

Minutes of the Full Governing Board meeting

Monday 23 June 2025 at 6.00 pm

Membership

Name	Initials	Term Expiry Date	Governor Category
Leon Choueke	LC	N/A	Head Teacher, Ex-officio(1)
Debby Kuypers (Chair)	DK	09-11-2025	Co-opted Governors (7)
Richard Holmes (Vice Chair)	RH	01-02-2026	
Nomi Tysman	NT	01-12-2028	
Jean-Michel Garcia-Alvarez	JGA	10-02-2029	
Becca Monahan	BM	17-11-2027	
*Michael Wang	CW	01-07-2028	
Andrena Emin	AE	04-02-2028	
Melian Mansfield	MM	19-01-2026	LA Governor (1)
Kirsten Schmidt	KS	04-02-2028	Staff (1)
Sarah Boffey	SB	05-01-2029	Parent Governors (2)
*Ian Chapman	IC	05-01-2029	
Also in attendance:			
Tim Ibbotson	TI	N/A	Asst HT
*Ben Strange	BS	N/A	Deputy HT
Ben Miller	BMi	01-07-2028	Associate Governor
Eddie Webb	EW	01-12-2028	Associate Governor
Morinade Akinbobola	MA	01-12-2028	Associate Governor
*Claudia Simms Abrahm	CSA	04-02-2028	Associate Governor
Corrina Phillips	CP	N/A	Asst HT and SENCO
*Louise Foulkes	LF	N/A	Deputy HT
Adam Crosier			Clerk

* Denotes absence

PART 1

1. Welcome, introductions and apologies for absence

DK opened the meeting at 6.05 pm and welcomed everyone to the meeting.

Apologies had been received from IC and MW for reasons of prior commitments. These were accepted. The meeting was quorate.

2. Declarations of interest, pecuniary or otherwise in respect of items on the agenda

None.

3. Governing board business

- Membership

DK reported that Georgia Norton, who had previously been identified as a potential new governor, was now considering a different role.

Another potential new governor, Sarah Ward was due to meet with LC and DK shortly to discuss the role.

- Reports of training by governors
DK: Health and Safety in the work place and Sexual Harassment at Schools
AE: Racial Equity
- Visits
Quality of education. BM reported on her visit with JGA where they had met with BS. A detailed written report had been circulated in advance of the meeting. She reported that there were nine objectives for improving the quality of education that had been included in the School Development Plan (SDP). She provided an update on progress on each of these. Many had been achieved, including the following:
 - To introduce consistency of marking and feedback in wider curriculum subjects.
 - Ensure consistent use of adaptive teaching strategies
 - Standardise whole class reading

One area where there was room for improvement concerned Home Learning and Communication with parents by providing more detailed information on curriculum, pupil progress, and attainment levels. BM said that there remained a need to improve the communication between the school and parents: this objective could be included in the SDP for next year.

BM said that there was still some work to do ensuring that there was clarity for parents on the school's rationale for home learning and expectations for children and parents.

There was discussion on what needed to be done to improve parents' understanding of how their children attain and progress across the academic year.

LC said that there remained a need to understand what information parents wanted. Ofsted had not highlighted this area as an issue of concern. Some of the feedback was that parents wanted longer parents feedback evenings, but the school needed to be mindful of teachers' workload as well as what parents wanted. He said that a survey of parents would be conducted. LC explained that it may be possible to extend the longer slots by reducing the number of parent evenings from 3 down to 2.

LC added that in 2024 the school achieved 83% GLD in Early Years and this year it achieved 81%. He said again that the SATS data for this year would be lower than the previous years and attributed this to the dynamics and make up of the current Y6 cohort.

He said that in isolation the KS2 SATS Y6 data were insufficient to assess the impact of the SDP. They represented just one piece of the evidence, and some elements of change required more than a year to demonstrate an impact.

LC reported that the 'deep dive' session, originally planned to explore the school's five-year future strategy, would now take place in September. A new Improvement Partner (IP), Helen Marriott, had been carefully assigned to support the school in its post-Ofsted development and to help shape its long-term strategic direction. Helen was the Headteacher of Walthamstow School for Girls and had agreed to work closely with the school and the Governing Body on this. A meeting would be scheduled in September to begin this work.

DK added that there was a space for a separate 'deep dive' session for governors to report on this year's SDP and agree topics for next year's SDP.

ACTION 1: Adam to propose dates for the deep dive meeting on SDP.

DK encouraged governors to ensure that they had conducted their visits to the school ahead of this meeting.

Leadership and Management. DK reported that she and RH had met with LC in the previous week to review the following areas for development. She said that there was some overlap in the report with the information provided by BM under Quality of Education, with a focus on improving communication between the school and parents.

- Expand the use of surveys to promote a culture of listening and engagement within the school community.
- Enhance communication with parents by providing more detailed information on curriculum, pupil progress, and attainment levels.
- Offer more refined, relevant, useful, and high-quality continuing professional development (CPD) opportunities for staff.
- Integrate the School Strategy document into the leadership practices of the school.

She said that progress against all these objectives had been good, with all items having been met fully or in part. A full report had been circulated in advance of the meeting on Gov Hub.

Safeguarding. NT reported that she had met online with CP, BS and Judicium to review the school's safeguarding audit from October 2024. She highlighted the following items:

- An outstanding item was internet filtering and monitoring to be tested routinely.
- The Single Central Record had been in good shape.
- The use of reasonable force policy should be discussed at link meetings.
- Early help: to be reviewed.

- Reporting low level concerns: staff had not been confident on this item.
- Well-being reviews to be considered.
- Young carers: there was a need to promote the definition of young carers and to identify these children.
- The Ofsted report on safeguarding had been very positive.

