



**Eastlands Primary School**  
**Full Governing Board Meeting on 20<sup>th</sup> March 2019 at 6:00pm**

**Minutes**

Present	Apologies Received & Accepted
James Holmes (Chair); Ian Bates (Vice Chair); Suki Edwards (Headteacher); Paul Albon; Amy Shipp; Andy Roughton.	Linda Jones; Elizabeth Abisola Olupitan.
In Attendance	Absent
Samantha Warrington (Associate Member); Helen Devine (School Business Manager – until 7.35pm); Ben Northedge (PE Lead – until 6.35pm); Sally Beardmore (Clerk).	

**The meeting started at 6.00pm**

1	<p><u>Welcome and Apologies</u>            James Holmes welcomed everyone to the meeting and introduced Ben Northedge, the school's PE Lead. He explained that the focus of the meeting was to review the 2018 budget report and approve the budget plan for next year.</p> <p>Apologies were received and accepted from Linda Jones and Elizabeth Abisola Olupitan.</p>	
2	<p><u>Declarations of Pecuniary Interests</u>            Paul Albon declared an interest in the discussion around nursery admissions as his children are due to start in September 2019. However, he was advised that, as no changes have been made to the criteria from last year, it would not be necessary for him to be excluded from the discussion.</p>	
3	<p><u>Notice of Any Other Business</u></p>	

James Holmes notified governors that a parent had asked him about the possibility of having a zebra crossing installed on Lower Hillmorton Road and this has been added to Any Other Business.

He has also received documentation regarding a merger consultation between Houlton Church of England Multi Academy Trust and Transforming Lives Educational Trust. The consultation period closes on 25<sup>th</sup> April 2019.

James Holmes went on to inform governors that, as Stuart Dodds resigned as a parent governor on 7<sup>th</sup> February 2019, he is chairing this evening's meeting in his place.

The parent governor vacancy has been advertised and the deadline was 15<sup>th</sup> March. One application was received, meaning that an election does not need to take place and James Brown has been appointed as the new parent governor.

James Holmes advised that Kevin Pickering has also resigned as a parent governor, meaning that another vacancy will need to be advertised. The Head reported that there was another parent who showed an interest in applying for the role so it may be worth approaching them to see if they are still interested.

James Holmes asked governors to consider suggestions for improving parental engagement as there wasn't a huge amount of interest in the parent governor vacancy and it would be nice to have more parents involved.

4	<p><u>Minutes of the Previous Meeting and Matters Arising</u></p> <p>The minutes of the meeting on 17<sup>th</sup> January 2019 were approved as an accurate record and signed by the Chair. <b>ACTION 18:19</b></p> <p>The status of outstanding actions agreed at the FGB meeting on 17<sup>th</sup> January was reviewed:</p>				Clerk	
	<b>Item</b>	<b>Action Agreed</b>	<b>Person(s) responsible</b>	<b>Due by</b>	<b>Status</b>	
	05:19	Create questionnaire regarding Headteacher's Report	IB	March 2019	Ian Bates advised that this is partly completed and should be issued by Easter. The clerk was asked to add it as an agenda item in May. <b>ACTION 19:19</b>	Clerk
	08:19	Discuss idea of buddying system for monitoring visits with SD and KP	JH	March 2019	This is no longer required as both governors have resigned.	
	09:19	Check date of GDPR audit so that it can be added to the schedule of business	Clerk	March 2019	Helen Devine advised that the audit is to take place on 4 <sup>th</sup> July so the clerk will add a discussion of the outcome to the annual	

