



Full Governing Body Meeting Agenda Term 2

Tuesday 8th December at 10am School or via Google Meet

Governance Targets 2020/21

To monitor and provide appropriate challenge in the implementation and development of the School Improvement Plan

- The Learning & Standards committee monitors the Achievement, and Teaching & Learning PIPs and develops its challenge and questioning in relation to them
- The Mission & Pastoral committee monitors the Mission, and Behaviour & Pupil Welfare PIPs and develops its challenge and questioning in relation to them
- The Governing Body monitors Leadership PIP and develops its challenge and questioning in relation to it
- Governor hub is effectively used to support the work of the Governing Body and its committees

During the time of the Coronavirus Pandemic, to support the leadership and staff of the school in maintaining and continuing to develop the aims and operations of the school

- The Personnel committee monitors and supports staff wellbeing
- The Mission & Pastoral committee monitors and supports pupil attendance and wellbeing, as well as the faith life of the school
- The Learning & Standards committee monitors and supports teaching and learning in school and all contingency plans for remote learning
- The Finance & Personnel committee monitors and supports Health & Safety requirements and the impact of COVID-19 on school resources and finances
- The Governing Body ensures all statutory obligations (including any variations) are fulfilled

To evaluate the school’s position in relation to MATs and to ensure that the Diocesan due diligence exercise is completed

- Governing Body is familiar with the Diocesan Strategy and its accompanying documentation
- The implications of the Diocesan Strategy are understood by the Governing Body
- The Governing Body defines its position in relation to the Diocesan Strategy and the Aquinas Group
- Diocesan due diligence is completed by 31 August 2021

	Agenda Item
1	Welcome, prayer and apologies for absence. BS- apologies, CV absent. Guest Alex Emenike. PM opened the meeting with a prayer and welcomed all the Governors and AE.
2	Review minutes of previous FGB meeting on 13 th October 2020 and matters arising. Governors discussed the minutes for accuracy. VM proposed and SB seconder. All in favour. Matters arising: Item 3 – IoG now approved by BCC and the Diocese. Effective 01/12/2020.



	<p>BM- Item 5 – admissions meeting was due to be in person however this has changed due to the second lockdown.</p> <p>Item 8 – no reply from the Bishop following the HT’s letter to the Board.</p> <p>Governors confirmed they have received the Governors’ Handbook.</p>
3	<p>Head teacher’s report (including COVID-19 school update)</p> <p>BM – Senior Prefects have been appointed which is a great result, and the pupils in their new roles will have a link with other pupils for sharing and asking questions. The Prefects are from a cross section of the school community. Remembrance silence went very well. The staggered break times meant some year groups were on their morning break at 11am. The pupils did exactly what was asked of them and held the silence beautifully.</p> <p>Assemblies are each Wednesday remotely.</p> <p>Mission PIP - A virtual Carol Service is being filmed and will be available to view next week. In the 30 years that BMc has been at the school, this is the first time the whole school will not meet in the hall together to celebrate and sing at Christmastime. PM noted the Alpha course is running again for the third time. This demonstrates there is a good uptake and the Parish and teachers have made great efforts to raise the profile. KL chaplaincy updates are included.</p> <p>Achievement PIP – Spotlight for years 7-10 are being prepared and collated at the moment. Y11 mock exams took place in November and the outcomes will be announced later this week. In general, top ability pupils are excelling even further than expected. Middling and lower achieving pupils did not fare as well in the mocks and performance is lower than expected. This is indicative of the widening of the gap between higher and lower achievers as a result of the last lockdown and period of school closure. All faculties have identified the pupils who will need additional support, and this will be addressed, whilst being mindful that the mental health of the year 11’s especially where anxiety is high. Aggressive testing is not taking place. Cognitive Ability Tests (CATs) have taken place in year 7, which has shown a slight difference between what would have been expected from SATs results. PM queried whether the pupils had picked up on the media reporting on GCSE difficulties. BM noted having reference books and formula available in exams doesn’t always help those who may be anxious in an exam setting. There has been a suggestion that exams will be pushed back 3 weeks, however the exam ‘season’ will not be pushed forward proportionately. This means exams will be pushed together with less gaps in between. PM noted the pupil’s well-being and sense of self-worth could be knocked if their exams and results are impacted by government decisions. There is uncertainty over the league tables and how this will be operated in the Summer.</p> <p>Teaching – ensuring high quality teaching. Staff have been creative with giving feedback. Google classroom is a key part of making this work alongside home learning. The 6 aspects of the contingency plan are published on the website. 28 children and 6 staff were tested positive for COVID-19 after the half term holiday. The contingency plan was definitely put to the test, as this was a highly frantic time! TF noted as a parent, that the work that is issued for home learning is excellent. Would there be a possibility of Meet lessons going forward? The logistics of this are tricky taking all aspects into account. Would this be possible for year 11 as an option? Home learning via email is very hard for the pupils who are isolating. BM noted this will be considered going forward. SB noted the University operates a system similar to this and he could offer some insight as to how it might work.</p> <p>Pupil Welfare – attendance is being registered appropriately using the SIMs codes. At the beginning of the year, the school had a strong start. As time went on, attendance dropped due to Covid and there have been instances where pupils have been kept away from school as parents are anxious about them contracting the virus. In November there were huge increases in COVID-19 related absences, however these pupils (and teachers) are now returning to school. The numbers are looking healthier.</p> <p>PM noted the ‘serious incident’ pupils who are attending school but are disengaged from learning. There are further pupils who are struggling with time spent in the ARC and individuals are being supported appropriately. PM</p>



