matters, September

2022) the training should:

- Be tailored to governance, distinct from that offered to school staff
- Consider the specific context of the school
- Cover the board's relationship with DSL (designated safeguarding lead)
- Ensure governors and trustees understand the duties that schools/trusts gave to safeguard and promote the welfare of children
- Help to explain what effective safeguarding monitoring looks like.

Decision: Governors AGREED to complete the Safeguarding Basic Awareness online training provided through AfC (once their training site had been updated).

ACTION ALL GOVERNORS: complete Safeguarding Basic Awareness online training

Decision: Governors AGREED the following ensured the board was kept updated on the school specific context:

- Safeguarding reports by the headteacher as part of the termly report
- SCR monitoring report
- Safeguarding link governor reports to the Personnel and Pastoral committee (minutes available for all governors to review)
- Annual Audit and Plan reported to the board.

606g

Governors NOTED that the following **declarations** were to be **completed on Governor Hub** by **Friday 7**th **October** after having read the necessary and associated documentation:

- Code of Conduct
- Annual Declaration of Interests
- KCSIE
- Academy Trust Handbook read at least part 8 'The Musts'
- Governors' Privacy Notice.

CS said that the governors' Privacy Notice had been reviewed by David Coy, school's Data Protection Officer, and the following minor changes had been made:

- 1. Reference to 'background checks' rather than 'criminal record check' to reflect KCSIE September 2022
- 2. Wording of the headings for paragraphs 3 and 5 for consistency throughout the document.

CS said that it was important governors completed all of these declarations, but as a matter of priority, governors were asked to CHECK the interests listed on Governor Hub, make any necessary changes and complete the declaration, as the:

- Register to be published on the school's website must be prepared
- Auditors had requested the Register for the current academic year.

ACTION ALL GOVERNORS: complete declarations on Governor Hub by 7 October

606h

Annual Agenda Plan 2022-23; Policy Schedule

CS referred governors to the article, 'UK GDPR: what governors and trustees need to do to be compliant' (The Key, September 2022) and said that the Resources committee and FGB agenda

plans had been updated to reflect the guidance that:

- DPO should present a report to the board every 6 months
- The board should be regularly updated on GDPR matters, therefore this should be a standing agenda item for FGB as well as Resources (as part of the Resources update to FGB)
- The Board must ensure the risk register contains any identified data risks.

Decision: Governors NOTED the agenda plan and policy schedule.

606i | Governor Training

BL said that AfC provided a comprehensive schedule of training events and reminded governors of their commitment to attend at least one during the academic year. (See also discussion at minute 606k)

606j Risk Register

BL said that during the past academic year, it had been pleasing to see that the risk register had become an increasingly powerful, monitoring tool. BL THANKED RH for agreeing to lead on its continued review and encouraged governors to review their assigned risks at least one week prior to committee meetings to retain its usefulness and relevance to their monitoring role.

CS NOTED that the Resources committee should consider any data protection risks identified by the DPO audit (see minute 606g).

Decision: Governors AGREED the board should review the risk register in its entirety at the spring FGB (i.e. after the autumn term committee reviews).

606k Governors' Self-Evaluations (2021-22)

BL THANKED governors who completed the documentation, saying that this importantly allowed the board to continue to improve its practice for the benefit of the school.

BL said that CS had usefully summarised the feedback to draft **three governance priorities** for the academic year:

1. Governors' Induction

Decision: governors AGREED this review should be led by the P&P committee

- 2. **Self-evaluation Processes**: A governor NOTED that the school's governance was implicitly monitored by the auditing that took place each year.
 - Decision: Governors AGREED the effectiveness of the board's processes should be monitored at the FGB meetings.

3. Vision statement

Decision: Governors AGREED the next step was to ensure all of the school's activities, including all governors' meetings, provided demonstrable evidence of **how** St Mary's was a **hopeful**, **faithful** and **loving** school.

Decision: Governors therefore AGREED the board's priorities for continued self-development across the next academic year.

BL said that it was pleasing to see that the board's skills were broad and in terms of **skills gaps**, **Unconscious Bias training** was the only identified area.