Personal Development

MA reported that a meeting had taken place on 12th May, during which Kirsty Henry, the school's Pastoral and Wellbeing Lead, officially joined the Development Board. The meeting included discussion about introducing Kirsty to parents as a point of contact when pastoral or wellbeing support was needed. The group also reviewed responses to the recent DEI (Diversity, Equity and Inclusion) parent survey. It was noted that Ofsted had been impressed with the work of the Development Board.

LC reported that the school was collaborating with several local schools to engage with Black families and parents—listening to their experiences and sharing the work of the Development Board. The Board had adapted a set of questions originally used by Dawn Ferdinand, who led a similar initiative elsewhere. The responses would help inform actions for the upcoming academic year.

The Board was also working on updating the anti-racism section of the school website. It was agreed that a summary of the School Development Plan (SDP) action plan should be published online.

LC reminded governors about the plan to hold a whole-school 'election', as discussed at a previous Full Governing Body (FGB) meeting. This initiative aimed to engage children in the political process. Campaigning would take place via posters and a form of party-political broadcast, but without any playground campaigning to avoid the risk of peer pressure or coercion.

Finally, it was noted that a Racial Equity Planning session, run by HEP for all Haringey schools, was scheduled for 1 July.

Site maintenance: DK reported that there had been 4 site visits and reports were available on Gov Hub.

4. Minutes of the meetings 12 May 2025

- Accuracy
The minutes were agreed as an accurate record of the meetings and signed by the Chair.
- Actions
None.
- Matters arising
None.

5. Chair's report

None.

6. Budget review

The Finance working party had met recently. LC reported that there was little new to report as the school was at the start of the financial year.

Some donations had been received from parents (£12,353) but there was a need to maintain pressure throughout the year on this item.

Fair Play: LC reported that Fair Play's claimed figures of what it would be able to pay the school from the expansion of its programme (a matter discussed in detail at previous meetings of the FGB) had now reduced from around £100,000 per year to first £82,000 and now £69,000 per year. He said that there had been a 'difficult conversation' about these numbers and that he was demanding transparency about the figures from Fair Play. He thanked MW who had attended this meeting. Another meeting was arranged for July. He encouraged governors to attend this.

On the broader budget, he reported that the school had found savings of around £30,000 following the most recent round of recruitment, but that all of this would be wiped out by the school having to fund an additional 1% on teachers' salaries, as part of the 4% national pay settlement. He added that the school had budgeted 3.2% for a pay increase for support staff. It was now likely that the final settlement would be higher than this.

Recruitment: The school had recruited a teacher to take on both Rainbow class and the SENCO role. The school had also recruited 1 x black and 1 x male teachers and an early careers teacher (ECT).

The school had also recruited TAs: the support staff budget had remained the same as in 2024/25 (£90,000), but it was likely that there would be another 2-3 children with very high needs, while a couple of children may move to a special school.

Buildings: the size and site of the school remained a challenge. For example, to replace fluorescent light with LED lighting cost £85 per unit.

Accent, the catering company, initially proposed a 5% price increase, but the school successfully negotiated this down to 3%. As this was below the current RPI for food, the school was satisfied with the outcome. It was also in ongoing discussions with Accent regarding its support in purchasing a new oven for the school.

LC reported that the school had paid off one of the two loans from LB Haringey.

Cash flow was an ongoing concern. This was likely to become more challenging now it was having to pay invoices to Ridgecrest, the cleaning firm.

LC said that his best hope was that the level of the school's deficit (forecast to be at £275,000 for the current financial year) remained stable and would not increase. It was unlikely that the school would be able to return to a balanced budget any time soon.

He reported that recent research showed that most schools had budgets that showed around 85% of budgets were devoted to staff. This was higher than recommended but was a reality, given the high level of needs of children.

7. Headteacher's report

LC apologised for the lateness of the written report and that there were gaps in the content.
Reception Admissions: The school was currently waiting on 3 children.
Nursery numbers were looking healthy.

Staffing: Paul Baker (site manager since 1983) was leaving. His replacement Luke Haynes had been appointed. A teacher would be taking unpaid sabbatical.

Y6 children had gone on the school residential: 2 children were going for the day only because of their specific needs. He said that the current Y6 was a very challenging group for the school. Behaviour had been especially difficult, not just in the playground but also in relation to how they approached their learning. He expected the end of year results to reflect this.

Q. BM asked if this year group was exceptional.

A. LC said that a few years ago there may have been a concern about 1 of the 4 Y6 classes. This year it was all 4 classes. Of course it was not the whole of the year group, but some individuals had a big impact.

Fund raising: this was an ongoing concern and needed regular reminders to be sent to parents with areas to be funded.

Q. SB asked about the Easy Fund-Raising app and recommended that this be taken up.

ACTION 2: LC to review the Easy Fund-Raising app.

Q. BM asked about approaching alumni.

A. LC said that the challenge with this, was to identify these individuals and to communicate with them.

ACTION 3: LC to review whether there was scope for improved identification of, and communication with, alumni.

Site maintenance: LC said that the next consideration was that by end of 2025 the school should have a sustainability and climate change action plan.

KS said that a parent from her class worked on carbon neutrality and would be happy to contribute to this plan.

ACTION 4: LC to contact the parent from KS's class re sustainability and climate change plan.

8. Safeguarding

No incidents to report.

9. Policies

None.

LC reported that BS had been reviewing policies to determine which needed to be reviewed and updated and approved.

10. Any other business

None.

11. Date of next meeting

9 July 2025

12. Confidential items

Reported separately under Part 2 minutes.



Signed.....Date.....9.7.25.....

Chair of Governors