



Ormesby Village Schools Federation (the School)

Ormesby Village Junior School
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Ormesby Village Infant School
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Headteacher: Mr Bradley Young

Virtual Full Governing Body Meeting

Thursday 22nd May 2025 at 4.00pm

Name	Initials	Role	Present / Apologies / Absent
Lizzi Angel	LAn	Staff Gov	Present from 4.35pm
Jane Bennett	JB	Parent Gov	Present
Sarah Burbage	SB	Co-opted Gov	Present
Jessica Cleevely	JC	Parent Gov	Present
Lauren Gardiner	LG	Chair, Co-opted Gov	Present
Annette McMylor	AM	Co-opted Gov	Present
Anthony O'Connor	AOC	Co-opted Gov	Present
Clive Sillitoe	CS	Vice Chair, Local Authority (LA) Gov	Present from 4.10pm
Bradley Young	BY	Head Teacher	Present

Rebecca Blakeway-Long	RBL	Clerk	Present
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Any wording in [] has been added for clarity and the order of some of the discussions may have been amended for fluency of the Minutes

		Action	By whom
1. Opening formalities	<p>1.1 Apologies and attendance As above.</p> <p>1.2 Acceptance of apologies N/A</p> <p>1.3 Pecuniary Interests relating to an Agenda item. None</p>		
2. Governor membership	<p>2.1 Welcome to new Governors The Chair introduced JB and SB.</p> <p>2.2 Governors to agree to appointment of SB SB left the meeting Governors agreed to appoint SB as Co-opted Governor. SB re-joined the meeting</p> <p>2.3 Vacancies – 1 x Co-opted Governor The Chair is in talks with another potential Governor.</p> <p>2.4 Staff Governor position LAn has been re-appointed to the GB, as she was the only member of the team who stood for the Staff Governor position.</p> <p>4.10pm – CS arrived</p>		

<p>3. Minutes of meeting dated 20.3.25</p>	<p>3.1 Refer to Action Point List <u>6.2.25</u> AP2 – completed</p> <p><u>20.3.25</u> AP1 – completed AP2 – completed AP3 - completed</p> <p>3.2 Agree the Minutes of 20.3.25 <u>Governors agreed</u> the Minutes.</p> <p>3.3 Chair to sign the Minutes The Chair signed the Minutes on Gov Hub.</p>		
<p>4. Chair's Report</p>	<p>The Chair stated that this meeting has trialed a new approach, whereby Governors read the HT Report in advance and then submit questions via Gov Hub, so that the HT has time to prepare answers. Going forward, Governors should submit questions 3 days before the meeting. Governor recruitment has been successful.</p>		
<p>5. HT's Report</p>	<p>The HT uploaded a written report to Governor Hub, which Governors read in advance of the meeting. Questions were submitted to the HT in advance of the meeting.</p> <p>The HT thanked Governors for attending the Challenge Day on Tuesday. Governor summaries have been shared with the team and some areas for development have already been acted upon. For example, the Y1 volunteer has been given more training on the special educational needs (SEND) in the class.</p> <p>The HT has had a positive conversation with the Education Health Care Plan (EHCP) Co-ordinator in respect of funding.</p> <p>This item is subject to a Confidential Minute.</p>		

4.35pm – LA arrived

Governor Challenge – what is the plan if new funding does not cover the NI increase and the Staff pay rises? Is a top-down restructure being considered for all roles? What about amalgamating both Schools onto 1 site?

HT response – in respect of the potential amalgamation, we currently receive a lump sum of about £140k for each site. The savings that we could make from the amalgamation are only about £60k, so we would actually lose £80k. This means that the amalgamation is not currently viable. If we were on just 1 site, it would not be necessary to have a full-time deputy head teacher, which in turn would limit the amount of senior leadership (SLT) support. Staff savings of £80k would have to be made, but we are unable to make that sort of saving. Amalgamation could be done, but it would leave us in a worse place. We would also need building works to be carried out at the Junior's and we have been told that we would need to take the pre-school with us. I may have to look at cutting other services. For example, we will no longer use Premier Sports for any sessions which cannot be met from the sports premium funding. This has a knock-on effect, that other activities may need to be curtailed.

Governor Challenge - have it been confirmed that the School should not be expected to pay for any of the pre-school improvements, including the new fire equipment?

HT response – I haven't received any confirmation, I just haven't paid for it. If the pre-school want fire equipment, they will need to pay for it. They accepted the letter that LG sent them in respect of payment for the utilities and they have set up their own bins.

Governor Challenge - I saw a mention of the bees and groups going out to them. Have children actually been with them at all yet?

HT response - AM will form groups of children to join us on the weekly inspections and we will use the immersive room to assist with learning. However, it is weather dependent now, as we cannot open the hives if it is below 10 degrees.