A governor asked whether as headteacher, MW was able to identify a skills gap on the board bearing in mind the school's immediate and medium-term priorities.

MW said that legal skills/expertise would be useful, bearing in mind the discussions regarding the government's MAT agenda.

A governor suggested that the board should take a more strategic approach with planning the training attended by governors to ensure breadth across the board.

Decision: After brief discussion, governors AGREED that a working party of ST, JW and DW should draft a training plan, taking into account the need to link governor training to the SDP, risk assessment and committee responsibilities.

ACTION ST, JW & DW: governors' training – strategic plan - report to spring P&P

606 Governor Vacancies

BL said that as identified by the skills audit, candidates with law expertise could be sought for the vacancies:

- **PCC-nominated**: BL said that the PCC sought additional criteria for their nominations, such as preserving and developing the Christian ethos of the school;
- Parent: Governors AGREED law expertise and governance could be identified as skills
 gaps on the board, but the overarching message should be that the board would like
 parents with a wide range of skills, along with the time and commitment to fulfil the
 role, to submit a nomination.

Governors NOTED that there would be a co-opted governor vacancy from the spring 2023, as a result of JW's resignation.

ACTION MW: circulate parent governor nomination – autumn 1

606m | **2021-22 Annual Report**

Decision: Governors AGREED the working party, BL, AP and TS, should prepare the annual report for presentation to the December FGB to be agreed.

606n (MA 594a) Uniform Policy

A governor asked whether the policy should refer to 'royal blue' sweatshirt, which was contrary to the information published on the website that referred to 'navy blue'.

MW CONFIRMED the reference should be to navy blue.

A governor NOTED that the current provider, School Days, was a local business, which was in line with the school's ethos to serve the local community. The governor asked whether the school was considering an alternative provider.

MW said that following the School Business Manager's review of providers, school uniform would continue to be available to purchase from School Days. MW said that in addition there would be the option for parents to purchase from an online retailer, Price and Buckland. MW said that the online option would be in place for the autumn 2 term, bearing in mind the

necessary process to ensure the quality and colour of the products provided.

Governors were pleased to hear School Days would continue to be a provider and SUPPORTED the school's decision to provide parents with the option to purchase through the online retailer, as the primary purpose of the statutory guidance with which the school must comply was to ensure school uniform was affordable for parents.

Governors stressed the importance of communicating to parents the school's uniform policy had been reviewed for affordability and as such the branded polo shirt was no longer a uniform requirement; in addition, a cheaper, online provider would hopefully be secured, as long as the quality and colour of the product was acceptable.

A governor asked whether the school's review of the uniform had also involved a review of the availability of second-hand uniform.

MW said that in recent days, he, himself, had been offering second-hand uniform to parents free-of-charge In addition, second-hand uniform was offered whenever new children joined the school. MW said that the communication to parents regarding the new uniform would advise parents of when and how to request second-hand uniform. MW said that the school's approach was definitely to make second-hand uniform as accessible as possible, not to restrict to particular PTFA sale days.

Governors were pleased to hear this.

A governor suggested the school included wording on the website that should the cost of uniform be in any way a concern for parents, they were invited to speak in confidence to a named member of the school's staff.

Decision: Governors AGREED the uniform policy with the caveat that:

- 'Navy', rather than 'royal' blue was referred to throughout;
- The process to secure the online provider would be completed by the autumn 2 term (based on the quality and colour of the products);
- The school ensured accessibility to second-hand uniform at all parents' convenience.

6060 (MA 594b) Communications with the School – Communications & Conduct Policy

MW said that the aim was to encourage parents to communicate with members of staff face-to-face, rather than email, as this would support building an effective home-school relationship and was more effective.

Governors SUPPORTED this focus.

A governor suggested that the benefits for parents should be explained, as well as those for staff.

A governor stressed the importance of the school combining the approach with **on-going, proactive communication** for the approach to be successfully adopted and therefore effective. A governor queried whether 'conduct' should be included in the title of the policy.

MW said that, unfortunately, for some members of the school community, it was beneficial to make such a reference.

