

## Meeting Minutes for the Board of Governors Meeting

### Swanmore College 2019/20

Date: 13 January 2020	Start time: 5.30pm	End time: 6.45pm
<b>Present</b>	<b>In attendance</b>	<b>Apologies</b>
Dennis Gamblin (DG)(Chair)	Chris Loveday (CL) – School Business Mgr	Bex Warrillow (BW)
Kyle Jonathan (KJ) – Head Teacher	Jackie Finney (JF) - Clerk	Rebecca Chiverton-Burt (RCB)
Gary Akehurst (GA)	Amanda Griffiths (AG)	Adam Northover (AN)
Bernard Rhodes (BR)	Sally Parrant (SP)	Alison Brodigan (AB)
David Hedicker (DH)	Linda Clark (LC)	
Will Kennedy Scott (WKS)	Gill Brown (GB)	
Russell Hougham (RH)		
Charlie Oulton (CO)		
Malcolm John (MJ)		
Becci Thompson (BT)		<b>Absent</b>
David Newberry (DN)		
Phil Harris-Bridge (PHB)		
Gareth Richards (GR)		
Simon Firth (SF)		
Tessa Philpott (TP)		
Laura Barker (LB)		

Item	Subject	Action
<b>1</b>	<b>Welcome and Apologies</b>	
	The chair welcomed the Governors to the meeting. Apologies were received and accepted from BW, RCB, AN, AB. PHB introduced himself and was welcomed to the team. The meeting was quorate.	
<b>2</b>	<b>Register of Pecuniary Interests</b>	
	No pecuniary interests were declared.	
<b>3</b>	<b>Restructure proposal</b>	

The proposal was uploaded to the hub prior to the meeting. There are two members of staff (LC and SP) who will be affected by the proposal.

LC and SP joined the meeting at 5.38pm.

KJ ran through the background of the decision to make the roles LC and SP are in redundant.

SP discussed a response to the report.

LC commented that 1 in 4 children suffer from a mental health condition. This affects their emotional wellbeing and academic performance. Ofsted would not issue an outstanding for schools who do not cater well for mental health.

LC and SP both left the meeting at 5.47pm.

TP entered the meeting.

Governors questions on the proposal:

*Q Is this a matter of structure or personnel?*

*A Structure. We have three Deputy Head Teachers (DHT) rather than five as behaviour is becoming less of an issue. We need all teachers to be able to offer emotional and pastoral support. Staff need to know all of their pupils very well and we must utilise staff strengths where possible. We need good quality support for these pupils, however not necessarily via the current ELSA approach.*

*Q Are there other schools who have the approach you are suggesting that are 'outstanding'?*

*A Yes, we have visited another high performing school who buy in a counsellor. GB goes to consortium meetings and other schools buy in counsellor support as the ELSA role is not meeting the needs of the pupils. AG commented that other schools are able to be more proactive, when someone oversees the whole year group, staff can pick up on issues as they arise.*

*Q Does having a counsellor improve the chances of a pupil accessing CAMHS if required?*

*A Yes and Liz Deller has links with CAMHS. BT works at a school where this is not always the case.*

*Q Changing from a dedicated resource to giving the responsibility to a number of DHT's can have downsides, how are you going to ensure this works?*

*A The DHT's know the pupils very well, there will be a transitional stage and we have Liz Deller, who will become an adviser to more staff.*

*Q How will you know this change has been effective? How will you measure this?*

*A We will need to monitor this carefully via attendance and referral data to ensure it is a success.*

*Q The DHT will know the children better, but will they have the skills? Could they be ELSA trained?*

*A The ELSA training is not enough and KJ would like Liz Deller to provide an improved level of training.*

*Q Is the restructuring cost neutral?*

*A Yes.*

*Q Have you considered re-deployment for LC and SP?*

*A There will be a union consultation, the union will work with the college to see if LC and SP could fit another role in the college or elsewhere in Hampshire. The report has gone through EPS. It is a financially driven decision, however our aim is to improve the service.*

*GA wished to point out this process can affect morale across the college.*

DN feels this structure will work and links well with the Government drive on improving the mental health of pupils.

*Q How will staff cope with the distribution across the year groups? There are higher numbers of pupils with needs in Years 7 and 8 compared to the other years.*

*A Years 9, 10, 11 don't generally require ELSA support. Tutors will be able to work with pupils*

<b>4</b>	<b>LA Clerking Service and SLA training subscription</b>	
	The above were approved. JF to email HCC. (Completed)	
<b>5</b>	<b>CIP sign off</b>	
	<p><i>Q There are 40 initiatives on the plan, could the list be split into should do's and must do's?</i></p> <p><i>A They are not all initiatives, some are simple actions. It is not additional to what is already being done, it is a new approach. It is discussed in more detail at the Standards and Wellbeing committee meeting. Time frames for Governors to be involved can be discussed at the Standards and Wellbeing meeting. It is important for Governors to monitor progress.</i></p> <p>The Governors all approved the sign off of the CIP.</p>	
<b>6</b>	<b>Date of next meeting: 9 March 2020 at 5.30pm</b>	

Signed

Dated 9 March 2020