Governor Challenge - what additional support, if any, is being explored to manage increasing behaviour challenges in the Infant's, especially with reduced staffing?

HT response - behaviour today was very disruptive in Y1. I have been up and down 5 times for the same child, who kept becoming very dysregulated over very small things, for example, being asked to do something they did not want to do. It is monopolising Staff time and disrupting learning for all. We need to look at alternative provisions and specialist resource bases and more

assessments need to be accessed. We have asked other external teams to come in and monitor the behaviour. We do use Lego and play therapy, but it is currently too soon to assess whether it is having an impact. Additionally, some children are not quite ready for play therapy. It's a challenge, but it looks like we will have to get more support.

Governor Challenge - how involved are the parents of disruptive children?

HT response – they are very involved. We have conversations with parents, we create behaviour plans which are shared with parents and, if alternative provisions are appropriate, we would involve the parents. They are involved pretty much from start. Some parents buy in straight away, whereas others are in denial and battle the whole way. We do have a whole spectrum of responses, but we bring it back to the child's needs. We have had STEPS training, which helped us to reflect on our support plans, but the persistently poor behaviour at the level we are seeing, is unfair on all the other children. We do everything we can to try to change behaviours, but we can get to the point where there is nothing else we can do, as the child does have to meet us part way. We don't want to suspend or exclude, but ultimately, we have to keep everyone safe.

LG response – the team are always going over and above in order to meet needs. During this week's Challenge Day, CS and I saw that there are learners who are wearing down the team. There are a lot of challenges, but there is support for the Staff.

Governor Challenge - how is Staff morale being monitored and supported, especially at the Infant's?

HT response – lots of things can impact on Staff morale, such as the change in SEND funding and the recent restructure. I have regular conversations with Staff, we organise lots of wellbeing activities, particularly at the Infant's and Staff know that they can come to me if they become overwhelmed. I will always ask if there is anything that I can do. I need the team and I need them to be fully fit. AM and I cover lessons, so we see the challenges.

Governor Challenge - what is the contingency plan if the School is unable to recruit a new Finance Officer before the end of the academic year?

HT response - I had a call from the LA Finance Officer, as Jenny is due to retire and I had asked for help with recruitment. Jenny will sit on panel with me and I would like the LA to assist. I have received 1 enquiry from someone with retail finance, but not much other interest. We could increase the service level agreement that we have with the LA and we could look at a temporary, part time role. I may need to advertise again over a broader area.

Governor Challenge - how are extracurricular activities, trips and clubs being evaluated in terms of impact on pupil aspiration and engagement?

HT response – there is no formal structure for evaluation. We do have conversations with the children after the trips and trips are linked in to the curriculum. For example, the children visited Hampton Court early on in the academic year, in order to widen their knowledge of the Tudors and to enable them to have a greater understanding of the topic as the teaching progressed. With regards to clubs, when Ofsted came in, I put together a report showing the numbers of SEND and pupil premium children who attend. There has been a steady growth over the past few years. Gymnastics and after-School clubs are well attended. The girl’s football team reached the finals in 3 competitions, winning 1 event. This was celebrated.

Governor Challenge - what is the School doing to close the attainment gap between boys and girls, especially in the Infant’s? What additional strategies are being used to address lower outcomes in writing in the Infant’s this term?

HT response – we have additional reading for less confident readers, for example, daily morning reads, afternoon reading sessions and the reading dog. In YR, in order to reduce the gap, we provide the children with independent tasks to complete, with the boys being specifically targeted with themes that they are more likely to buy into. In Y1, we have daily sessions which are bespoke to individual pupils and we also have strategies for writing, such as scaffolded writing. We are delivering the foundations of writing. In Y2, we offer bespoke phonics sessions, as well as other afternoon interventions.

Governor Challenge – is the attainment gap in the lower part of the School historic or is it specific to the year group?

HT response – I think that it is specific to the cohort, as there never seems to be an obvious pattern. For example, in Y4, the boys have better attainment than the girls.

Governor Challenge – what about the gap at the point of entry to the School? Are you planning now in readiness for September?

HT response – we look at gaps each term and put strategies in place. However, not every child comes from a private Nursery or a school based pre-school provision. Usually, children who come from a pre-school provision are more “school ready”. We do react early on in order to close the gaps. With regards to September, we will share data at the September Inset, so that all members of the team know their children and can make appropriate adaptations. This allows us to make early changes. The main issue with closing the gaps is finding the time to carry out the interventions.

Governor Challenge - how can Governors best support the SLT in terms of SEND funding?