	BL said that the policy included the commitment for the board to update parents on their work
	and focus each term and on request, RH (autumn), NW (spring) and AP (summer) AGREED to
	provide an article for inclusion in the relevant weekly newsletter.
	ACTION MW: request article from governor – share with the board
	Safeguarding
607a	Safeguarding & Child Protection Policy
	A governor asked how staff demonstrated their understanding of KCSIE and the staff code of
	conduct, as the board needed to satisfy itself that staff had not only read, but also understood
	the statutory guidance.
	MW said that all staff attended update training as part of the September INSET days (a register
	of which was available) and this understanding would be tested through the requirement to
	complete a safeguarding quiz during the year.
	Governors THANKED MW for this reassurance and said that completion of the quiz should be
	reported as part of the headteacher's safeguarding update.
	ACTION MW: number of staff completed quiz; number passed; include in termly safeguarding
	report
	A governor NOTED that under the school's policy, volunteers 'undertake safeguarding training
	appropriate to their role and are familiar with the suite of safeguarding policies', and asked for
	the school to report on the way(s) in which this was achieved.
	ACTION MW: safeguarding training – volunteers – report to Dec FGB
	A governor asked whether all volunteers were DBS checked.
	MW explained that DBS checks were only appropriate when the individual would be involved
	in a regulated activity, i.e. in charge of a child. MW said that at St Mary's volunteers were not
	required to be in charge of a child; there would always be a member of staff present, who had
	been DBS checked, with the volunteer in the presence of a child(ren).
	Decision: Governors AGREED the Safeguarding and Child Protection Policy by a show of hands
	vote.
607b	(MA 595a) Governor's (PJ) Safeguarding Audit
	BL said that PJ had not provided a written report of the safeguarding audit conducted in May
	2022, as a follow-up visit was planned to take place in the autumn term to ensure all necessary
	aspects had been covered.
	NAW advised that an audit (one day) had been arranged for later in the cultures taken be
	MW advised that an audit (one day) had been arranged for later in the autumn term to be
	conducted by GROW Education Partners (subsidiary of LDBS), the report of which would be circulated to the board.
	BL said that this was pleasing for the board to know, as it would enable their effective
	monitoring of safeguarding. ACTION PJ: audit report to Dec FGB
608	'Opportunity for All' – MAT Vision for 2030
000	BL said that himself and MW were attending the LDBS conference on 8 November at which
	current LDBS thinking would be shared and feedback sought.
	ACTION MW: suggest meeting date – working party – autumn term – update to Dec FGB
	addition of the state of

609 Mission – Values – Vision - Strategy

Governors were pleased to know the vision statement had been circulated to the parent community.

609a **Strategy:** MW said that the development of the three-to-five year strategy was in progress.

ACTION MW: draft 3-5 year strategy – Dec FGB

609b **2022-23 SDP**

(Priorities listed at minute 606c.3)

MW said that two of the priorities were based on the Ofsted legacy targets (Maths and Writing). MW said that in addition there was a priority linked to both subject leadership and the curriculum. MW said that it was useful and timely to conduct a curriculum review - what the school was providing and why – as in line with the EIF (Education Inspection Framework), the curriculum must engage and extend the children sufficiently. MW said that staff had been allocated sufficient time for this review to take place. MW said that in terms of subject leadership, curriculum leaders must be able to speak about their subjects with conviction and passion.

A governor ASKED whether the completion of the curriculum review priority should be prior to the end of the academic year, to enable progress towards achieving the subject leadership priority, as the priorities were inter-dependent.

MW AGREED that the curriculum review was a necessary prerequisite of the subject leadership priority and said that the staff team were aware that the curriculum overviews were to be in place by the end of the autumn term.

Governors were pleased to hear that the necessary action was being taken to achieve the curriculum priority, in order that this did not hinder the progress of the subject leadership priority.

A governor said that while the priorities were targeted, they were curriculum-focused and asked whether as this was a whole school development plan, pastoral care, in terms of pupils' personal development should be included. The governor recognised that pastoral care was already strong, but asked whether there was scope to include the school's actions to enhance pastoral care further. The governor suggested that the school's priorities to develop extra curricular activities could also be included. The governor suggested that the school was ambitious in its priorities and by so doing, should be willing to potentially carry forward priorities that it had not been possible to achieve.

