

**MINUTES OF THE RECONVENED MEETING OF THE
HEATHCOTE SCHOOL AND SCIENCE COLLEGE
FULL GOVERNING BODY
HELD ON THURSDAY 20 JULY 2023 AT 6.30PM
(Hybrid)**

Present: Mike Ashwell - MAL (Chair) Co-opted Governor

Co-opted Governor

Shryene Yansen – SYN

Andrea Corbett – ACT

Paul Leslie – PLE

Lauren Marchant – LMT

Headteacher

Sonia Close – SCE

Parent Governor

Helen Douglas – HDS

Georgie Agass – GAS

Maria Slavovski – MSI

Laura Alexander – LAR (v)

Staff Governor

Andre Henry - AHY

Clerk to the Governors: Jacky Potts

Summary of agreements and actions:

| Minute | Formal agreements and/or actions identified | Action By | Due Date |
|--------|---|-----------|----------|
| | DATE OF NEXT MEETING To be advised | | |

1. WELCOME AND APOLOGIES FOR ABSENCE

1.1 The Chair welcomed all those present at the meeting.

1.2 Apologies for absence were received and accepted from Andy Campbell, Arnold Williams, Jessica Hayes, Nerissa Bryden and Claire Feiner

1.3 There were no apologies for absence not received.

1.4 The meeting was quorate with ten Governors and the Headteacher present.

2. NOTICE OF ANY OTHER BUSINESS/CONFIDENTIAL ITEMS

There were no items of Any Other Business.

3. MAL opened the meeting by advising that this was a reconvened meeting following the FGB on the 10 July 2023. He had called the meeting as he wanted to formally close the business of the Governing Body for the Academic year.

4. MA apologised for his behaviour at the meeting on the 10 July 2023 which he deemed was unacceptable. He thanked Governors for their support at the end of the meeting, which was emotional. MA also apologised to Andrea for the way he reacted to her comment.

Governors thanked him for his apology, which was accepted and everyone agreed to move forward now in a positive direction.

5. A Governor reiterated that in moving forward the GB had to respect how people feel. Also, to recognise that it is a safe space and people should have the opportunity to apologise and be given another chance. Moving forward there needed to be different behaviours to prove that it was a safe space.
6. MAL recognised the contribution of the FGB. He thanked SYN and LMT for their help and support as Vice Chairs.
7. MAL recognised the efforts and contribution made by SCE in her first year as Headteacher and that the FGB were proud of their appointment and the achievements she had made so far. The school feels a calm and better place.
8. Governors wanted it formally minuted that SCE was to have a well-deserved summer break.
9. A Governor reiterated that when people speak about personal issues, the idea is to learn from those shared experiences. It was felt that the GB had to consider issues through the eyes of a student.
10. Governors discussed the benefits of R&R (restorative and reflect) and considered how this is applied in the school. It was agreed that this was an important part of the Behaviour Policy.
11. A Governor was interested in doing a deep dive into whether R&R was producing the intended outcomes of sanctions. Were pupils finding it useful, was it having the desired impact? SCE advised that she had seen a decrease in repeat referrals as a result of this. Those students that did not attend were the ones with repeat referral patterns.

Q. *Is there cultural competency training for teachers/SLT?*

A. *We did training last summer and that was about understanding racial literacy and lived experience. We had a plan to extend staff support and student pathway, but unfortunately the training company we were using disbanded. We need to find another training provider.*

Governors felt that this should be held every year and a Governor had a contact for a possible training source which she would pass onto SCE.

12. Governors discussed whether Teachers felt that the school was inclusive.
13. It was considered that further discussion was needed on the development of the policy in relation to inclusion, diversity and equality and that plans had to be put in place to take this forward.
14. Governors recognised that the reduction in Black boys IEU from 1,165 to 630 and suspensions 20 to 16 in the past year was phenomenal, but that further work still needed to be done. It was agreed that an audit should be carried out to determine the current position which demonstrates how the numbers have significantly decreased and evidence of how it is working.
15. SCE advised that following the recent Student/staff analysis, the school came across positive in relation to inclusion and diversity. There were comments that needed picking up and being addressed, for instance, students will say that teachers do not listen to them.

16. Governors did not think that the other strands of inequality had been forgotten, but questioned what the strategy for was addressing linked strands, for instance if a student was Black and was also SEN.
17. Governors commended the school for addressing the issues and reassured SCE that they were 100% supportive of the school but recognised that there were still things to be done.
18. SCE said that she had reflected on the year and realised that the new committee structure she had introduced had put a lot of pressure on her and taken some accountability away from her deputies. There were some learning points from this which she would consider for the new term.
19. She was grateful for the support from Governors, who had been at meetings, asked questions, given positive feedback and challenged the school. She felt very supported and appreciated the advice given. Her plan was to make Heathcote the best school in Chingford and she valued the support of all Governors, the Vice Chairs and Chair.
19. She welcomed the chance in the first full Governors meeting in the Autumn term to talk through the committee structure for next year, particularly how to manage the process and consider improvements.
20. Governors thanked SCE for the excellent job she had done in her first year. She had surpassed herself in her commitment to the school.
21. **DATE AND AGENDA ITEMS FOR THE NEXT MEETING**
To be advised.
22. **ANY OTHER BUSINESS**
There were no other items to report.

Meeting finished at 7.30pm