

Extra Ordinary Meeting Minutes for the Board of Governors Meeting
Swanmore College 2022/23



Date: 5 December 2022	Start time: 6.05pm	End time: 6.40pm
Present	In attendance	Apologies
Dennis Gamblin (DG) (Chair)	Chris Loveday (LOY) – School Business Mgr	Laura Barker (BLR)
David Newberry (DN)	Jackie Finney (JF) - Clerk	Tessa Philpott (TP)
Ian Mills (IM)	Amanda Griffiths (GRS)	
Kyle Jonathan (HDT) – Head Teacher		
Helen Horn (HH)		
Bex Perryman (BP) (Vice Chair)		
Justin Jamieson (JJ)		
Jane Hulme (JH)		
Phillip Walker (PW)		Absent
Charlie Oulton (CO)		Simon Firth (SF)
Matthew Moore (MM)		Phil Harris-Bridge (PHB)
Matt Short (MS)		

Blue type denotes support and challenge from the Governors

Item	Subject	Action
1	Welcome and Apologies	
	The Chair welcomed the Governors to the meeting. Apologies were received and accepted from TP. SF and PHB were absent. The meeting was quorate and held via Zoom.	
2	Register of Pecuniary Interests	
	There were no pecuniary interests declared.	
3	Potential secondment of Head Teacher	
	<p>HDT has been approached by HCC to take on a school that has failed its Ofsted and is inadequate in every area. HDT is not able to disclose which school it is. This school will go down the academy route in September 2023. HDT is interested as it would be good for his own professional development as well as being good for the team, especially for GRS as she would be Acting Head Teacher for a term, maybe two. HDT has discussed this with GRS and DG and has told HCC that in principle he agrees to the secondment. HCC have advised that the next step is to discuss this with the Governors and to gain approval. HDT feels the benefits of this secondment are as follows:</p> <ul style="list-style-type: none"> • An excellent professional development opportunity for the SLT. • Experience for HDT – they are a school who have recently gone through an Ofsted inspection. • CPD opportunities for Swanmore staff. <p>HCC only approach successful schools to help in these situations. HDT is keen for Swanmore staff to share good practice with the school that HDT wishes to support.</p> <p>Q What about our own forthcoming Ofsted inspection? A If Swanmore have an inspection during the secondment period, HDT would return and run this jointly with GRS.</p> <p>GRS outlined her thoughts: GRS feels that HDT would not consider this unless the SLT could run the school competently in his absence. Swanmore are expecting an Ofsted inspection, however, GRS feels this is a good time as the school are ready and prepared for an Ofsted visit. We have been pupil focused since before Covid, we have a clear plan, and we know what we need to do to be</p>	

	<p>'outstanding'. HCC would not have approached HDT to do this unless they were confident that the SLT could run the school successfully without him. The SLT are extremely focused, and GRS feels very confident that she can, along with the SLT can successfully cover for HDT.</p> <p>Q What changes would you make to the SLT to back fill roles?</p> <p>A GRS would give all the SLT the opportunity to act up to deputy head. Roles would be adapted so they can give time to the job. Prior to restructuring the College previously had two Deputy Head Teachers (DHT). We would look to have another Assistant Head Teacher (AHT). It is an excellent opportunity for the leadership team to get experience as a deputy head.</p> <p>HDT's salary would be paid for by the other school, this will allow the school to fund the changes GRS discussed.</p> <p>Q What is the likelihood of recruiting an AHT?</p> <p>A The secondment is from January. We would recruit for an AHT internally and we have capacity for this. The back fill for this person's role has been considered and is accounted for.</p> <p>HDT, GRS and LOY would never do anything to affect the quality of teaching and learning in the school. Everything is very carefully considered.</p> <p>Q How do you see the DHT role working?</p> <p>A There are funds in place for all three of the SLT to take on this role. If anyone does not want the extra responsibility, they can stay in their current position. This is a once in a career opportunity to gain this experience.</p> <p>Q What do you think will be the key challenges that Governors should be aware of?</p> <p>A GRS feels she needs to be accepted and trusted in the role by staff, pupils, parents, and Governors. HDT has been at the school a long time, if any one of us felt this would destabilise the school, we would not consider this. It is an unsettling time in general, however GRS feels she can take on the role.</p> <p>HDT commented that the staff have huge confidence in GRS. An Ofsted inspection is for two days, and we are extremely well prepared. Governors felt that specific attention needs to be given to supporting school staff if the secondment goes ahead.</p> <p>Governors also felt that parent communication is very important at this time. When further details are received from HCC, this can be organised.</p> <p>Q HDT, are you coming back to Swanmore?</p> <p>A Yes, it will just be a secondment. The school only has 500 pupils so a lot smaller than Swanmore.</p> <p>PW joined the meeting.</p> <p>The Governors all approved the secondment of the HDT to another school from January.</p>	
4	Policies and procedures: Suspension and permanent exclusion policy	
	The above policy was approved by the Governors.	
5	Date of next meeting: 13 March 2023 at 5.30pm	

Signed

Electronically signed Dennis Gamblin

Dated 13 March 23