MW explained that the intention was for the SDP to be focussed on a limited number of priorities and as the previous two years had necessitated attention being prioritised for wellbeing and pastoral care due to the impact of the restrictions resulting from the pandemic, the focus for the current academic year were associated with teaching and learning. MW said that the school was continuing to develop its pastoral care and its approach was detailed in other documentation. MW said that the content of the priorities would be reviewed to include reference to the appropriate actions being taken in regards to pastoral care.

A governor said that the anchoring points of faith, hope and love were very useful and would

assist in embedding the values into the school ethos.

A governor asked the school's approach to staff wellbeing.

MW said that the priorities detailed in the SDP did not encompass the entirety of the school's work; staff wellbeing continued to be an important consideration and focus.

A governor said that such additional, on-going, longer-term priorities would potentially form part of the three-to-five year strategy, which was to be progressed.

In reply to a governor, MW said that the vision statement would be visible in every room throughout the school.

Governors suggested that in future, the SDP priorities would usefully be linked to the school's values: faith, hope and love.

Decision: Governors AGREED the SDP priorities for the current academic year were relevant. Governors NOTED that these priorities were particularly curriculum-focussed and that in future years, the SDP priorities should develop into other areas of the school's operation, such as staff development and progression.

MW said that the **staff organisation chart** and **monitoring evaluation cycle** had been circulated to demonstrate the delivery and internal monitoring of the SDP priorities.

Organisation chart

MW said that an Assistant Headteacher was being recruited to cover Amy Nesbit's maternity leave.

MW said that John Peti had resigned as the Premises Manager; a temporary appointment had been secured.

In reply to a governor, MW said that the temporary Premises Manager would be paid on an hourly rate for the same number of hours.

Monitoring Evaluation Cycle

MW said that NW had been invited to attend some of the autumn term pupil progress meetings with the teachers, in a governor monitoring capacity.

POLICIES

610a | SEND Information Report

CS said that one sentence had been added which read: 'At the end of Reception, the children are assessed against the early learning goals; this is recorded as emerging, expected or exceeding. If children are working below the Early Learning Goals, their phase of development in months is also recorded.'

Decision: Governors AGREED the SEND Information Report by a show of hands vote.

610b Governors & Staff Working Together Protocol

In reply to a governor, MW said that on review, it had not been necessary to make any updates to the policy.

Decision: Governors AGREED the Governors and Staff Working Together Protocol by a show of

	hands vote.
610c	Complaints Against Governors
0100	CS said that the policy had been updated to reflect St Mary's Hampton being a free school and
	therefore governance was determined by the Articles of Association and the Standing Orders.
	A governor NOTED that the timeline differed to that of the school's Complaints policy.
	CS advised that the timeline was based on the model LDBS policy and AGREED to determine whether there was specific reason for this to be retained or whether it was possible for the timeline to be aligned to demonstrate consistency across the school community.
611	ACTION CS: check whether reason for LDBS timeline – Dec FGB
611	AOB
	BL said that the school should consider ways to appropriately mark the tenth anniversary, including the members of the community to be invited bearing in mind their involvement in the history of the school.
612	BL said that the dates of the governors' meeting for the autumn term were detailed on the agenda and were as follows:
	Autumn 1: P&P: Thursday 13 October at 4.30pm
	Resources: Thursday 20 October at 9am
	Autumn 2: T&L: Thursday 24 November at 4.30pm
	FGB: Thursday 8 December at 7.30 pm
	Resources: Thursday 15 December at 9am AR left the meeting at 9.20pm
	Part Two Confidential Items
613a	Confidential Minutes of the Meeting held on 18 th July 2022
0154	Confidential Windless of the Weeting field of 18 July 2022
	Decision: All governors present at the July 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.
613b	Update on Minute 599
	MW AGREED to meet with a governor to provide a thorough update on the action points and
	demonstrate satisfactory completion of the actions.
614	BL closed the meeting at 9.22pm, thanking governors for their contribution to a productive discussion.
	The board formally AGREED these minutes to be a TRUE and ACCURATE record
	at the next meeting on 8 th December 2022.
	1-1
	Signed by the Chair