	<table border="1"> <tr> <td data-bbox="204 107 304 185"></td> <td data-bbox="304 107 611 185"></td> <td data-bbox="611 107 778 185"></td> <td data-bbox="778 107 895 185"></td> <td data-bbox="895 107 1303 185">schedule of business. <b>ACTION 20:19</b></td> </tr> <tr> <td data-bbox="204 185 304 439">17:19</td> <td data-bbox="304 185 611 439">Add governor monitoring visit reports on Priority 1, Priority 3 and Safeguarding to the next agenda</td> <td data-bbox="611 185 778 439">Clerk</td> <td data-bbox="778 185 895 439">March 2019</td> <td data-bbox="895 185 1303 439">James Holmes advised that the monitoring visit reports have all been moved to the May agenda to give everyone the opportunity to complete them; they also fit in well with the focus of the May meeting.</td> </tr> </table> <p data-bbox="204 479 911 517">The remaining Action Points have all been completed.</p>					schedule of business. <b>ACTION 20:19</b>	17:19	Add governor monitoring visit reports on Priority 1, Priority 3 and Safeguarding to the next agenda	Clerk	March 2019	James Holmes advised that the monitoring visit reports have all been moved to the May agenda to give everyone the opportunity to complete them; they also fit in well with the focus of the May meeting.	Clerk
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17:19	Add governor monitoring visit reports on Priority 1, Priority 3 and Safeguarding to the next agenda	Clerk	March 2019	James Holmes advised that the monitoring visit reports have all been moved to the May agenda to give everyone the opportunity to complete them; they also fit in well with the focus of the May meeting.								
5	<p data-bbox="204 546 549 584"><u>Sports Funding Evaluation</u></p> <p data-bbox="204 584 1303 701">Ben Northedge explained that the amount of PE and Sport Premium funding received has been doubled to £16,000 for the last two years as a result of such things as the sugar tax.</p> <p data-bbox="204 741 1303 857">The DfE (Department for Education) recommends investing the funding into improving the quality of PE and sports activities and CPD (continuing professional development) for staff.</p> <p data-bbox="204 898 1303 972">He provided a summary to governors of how the school is intending to spend the money over the coming year:</p> <ul data-bbox="252 1012 1198 1216" style="list-style-type: none"> <li>• Introduce a new sports kit for the school.</li> <li>• CPD opportunities for staff.</li> <li>• Raising the profile and generating a love of sport.</li> <li>• Update sports equipment and resources.</li> <li>• Apply for the School Games Mark, a government-led award scheme.</li> </ul> <p data-bbox="204 1256 873 1294"><b>Governors asked what was meant by a sports kit?</b></p> <p data-bbox="204 1294 1303 1411">Mr Northedge explained that when the school go to matches and tournaments, they are one of the only schools not to have a kit with the school logo on. This is something that pupils really value as they like to represent their school.</p> <p data-bbox="204 1451 1303 1606">CPD opportunities are provided for staff by Premier Sports, where a sports coach comes into each class for an hour a week, and also from Rugby Gymnastics. As well as providing specialist coaching for children, these sessions are raising the subject knowledge of staff.</p> <p data-bbox="204 1646 1303 1800">Time is set aside for each class to go to Rugby Gymnastics club for a six-week block of tuition. Children have the opportunity to work with experienced coaches and use a variety of equipment. Staff also have the support of a gymnastics coach which is improving their knowledge and the way gymnastics is taught at the school.</p> <p data-bbox="204 1841 1303 1957">The coaching provided to staff and children has made them much more confident with using the equipment and attendance at the after-school gymnastics club has also improved as a result.</p>											

A display board has been created in the reception area to celebrate sporting achievements both inside and outside of school and they are trying to highlight activities that are available locally, such as the Park Run and gymnastics club.

The sports funding is likely to be halved in the future, meaning that the use of Premier Sports is unlikely to be able to continue. Teachers are gaining a wealth of knowledge from both providers, so the intention is to give ownership back to teachers.

Children have two hours of PE a week; one hour from a qualified sports coach and one hour from their teacher. The knock-on effect of what teachers have learnt is already being seen. A scheme of work now needs to be created in order for teachers to feel confident in delivering PE in the future.

£2,500 is also invested in the school sports partnership with Harris Church of England Academy. The School Games Mark was last awarded to the school in 2015/16 and has not been applied for since. The aim is to apply for this academic year with the hope of being awarded a silver award.

There have been 27 opportunities to enter competitions this year, with eleven to go. One of the Year 5 girls finished first in the final heat of a recent cross country competition, meaning that she has been entered as a member of the Warwickshire County Squad.

The Head thanked Mr Northedge for all his efforts and highlighted to governors that he puts in a lot of additional hours to work on it.

Mr Northedge explained that he wants to raise the profile of PE and give children the opportunity to experience sports that they have never tried before, such as the recent rowing competition. Other members of staff have provided support as well and the camaraderie of staff has been fantastic.

**Governors asked whether there is any possibility that the school will be able to continue funding the professional coaches once the sports premium is reduced?**

The Head responded that she would like to be able to fund some of the provision as it has been beneficial to have the support of professional coaches and has built up the confidence of staff, however, the school is unlikely to be able to fund the current level of provision.