	<p>noted the Governors could support the school and the pupils by spending time together. JM noted some pupils will not engage, whereas there are some who really receptive to additional support.</p> <p>Between September and October, the school had no reported cases of Covid. During the October Half term there were 1 or 2 cases reported but with no links to schools.</p> <p>The current situation to date: 31 reported cases in November – of which 6 are teaching staff. No support staff have been affected so far.</p> <p>Year 8 pupils have been hardest hit by the virus at the moment.</p> <p>Worryingly, half the pupils who were tested positive were asymptomatic. The situation has been and continues to be very stressful however the school has been strong and pulled together to get through this second wave. The plans worked well.</p> <p>The school has received additional students in year 10 and 11, and this is closely monitored.</p> <p>There were 345 year 7 2021 applicants for 1st 2nd or 3rd choice. This has gone up year on year, however the number of pupils who are Catholic is dropping. BM is looking to raise the profile of the Catholic ethos of the school going forward. This is all in light of the virtual open evenings rather than inviting families into school to visit.</p> <p>Leadership – operations on site are going well and cleaning and maintenance is continuing. Teachers and staff are tired but are doing a really good job. Supply staff numbers have been high. As the schools carry forward is healthy, none of the supply costs can be recovered.</p> <p>Wellbeing of staff is paramount – fleeces, treats and plastic key board covers are being utilised. Parent communication is purely electronic at the moment.</p> <p>Staffing – The school has a full complement of cleaning staff which is fantastic. C Mainwaring will leave at the end of the term, and a temporary replacement is organized.</p> <p>PM thanked BM going above and beyond as always – thankyou.</p>
4	<p>COVID-19 School Update.</p> <p>The COVID-19 Risk Assessment has been distributed to Governors.</p> <p>SS – 16 laptops have arrived in school (this started at 80!) and have been formatted and safe for the pupils to use. Work has been done to identify which pupils would benefit from additional technology. SS noted the devices are great however if the pupil household doesn't have internet access, the school can't help.</p> <p>PM noted the fantastic work and support SS has done with BM and this has not gone unnoticed. PM congratulated the Head Prefects on their new appointments.</p>
5	<p>Proposed Diocesan Common Admissions Policy</p> <p>31/01/21 deadline. This will require further work to digest all the information. Discussions can start now, and PM will advise the Diocese the school may not meet the deadline.</p> <p>The Common admissions policy has caused anxieties among the community. BM noted the school community has worked hard over the years to build the school to what is it now. It could be said the motivation of the diocese comes from a position of fear. It is a passionate subject. Catholic Secondary Heads who meet once a term feel the context of Common Admissions policy is not balanced. The proposed changed will mean the numbers of faith children could drop and this could have a detrimental effect on the school overall. Without prejudice, the new school's admissions policy could be at the detriment of faith education in RE and therefore overall achievements</p>



