

**Minutes of the Meeting of the Governing Body of
Dog Kennel Hill School held at the School on 28th April 2014**

Present:

	M Finn (Chair)
P Bibby	W Cooper
M Cranmer	C Dubarbier
S Farrington	A Freshwater
Y Golds	Dr Z Malik
J Morris	P Pierre-Powell
A Reupke	J Turner

Also Present: **G Cloete (Head Teacher Rotherhithe Primary School)**
 T Segarty (SIP)

Acting Clerk: **B Washington**

G Cloete provided a comprehensive verbal commentary to her presentation in relation to the proposal to enter into a Soft Federation with Rotherhithe Primary School.

The presentation outlined G Cloete's background, personal and professional skills and relevant experience. It also included a perspective of DKH's current position in terms of attainment and standards as follows:

- Dip in data at KS1 & KS2
- VA is lower than 100 in all measures (KS1-KS2, reading, writing and maths)
- Disadvantaged pupils and low attainers are less successful at DKH
- Expected progress in all three core subjects are way below floor targets R79%, W79% and M85% should be R91%, W95% and M92%
- Children achieving L4 at KS2 has dipped and is currently at 65% (LA 77% and Nat75%)
- Ofsted key improvements (2011) not met as minority groups are not progressing well
- Teaching and Learning not consistently effective
- Leadership currently does *not demonstrate* capacity for sustained improvement
- Projected outcome in your next Ofsted: RI / Category
- Data at KS1 & KS2
- VA is lower

The presentation also outlined what G Cloete can offer in terms of helping DKH move forward and identified what factors she believes must be forthcoming from the whole DKH school community in order to facilitate the success of the arrangement.

T Segarty outlined the context and rationale from the LA's perspective for supporting the move towards the establishment of a Soft Federation. The

LA has considerable experience of such arrangements and has found they usually reap substantial benefits to all stakeholders and are generally deemed successful.

In response to governor's questions T Segarty confirmed the LA envisages the arrangement will last 4 terms starting in summer 2014. The aim will be to secure rapid growth in capacity on a sustainable basis. The LA is also mindful that DKH's recent efforts to recruit a substantive Head Teacher had not proved successful.

T Segarty also outlined the additional support package the LA is willing to provide which includes money to secure targeted school improvement interventions within a fully costed School Improvement Plan plus training. The approach in terms of allocation of the Executive Head Teacher's time will of necessity be flexible (60:40 at the onset but tapering off over time).

Governors asked a number of questions including:

Q: How does the FGB at RPS feel about the proposal?

A: Entirely positive. Reassurances related to a small number of caveats raised have been positively received

Q: Might the caveats referred to above have any detrimental implications for DKH?

A: No

Q: What is your (G Cloete) motivation for wanting to do this?

A: The initiative will provide a valuable continuing professional development opportunity as well as a chance to provide evidence to support RPS's progress towards securing an 'Outstanding' judgement (e.g. demonstration of successful outcomes in terms of collaboration with a less able school). It will also provide opportunities for RPS staff to develop their own 'Good Practice' in an external environment and work on joint projects with DKH colleagues

Q: What has been the key to the rapid improvement in terms of attainment and standards at RPS?

A: A revised Head Teacher led approach to teaching, especially in maths which was identified as an area where focus was required. The approach is data led with resources targeted so as to support improvement as and where the data suggests it is most needed whilst facilitating sustained growth across all cohorts. Subsequent detailed assessment of the pupil tracking data allows the interventions to be modified and/or re-directed as appropriate. Teachers have been provided with a clear understanding of what 'outstanding' teaching looks like. This provides aspiration and inspiration. The correct staff complement has been established in a structure which puts children at the heart of all decision making

Q: What are the financial implications of the proposal for DKH?

A: CONFIDENTIAL

Q: What do you think the cost of the 'additional resources' referred to might be?