**Governors asked how long the increased amount of funding has been available for?**

Mr Northedge explained that the double amount of funding has been received for the last two academic years; it is predicted that the funding will be reduced but there is no certainty as to when this will happen.

The Head suggested that it would be useful if a survey could be completed to see which sports children are currently accessing and to gather parents' thoughts in case the funding does reduce. Mr Northedge agreed to conduct a survey with parents.

	<p>He explained that the sports premium is the result of the legacy of the 2012 Olympics as it has put sport at the forefront of people’s minds and reintroduced pride in the country’s sporting achievements.</p> <p>Governors suggested that coaches from other sports that children take part in locally could be invited into school to conduct a PE session, which would both provide the opportunity for children to receive some quality PE coaching and also serve as free advertising for the local club.</p> <p>It was also suggested that the school could try to get sponsorship from a local company for the PE kit. Helen Devine advised that the telephone provider sponsored the current kit a couple of years ago by contributing half of the costs.</p> <p>Mr Northedge was thanked for his detailed presentation.</p> <p style="text-align: center;"><i>Ben Northedge left at 6.35pm.</i></p>	
6	<p><b><u>Budgeting</u></b></p> <p>Helen Devine explained that the purpose of the spring term finance meeting is to go through the final budget for this year and set a three-year budget.</p> <p>The Head and School Business Manager met with the school’s Finance Consultant from the LA and looked at setting the budget for the next financial year. There has been an increase in the carry forward figure from the autumn term; this has largely been generated by extra income from grants. The school has also managed to save money in their expenditure budget.</p> <p>The budget submission is based on the carry forward figure when the figures were analysed at the end of February. There is still the year-end adjustment to go through which should be completed by the end of April. Mrs Devine advised that there will be a few adjustments but her recommendation is that governors approve this budget submission as it won’t deviate by any significant amount. Any virements will be adjusted in the summer term.</p> <p><b>Governors noted the school’s secure financial position.</b></p> <p>Mrs Devine responded that the contingency is having to be used which is not ideal but the school is lucky to have it as it ensures that there is a balanced budget. She pointed out that expenditure does exceed income in future years as a result of funding cutbacks.</p> <p><b>Governors commented that the situation is markedly different to the position six months ago.</b></p> <p>Mrs Devine explained that £32,000 had been allocated for projects but reserves from the nursery budget were used to fund these instead.</p> <p>The Head advised that one of the concerns in December was having to reduce staffing costs which the school is trying to avoid. However, an unexpected cost relating to a staff-related absence has occurred which will be adjusted in the</p>	

summer term. She highlighted that it doesn't take much to change the budget situation in a small school.

**Governors stated that, while it's good to have a balanced budget, could another member of staff be funded?**

The Head responded that an amount of flexibility is needed in a small school as the situation can change so quickly.

**Governors asked whether the LA is happy with reserves of 15-20% and is this an appropriate level?**

Mrs Devine explained that there has been no clawback and the Head advised that, if the amount of money coming from the government changes, the budget has to change accordingly; it's about managing the budget well as it doesn't take much to swing the balance in a small school.

**Governors queried whether the school should be investing in resources?**

The Head explained that, because of changes to the national curriculum, a lot of money needs to be spent on resources. Money needs to be spent next year on DT and PE resources and new sets of books for each class, as well as training staff.

At least £18,000 needs to be spent on curriculum resources, such as Maths Mastery and reading resources.

**Governors asked whether this has been earmarked in these budget figures?**

The Head advised that it hasn't as she was waiting to discuss it with governors first.

**Governors asked whether the budget submission would need to be changed?**

Mrs Devine explained that the school would go over budget and then it would be minuted in the summer term.

**Governors asked when the money would be spent?**

The Head advised that the resources are needed for September but staff would begin buying them in the summer term. Mrs Devine explained that the curriculum consumable expenditure would then be adjusted in the summer finance report.

**Governors asked whether the money would be better spent on resources or extra staff?**

The Head responded that resources such as quality texts and updated ICT equipment are really needed as some of the resources are out-of-date. Her proposal is to set aside two pots of money, one to be spent on books and the other on additional resources such as IT.