	<p>and Ofsted ratings.</p> <p>SB – queried the opinion of the other Heads of Secondary School and how some schools have had historical issues with appeals. There are links between St Bernadette’s and St Bede’s. Governors discussed this at depth and how they feel regarding this issue. The Governors feel strongly that the system need to be fair to all faiths and in ‘the Greater Glory of God’. Foundation Governors could have this decision taken out of their hands. This will be an ongoing topic and PM will write to Bill McEntee.</p> <p>PM and confirmed by BM that this is not the right time to take on this debate given the pressures of COVID-19; however, this doesn’t mean to say the school will be in agreement if there is a delay. BM confirmed there isn’t a heads meeting scheduled however BM will be able to call a meeting to discuss this. This subject will be taken forward to the next FGB meeting in February. PM to write to B McEntee.</p>
6	<p>Annual Performance Management Report – Every December the report is issued. BM appraisal now completed (27/11/20). PM confirmed it has been an outstanding year for BM especially in terms of the current crisis and pulling the school, staff and pupils together. Premier League! Thankyou.</p>
7	<p>Report from committees and policy review:</p> <ul style="list-style-type: none"> i) Admissions – meeting to follow to do the allocations following the data from the LA. ii) Finance and Premises – VM. The school is a good position as there has been some additional funding however this is being offset by Supply costs and COVID related expenditure. iii) Learning and Standards – SB. Teaching Summary and scholarship awards. iv) Mission and Pastoral – JM. The main topic being Behaviour and Welfare. v) Personnel – TF ran though the highlights of the meeting Wellbeing survey has been postponed for now. <p>Policies:</p> <p>F&P – Charges & Remissions Policy ratification. PM proposed, VM seconded. All in favour.</p> <p>Personnel – CES policies - Capability Policy, Disciplinary Policy ratification. TF proposed, PM seconded, All in favour</p> <p>L&S – None</p> <p>M&P - None</p>
8	<p>Academisation – PM attended a Chairs meeting to discuss the letter received by all Secondary Chairs of Governors. All CoGs attended except St Bede’s and St Joseph’s. The main subject was the MoU and Academisation. The general feeling amongst many CoGs was that there would be no advantage in forming a MAT. However, St Peter’s chair would welcome the opportunity to join a MAT.</p> <p>Chairs felt the MoU via the Bishop was asserting authority on the Schools to take a certain course of action.</p>
9	<p>Aquinas Group</p> <p>Memorandum of Understanding from the Diocese, September 2020 – deferred from last term. This has now been signed by PM as the Diocese changed the deadline to 23rd November. This was returned with a letter from the Aquinas group as a whole. The MoU is not legally binding and prompted the Heads and Chairs to discuss together the future. There has been no reply so far.</p> <p>Heads and CoGs have been invited to another meeting on 19th January 2021, with the RSC and Diocese.</p> <p>Notes of the Aquinas Chairs Meeting 28th September 2020</p>
10	<p>Clifton Diocese Department for Schools and Colleges.</p> <p>Louise White has met with Dan and the Heads of RE.</p>



	AE has applied to become a Foundation Governor and is awaiting appointment. He is a Financial Banker.
11	Governor training – JD to navigate how to book training sessions for Governors. PM attended a Chairs training session in Bristol. Cathedral chair noted lots of COVID-19 cases before half term, and none afterwards. Chairs meeting booked for next term.
12	Correspondence. DfE updated and GDS updates. NF noted a letter from a neighbour of the school regarding the parking in the street.
13	AOB – Mary Sykes has a question that will be noted in the minutes retrospectively.
	Date of next meeting: 9 th February 2021 10am

