



The Genesis Federation

Minutes of the Genesis Federation Full Governing Body Meeting Held at Beckley CE Primary School on Thursday 28th November 2019

Present: Ian Bryan (Acting Chair), Deborah Ongley (DO), Lison Smart (LS), Simon Thurston (ST), Andrew Button (AB), Rhiannon Chillingworth (RC), Alan Lloyd-Smith (ALS), Helen Watts (HW), Emma Hogg (EH) and Marian Ham (MH).

Also present: Amy Head (Clerk)

	Discussion	Action
1.	<p>Welcome, Apologies and Opening Prayer</p> <p>IB welcomed everyone. Apologies received from Hilary Barton (HB). Deputy Chair Ian Bryan met with HB on 27th November for a briefing on this FGB.</p> <p>ST led the opening prayer.</p>	
2.	<p>Declaration of Business Interests</p> <p>DO declared an interest as she is currently on a temporary contract as a TA at Beckley School.</p>	
3.	<p>Board membership matters</p> <p>IB said that new governors are still being sought and HB has made it clear that unless the workload is shared more equitably then she will step down as Chair before next September. LS suggested advertising in Rye Online. Clerk to investigate.</p>	Clerk
4.	<p>Minutes of the last meeting and matters arising</p> <p>Minutes from 11th July FGB and 19th September Extraordinary FGB were agreed and signed by IB. Clerk to upload these onto both school websites and file paper copies in both schools.</p>	Clerk
5.	<p>Actions Table</p> <p>Please refer to the action table document.</p>	
6.	<p>Chairs action</p> <p>None taken.</p>	



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7.	<p>ESCC Matters</p> <p><u>ESCC Governors' Local Area Forum</u></p> <p>HB and MH attended the most recent November Governors Local Area Forum. HB to send slides from this forum to all governors. MH said that the meeting focused on the rationale of the new curriculum and the need to show intent to Ofsted. This can be completed by monitoring the curriculum and by doing monitoring visits regarding safeguarding and the new sex education policy. LS said that this all included in the SDPs.</p> <p><u>EIP Report to governors</u></p> <p>LS reported that there is still funding for the rest of the year and the schools had already accessed lots of free training. There is to be a new 'Primary Strategic Board' from next year and all external advisors will come under this board. This needs to be put on the agenda for the next FGB so that it is clear how this new set up will work.</p>	<p>HB</p> <p>Clerk</p>
8.	<p>Federation Vision and Strategy</p> <p><u>Meeting with Playden Chair and Head</u></p> <p>HB has drafted the minutes from this meeting and there is a draft agreement between Playden, Beckley and Peasmarsh Schools. All are in agreement that collaboration is great and a positive step. However, there are ongoing discussions about the question of federating three schools as this may not have any additional benefit to the schools.</p>	
9.	<p>Leadership Team Reports</p> <p>IB said that the external advisor Geraldine Woods was impressed with the new SDP format and said it was a brave way of doing it, i.e. incorporating both the SIAMS and OFSTED criteria.</p> <p><u>Peasmarsh SDP</u></p> <p>LS highlighted under Strand 3: Character Development: Hope, Aspiration and Courageous Advocacy that it is highlighted that this is awaiting Beckley's confirmation of the MLL objective. ST to action this ASAP.</p> <p>Governor Challenge – Why is the quality of teaching in Section 4 rated as 100% good but 50% outstanding?</p> <p>LS – It means that I am confident that 100% of the teaching is of a good quality but I cannot say that 100% is outstanding as this is only term 1 and 2 of the school year.</p> <p>LS detailed the work that has taken place with stakeholders including governors</p>	<p>ST</p>



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and the Parish Council, including a recent litter pick with Bumblebees around the village. The school vision has been discussed frequently within school assemblies.

Coaching sessions for teachers have been beneficial for the teachers but have also now identified the next set of teachers targeted for coaching sessions. Therefore, this is a positive ongoing process.

LS said that all areas highlighted in green detail the next steps to be taken.

The new curriculum continues to be a large amount of work but lots of training has taken place and it has been a big focus within staff meetings. The next step is to begin implementing it.

LS detailed under Strand 3: Develop Character Education through Social Action, particularly linked to Forest and Beach School that there are plans to involve parents in forest school sessions. Both with their children and on their own. Governors are always welcome to join a session. Beach School will link in with a visit from a naturalist about Orca whales.

New Federation Behaviour Policy

LS said that this is a huge piece of work and it must be done properly so that it is fit for purpose for both schools. It involves the Zones of Regulations which the children have been learning about and there has been a successful parent assembly and another workshop due in the new year.

IB said that the Zones of Regulations are very clear when visiting the school. EH said that they fit in with the Nature and '12 rocks' mental wellbeing principles. LS said that a session on the '12 rocks' for governors could be arranged but it hasn't been implemented yet.

ST said that Beckley uses these principles too.

RHSE training

LS said that training had taken place regarding the new RHSE teaching/policy and the school is not ready yet but that is to be expected as there have been so many changes to this curriculum. When a policy is formulated it cannot be a model policy as it needs to be bespoke to the school and the children's needs and it may not be appropriate for it to be a Federated policy.

IB said that it was useful to see which Head teacher was responsible for what within this SDP.