**All governors agreed that £40,000 of the reserves for 2019/20 be made available for special projects.**

The Head explained that this amount will be shared amongst different subjects to support the revised curriculum.

	<p>Governors asked if the Head could report back on what resources the money has been used for and it was agreed that this will be included in future reports from the School Business Manager. <b>ACTION 21:19</b></p> <p><b>Governors asked when the curriculum was changed?</b> The Head explained that it was changed in 2014 but the focus of the school has changed since January. The Learning Challenge Curriculum was previously used but it is no longer suiting the school.</p> <p>Mrs Warrington went on to explain that history and geography are taught as separate subjects now, rather than all in one topic. The new curriculum is quite knowledge-driven and there is a need for children to know how to conduct research in books and reference materials.</p> <p>The Head advised that the school would like to buy more topical and current quality texts as good quality texts from fifteen years ago may no longer reflect the current world situation.</p> <p>Governors stated that it was refreshing to hear a school talking about books when IT has dominated for so long. They were pleased that the school want to invest in good quality texts.</p> <p><b>Governors unanimously approved the budget submission.</b></p> <p><u>SFVS</u> Mrs Devine informed governors that she met Elizabeth Abisola Olupitan on Monday to go through the questions on the SFVS assessment form and she was very happy to sign it off. The document was signed by the Chair and will be submitted to the LA by 31<sup>st</sup> March.</p>	HD
7	<p><u>Business Manager's Report</u> Mrs Devine reported that, due to the previous problems with the booking system for the Before and After School Club, a different system will be trialled for the first half of the summer term. It will involve a more manual process where bookings will be sent to the booking coordinator via email and then loaded on to the ParentPay system, but it should be more effective.</p> <p>A letter will be sent to parents shortly advising them of the new system.</p> <p>A query had been submitted prior to the meeting regarding the figure against expenditure code E30 and Mrs Devine explained that this was a direct cost towards the capital project of the refurbishment of the toilets which was offset by a contribution from the PSA (Parents and Staff Association).</p> <p>A further question had also been raised regarding the capital amount as the figure quoted in the text is not included under code OB03. Mrs Devine explained that governors received an email regarding additional capital funding allocation which has been costed into E30 under direct revenue financing; the LA finance officer</p>	

does not include the figure under capital. The figure quoted has been earmarked for ICT as the server needs to be replaced.

An additional query had been raised regarding staff development and training in cost centre E09 as it was twice the budget allocation. Governors stated that, while they had no objection to staff receiving training, the figure did not match the budget. Mrs Devine highlighted that there was a note in the autumn finance report that, as the supply budget had reduced, this had been offset against training.

Mrs Devine went on to explain that nursery surplus balances are to be used for project-related expenditure, with funds being used to replace fire doors and developing the Early Years outside area by installing summer houses.

This year the nursery surplus balances have been used to fund new fencing, lighting and toilets.

#### **Governors asked whether there is expected to be much change in expenditure over the coming years?**

Mrs Devine stated that it is very hard to forecast as the amounts are purely indicative going forward until admissions numbers are confirmed.

The next part of the meeting has been kept **confidential**.

Mrs Devine informed governors that nursery is expected to be full again from September and that an open day is being held next week.

Mrs Devine went on to respond to a question submitted in advance regarding issues with the absence reporting system provided by WES (Warwickshire Education Services). She explained that there is still no data available from the new HR system but WES are working on the issue. The Head also advised that concerns with the system have been discussed within the consortium, along with the possibility of using another provider.

Governors stated that they were reassured that other options are being considered.

#### **Governors asked whether it would be possible to see a three-year rolling trend regarding staff absence?**

Mrs Devine is to investigate the possibility of producing this information for governors. **ACTION 22:19**

A routine Health & Safety inspection has recently taken place at the school and the summary of actions required had been shared with governors. Two trees on school grounds were blown down in the recent storms which were dealt with by the forestry team from the LA. A forestry tree inspection is due later this year but Mrs Devine is trying to bring this forward as it was noted during the Health & Safety inspection that a number of other trees are at risk of being blown down if there are further storms.