A: This has yet to be assessed comprehensively but is currently estimated to be about £30k (to include consultants and learning resources). Opportunities to access external funding streams will be actively explored as well as volunteer partnership initiatives

Q: When could you start?

A: 06th May 2014

Q: How would the relationship between the Executive Head Teacher and the Acting Head Teacher work in practice?

A: G Cloete outlined how the decision making processes, roles and responsibilities of the proposed structure will support and strengthen DKH's strategic management

Q: How will the school community be supported in terms of opportunities to be consulted before and during any Soft Federation implementation?

A: Parents' and staff governors' feedback and views will be regularly sought and reviewed. A parents' meeting could be held to announce any decision to proceed with the Soft Federation proposal

G Cloete and T Segarty left the meeting. Governors deliberated on the proposal.

Following discussion:

Resolved

- To endorse the proposal (unanimously) and enter into a Soft Federation with RPS on 06th May 2014
- Chair to clarify all aspects of the employment terms and conditions of the Executive Head Teacher
- Chair to write thank you letter to C Buchanan for her hard work and contribution
- Chair to note suggested amendments to letter to parents in relation to the Soft Federation and seek approval of final wording from G Cloete and W Cooper. Final draft to include context and rationale for the decision and reference to Ofsted as appropriate. Letter to be posted this Friday
- W Cooper to arrange a parents and carers meeting for 09th June 2014 to announce the decision (subject to G Cloete's availability)
- To formally record thanks to G Cloete and T Segarty for their illuminating and informative contributions

1. Apologies for Absence

Consent was given to apologies for absence received from I Sporidis.

The meeting noted the absence without apologies of Ruth Klingels, Dame Sylvia Morris, G Reeve, Cllr M Situ and E Wray.

Received

2. Declaration of interests

Governors were reminded that the Education (Schools Government) Regulations 1989 (as amended) oblige governors with a pecuniary interest in a contract or other matter to disclose the fact, to withdraw from the meeting when it is being discussed and not vote on it.

The chair outlined the regulations and governors' resultant obligations.

No declarations were made.

Received

3. Budget 2014 - 2015

A Reupke provided a comprehensive verbal accompaniment to the budget report which had been previously circulated.

The report included a spreadsheet showing the fifth draft budget (which is based upon the sixth staff salaries projection). Detailed narrative was provided for all budget headings in addition to a summary of the extended schools budget.

Governors welcomed the news that the budget is buoyant.

Following discussion:

Resolved

- To use up to 30k of the Capital Expenditure income for the refurbishment of classrooms I and J
- To put 8K back into this year's budget for landscaping as only 12k of last years 20k landscaping budget was used but the work is not complete.
- To add £20k to the Teaching Salaries heading to allow for 0,8 of G Cloete's time instead of the 0.5 that Robert, the bursar had assumed

- That the School Council should have £500 (the money is currently in the unallocated £100,000 for curriculum - this item to have a separate line in Governors' budget
- G Cloete's request to have £30,000 for her initiatives to be met in part from the unallocated £100,000 for curriculum
- To agree the draft budget subject to the above amendments

7. Letter to Zebra Crossing Campaign Organisers

Governors considered the context and rationale of the campaign and suitable wording for the letter

Following discussion

Resolved that J Turner will send the letter

8. Any Other Business

Register of Business Interests

Following discussion

Resolved that governors will update the register as soon as possible

DBS Updates

Following discussion

Resolved that governors will complete their DBS forms as soon as possible

Statutory and Non statutory Policies

Governors considered the list of Statutory and Non statutory Policies which had been previously circulated.

Following discussion

Resolved that J Morris will circulate the list with updated allocation of policies to committees as appropriate. Committee chairs to complete any gaps

9. Dates and Times of Future Meetings

SEN	19 th May 2014
Resources	21 st May 2014
FGB	16 th June 2014

Resolved that the Acting Head Teacher will circulate the whole school calendar to the FGB