Peasmarsh SEF

LS said that the new SEF format provides an evidence base for what you have done. It is not what you are doing/going to do which is seen in the SDP, it is what has been done. This is helpful in an Ofsted visit. It is still a work in progress and could be more detailed in places and there is also an 'even better if' section. We are also asking the children and staff what they want to learn/teach so everyone is involved in shaping the new curriculum. This can't be ragged green as it's a new



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curriculum.

Beckley SDP/SEF

ST said that the SDP and the SEF for Beckley have been completed differently to Peasmarsh with him trying to combine one with the other. Governors agreed that the reports/format need to be in a style/format that allows each school to marry up evidence. This will be picked up at the next Team Leaders meeting.

Governor Challenge – Why is there no figure in Section 4, Term 2?

ST – This is an error, it should say 100%. It will be corrected.

Governor Challenge – Have you changed the roll numbers as discussed at the finance meeting?

ST – Not on this version but it has been changed on the original copy.

ST discussed the ‘Reading for Writing’ initiative and that Tim Little (Yrs 1 and 2) has taken over the initiative on SPAG.

Governor Challenge – Following a monitoring visit on this issue, HB and MH are concerned about Tim not getting up to speed with SPAG. Four months into the school year and we are not seeing much progress. How is this going?

ST – Tim has had to learn a lot of background information which other subject leaders already have so it is a slower process.

ST discussed that Art has been identified in performance management as something that the teaching staff wanted to learn more about. Alice Bolton is leading on this developing skills progression.

RC asked if other Arts are on the curriculum. ST said yes, including music and drama.

ST said that EYFS focus needs to be formatted differently as the SEF/SDP can’t be combined.

ST said that he needs to talk with LS so that information isn’t duplicated between them.

Headteacher’s Report – Peasmarsh

LS said that there is 95 currently on roll which is the most the school has had for a while. The timetable has been changed for January to be able to better suit the staffing needs of the children.

Governor Challenge – Are the staff happy with this?

LS – Yes, they are, they are all flexible.



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LS said that following an accident where a child broke their arm during forest school, the school was investigated following a report to Ofsted and they were mitigated.

Attendance continues to be an issue and is constantly monitored. Difficulty obtaining support for persistent absence is a frustration as reports can't be completed on the child if the child is not at school.

LS and EH had a rethink about the SEN register to check that it was serving the children's needs correctly and have removed some pupils.

Regarding the Federation Compliance Review, there have been two data breaches but these have been addressed and the Data Protection Officer was informed and it did not get referred to the Information Commissioners Office (ICO).

Governor Challenge – Is the process of activities complete to make you a good rating?

LS – It is a work in progress.

IB urged all governors to attend as many events, e.g. nativities, assemblies as they could fit in for the remainder of this term.

Beckley – Headteacher's report

ST reported that the maternity leave teacher is returning for 2.5 days per week from January and her cover is to reduce to 3 days per week so it works out well. DO has been a TA on a temporary contract and interviews for a fixed contract until July next year will happen next week.

The roll has reduced with the loss of two families and it is the first time in a while that it has been below 90 but we are thinking of how to boost numbers. However, we have had lots of visits from prospective new families for next year's intake. One Reception child is under ESBAS due to low attendance and their attendance is impacting the overall figures.

Governor Challenge – Have you followed up with the Chair regarding sending children home 'to chill out'? Children must be officially given a fixed-term exclusion.

ST – I will respond to the Chair as I think there has been a misunderstanding.

The outside drainage issue continues but ST has made contact with the new facilities manager at ESCC and has said that if the drainage issue reoccurs then he will be forced to shut the school. This is not an immediate issue but it may mean the playground needs digging up in the school holidays.

ST said that he had received a letter from the DofE to congratulate Beckley on being in the top 2% for phonics in the County. Governors congratulated him on this

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	ST said that he is going to do it next week.	ST
18.	<p>AOB</p> <p><u>School Uniform</u></p> <p>LS asked for governor approval for Federation uniform policy to change for the new prospectus so that it does not state boy or girl in the list. All governors approved the change.</p> <p><u>Clerk's Accreditation Scheme – ESCC</u></p> <p>The Clerk said that she is to begin the Clerk's Accreditation scheme run by ESCC in January. This will run for one year. The Clerk has requested to be paid for the additional 40 hours work. This has been agreed by both Heads and Finance Committee as a shared cost of benefit to the Federation.</p> <p><u>Federation – ways of working</u></p> <p>HW raised concerns about the workload/papers related to working in a federation. HW suggested finding out about any training/guidance we could gain from ESCC/other federated schools to help us work better/streamline. The Clerk will ask Clare Cornford at ESCC.</p>	Clerk
19.	<p>Impact of Meeting</p> <ul style="list-style-type: none"> • The governors saw the need for SDP/SEF's for both schools to correlate so that governors can monitor and analyse them more efficiently. • The continued need to monitor spelling at Beckley. • It showed governors the need to look into streamlined ways of working as a federation so that workload for Heads and governors is improved. 	
20.	<p>Dates of next meetings:</p> <p>Annual Safeguarding training, all gobs to attend: 06/01/20. Health and Safety meeting: 09/01/20 T2 data meetings: 16/01/20 Ethos meeting: 30/01/20 Finance meeting EOY: 13/02/19 Monitoring visits: 12/03/20 Finance meeting Budget: 19/03/20 FGB – Peasmarsh: 26/03/20</p>	