HD

	<p>Governors thanked Helen Devine for a comprehensive report.</p> <p><b>Governors raised a question regarding the Lettings policy and why the list of definitions didn't include the Before and After School club?</b></p> <p>Mrs Devine explained that this is not considered to be a letting as it is provided by the school rather than a private provider.</p> <p style="text-align: center;"><i>Helen Devine left at 7.35pm.</i></p>	
8	<p><u>Admissions Arrangements (including nursery)</u></p> <p>The Head advised that the admissions criteria remains the same for both the school and nursery. Nursery fees are to remain the same as this year; the majority of sessions are funded anyway.</p> <p><b>Governors asked whether there is any indication that this funding is going to change?</b></p> <p>The Head responded that there is no indication of this changing at the moment.</p>	
9	<p><u>Monitoring Timetables for the Summer Term</u></p> <p>James Holmes explained that the new governor monitoring visits schedule will be reviewed at the end of the year to decide whether the new format has been successful.</p> <p>Governors discussed the visits due to be conducted by the two governors who have recently resigned and Ian Bates volunteered to take on the safeguarding visit this term.</p> <p>It was decided that a visit on whole school data does not need to be carried out this term and Andy Roughton agreed to conduct the visit on Priority 2 in the summer term, in addition to conducting a visit on Priority 3. James Holmes will buddy up with the new parent governor.</p> <p>The clerk was asked to modify the monitoring visits schedule accordingly and reissue it to governors. <b>ACTION 23:19</b></p>	Clerk
10	<p><u>Policies to review</u></p> <p>The following policies were reviewed and approved by governors:</p> <ul style="list-style-type: none"> <li>Trade Union Rep</li> <li>Lettings policy</li> <li>Educational Visits policy</li> <li>RE policy</li> <li>Staff Supervision policy</li> <li>School Mental Health policy</li> </ul> <p><u>Educational Visits policy</u></p>	

Governors asked that “retained securely” be added regarding collating children’s emergency numbers and medical records. They also queried the criteria for the best tender from local coach companies and **asked whether safety and reliability are considered rather than just being the cheapest?**

Mrs Warrington advised that all coach companies have to meet certain standards to be able to tender to transport children.

#### RE policy

Governors discussed the RE policy at length and a query was raised over the amount of time quoted in the policy to be spent teaching RE. This was clarified as 20 hours per year for key stage 1 and 38 hours per year for key stage 2.

Governors expressed concern that this policy does not represent all children as those with no faith are not taken into account. Mrs Warrington explained that the policy fits in with the Coventry and Warwickshire Agreed Syllabus 2017 for RE and that atheism is not a taught religion.

Governors referred to a commission for RE report which collected views over a two-year period and made 70 recommendations, such as incorporating world views into RE teaching.

Mrs Warrington responded that atheism is taught within school and a humanist has been invited in to speak to children. The LA curriculum for RE is taught within school which is very prescriptive. The Head explained that the curriculum was shaped by the local community in Warwickshire and religious specialists were invited to put their views forward.

Mrs Warrington informed governors that the curriculum is very helpful when teachers are talking about a religion that is not familiar to them and they are able to involve children in the class who represent different religions to explain their faith. It shows children that they are in a class of different faiths and teaches them the need to respect each other and be tolerant. The current curriculum gives children a flavour of what every religion believes.

The Head explained that the LA are planning to conduct a RE audit in various schools, so the school has prepared in case they are one of the schools chosen.

#### Staff Supervision policy

The Head suggested that this will be made an appendix to the safeguarding policy in future.

#### School Mental Health policy

The Head advised that this is not a statutory policy and there is no obligation to produce it but it is part of the health and wellbeing suite of policies. Training has recently been undertaken on the warning signs and what to look out for. It is currently a stand-alone policy as it is a priority for the government.

**Governors asked whether this is a WES policy?**

	<p>The Head responded that she put it together from various different policies. She started by looking at the 10 key qualities that are fundamental to mental health and wellbeing and then looked at ways to support parents and warning signs for staff to look out for.</p>	
11	<p><u>Skills Audit</u></p> <p>The clerk provided a summary of the skills matrix collated from the completed skills audits submitted by governors.</p> <p>The results were generally very positive, with no 1s (indicating no experience) in the overall column. The highest scores were achieved in the People section.</p> <p>Only three questions came out with an overall score of 2 and these were only desirable skills rather than essential. As they were around charity law and governance and estate management, they were not of particular relevance for this setting.</p> <p>50% of governors recorded a 1 on the following three questions:</p> <ol style="list-style-type: none"> <li>1). <i>I have experience of charity law and governance</i></li> <li>2). <i>I have previous experience of being a board member in another sector or a governor/trustee in another school.</i></li> <li>3). <i>I have experience of chairing a board/governing board or committee.</i></li> </ol> <p>There were 5 areas where a 3 was scored in an essential skill:</p> <ol style="list-style-type: none"> <li>1). <i>I have experience of strategic planning and applying this to set and preserve the culture of the organisation.</i></li> <li>2). <i>I have an understanding of special education needs and disabilities (SEND).</i></li> <li>3). <i>I have financial management expertise, with experience of funding allocation / budget monitoring and contributing to financial self - evaluation and efficiency drives.</i></li> <li>4). <i>I have experience of HR policy and processes, including employment legislation, recruitment, performance management and pay.</i></li> <li>5). <i>Governing boards are responsible for ensuring schools comply with a whole range of legal responsibilities. I have experience ensuring legal compliance in this way and a commitment to understanding the full range of legal responsibilities.</i></li> </ol> <p>The results indicate that areas of weakness are around SEND, HR and legal experience, as well as governors with experience in another setting or of chairing another governing board.</p> <p>The issue of succession planning is already being addressed by the fact that a different governor is given the opportunity to chair each meeting and Ian Bates is attending leadership training.</p> <p>It was suggested that the in-house governor training session could be used on SEND. However, the Head highlighted that three governors recorded a 5 regarding their understanding of SEND, with a further three recording a 4.</p>	



14	<p><u>Any Other Business</u></p> <p><u>Zebra Crossing</u> The Chair reported that a parent had put in a request for a zebra crossing to be installed on Lower Hillmorton Road. The Head has been in contact with the Highways department at the LA who advised that a survey was carried out in 2018 which showed a PV2 (a calculation regarding the number of pedestrians compared to the number of vehicles) of 11% when a PV2 of 60% is required for a formal zebra crossing and 90% for a puffin crossing.</p> <p>In addition, there are a number of driveways and trees on the road which would make it very difficult to locate a crossing.</p> <p><u>Merger Consultation</u> Governors discussed the merger consultation between Houlton CofE MAT and Transforming Lives Educational Trust and it was explained that it had to be circulated to schools in the local area.</p> <p><u>Terms of Reference</u> Kevin Pickering no longer needs to sign as he has resigned as a governor.</p> <p><u>Governor Profile</u> It was decided that Elizabeth Abisola Olupitan should submit the next profile for the school newsletter. <b>ACTION 27:19</b></p>	EAO
	<p><u>Date &amp; Time of Next Meeting</u> <b>Thursday 16<sup>th</sup> May</b> at 6pm, to be chaired by Amy Shipp.</p>	

**The meeting closed at 8:25pm.**

Summary of Agreed Actions

Action No.	Action Agreed	Person(s) responsible	Due by
18:19	File signed copy of the previous Minutes.	Clerk	May 2019
19:19	Add feedback regarding the questionnaire on the Headteacher's Report to the May agenda.	Clerk	May 2019
20:19	Add review of GDPR audit to annual schedule of business.	Clerk	May 2019
21:19	Include summary of resources purchased from agreed release of reserves to future SBM reports.	HD	July 2019
22:19	Investigate possibility of producing three-year rolling trend regarding staff absence.	HD	July 2019
23:19	Modify governor monitoring visits schedule and reissue.	Clerk	March 2019
24:19	Add governor training to May agenda/Update skills matrix	Clerk	May 2019
25:19	Make amendments to Governor Handbook.	Clerk	March 2019
26:19	Give consent if happy for photo to be published on school website.	All	May 2019

27:19	Submit governor profile for school newsletter.	EAO	April/May 2019
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Minutes agreed .....

Date.....

Chair of Governors

<u>Anything for Impact Log?</u>	
Effectiveness of leadership and management	<ol style="list-style-type: none"> <li>1. Agreed budget for 2019/20 with challenge.</li> <li>2. Rotation of governors for M&amp;E</li> <li>3. Governor visit on Priority 1 – Leadership - new assessment lead</li> </ol>
Teaching, learning and assessment	<ol style="list-style-type: none"> <li>1. Governor visit on Priority 2 – Writing - demonstrable impact on writing standards through school strategies seen.</li> <li>2. Sports funding details explained.</li> </ol>
Personal development, behaviour and welfare	