	<p>HT response – we completed and submitted the costed provision maps, following which LAn and AM attended LA training. This training stated that we can include our TAs, even if they are not attached to specific to SEND children. The LA then came back and said there were anomalies and we had to remove the non-SEND specific TAs. This then came back showing that we had a £30k surplus balance. I talked to the EHCP Co-ordinator and he informed me that the provision maps were fine and we should get a decent chunk of element 3 funding, perhaps somewhere in the region of £25k for the Infant’s. He also mentioned a figure of £100k at the Junior’s, but these still need to be approved. I did state my concerns, saying that if it came to it, I would refuse to open a class due to safety. He was very supportive and said that we should hear about funding on the 2 June.</p> <p>JB response – the SEND Team has a priority to reduce the numbers of complaints, so a forthright approach from Governors might be required.</p> <p>Governor Challenge - how is the Ofsted priority of assessment being followed up in regards to the identification of errors and misconceptions in written work at the Junior’s?</p> <p>HT response – this priority was based on 2 maths books. It felt a bit stringent to have a priority based on just 2 books. Sonia from VNET has provided training and a new planning framework was shared with the team, which Staff are adapting and using. There was a need to build in time for the children to respond to the marking. We have also looked at the Marking and Feedback Policy. Sonia is returning to the School on 10 June in order to review maths again.</p> <p>Governors expressed their thanks and gratitude for the hard work carried out by all Staff.</p>		
6. Administration and management	<p>6.1 Premises N/A</p> <p>6.2 H&S N/A</p> <p>6.3 Cyber security N/A</p>		

7. Finance and themed audits	<p>7.1 Budget review The skill's audit and restructure of the Support Staff at the Infant's has been completed. This has resulted in a surplus in year 1. Without the LA's support for the redundancies, the surplus would be cancelled out and there would be deficits in all 3 years. There have been a lot of cuts made, but further cuts will have an impact on the children and will make the School less effective. For example, if the attendance reward trip is cancelled, this may impact on attendance. If the School no longer subsidises trips, some pupils may not be able to join and the trips may not run. The cuts to the Support Staff will have a knock-on effect, as there are high levels of SEND need.</p> <p>7.2 Themed audits – if any None</p> <p>7.3 Any other financial matters Not applicable</p>		
8. Behaviour and Safeguarding	<p>8.1 Behaviour See item 5 above</p> <p>8.2 Safeguarding See item 5 above.</p>		
9. Sustainability Leadership	<p>JC informed Governors that work on sustainability is ongoing. Some Teachers have taken it onboard and have sustainability work included in their targets. AOC will liaise with the Safety Council after half-term.</p> <p>The HT stated that the School has had to purchase separate bins for food waste, there is an upcoming planting day, the children will be educated on bees and pollination, new trees have been planted at the Junior's and Bikeability is due to take place.</p>		
10. Governors	<p>10.1 Training and CPD The Clerk will add bite-size PEX training to the Autumn 2 Agenda</p>	AP1. Add bite-size PEX to Autumn 2	RBL

	<p>LA explained “Bucket Therapy”</p> <p>10.2 Feedback from Challenge Day</p> <p>The Challenge Day took place on the morning of Tuesday 20 May 2025.</p> <p>CS and LG visited the Infant’s. Their notes included the following:</p> <ul style="list-style-type: none"> (1) YR and Y2 had clear routines and strategies in place to meet need (2) The YR and Y2 SEND pupils were able to talk about what they were doing and why (3) Staff used “bucket therapy” <p>Areas for development include:</p> <ul style="list-style-type: none"> (1) Consistency through the School (2) Raising awareness of Y1 volunteer (3) Use some of the tactics employed for SEND pupils for the whole class, for example, displaying a timetable on the wall <p>JB and JC visited the Junior’s. Their notes included the following:</p> <ul style="list-style-type: none"> (1) Obvious adaptations were immediately visible (2) A highly inclusive ethos (3) A high level of SEND knowledge by the SEND team (4) Individual education plans are subject to a robust review cycle (5) There is support for the transition of SEND children <p>Areas for development included:</p> <ul style="list-style-type: none"> (1) Consistent coverage for pupils in unstructured tasks (2) A skill’s audit for Staff to inform future CPD (3) A need to look at outcomes data to see the impact of interventions (4) Improve Y6 pupil’s understanding of the difference between primary and high school settings 		
11. Policies	<p>Governors agreed to ratify the following Policies:</p> <ul style="list-style-type: none"> · E-safety · FOI Publications Scheme 		

	<ul style="list-style-type: none"> · Intimate Care · IT Acceptable Use · Staff discipline, conduct and grievance · Allegations of abuse against Staff 		
12. AOB and next FGB dates	<p>LAn stated that she had been approached by a member of Staff. Governors stated that they are aware of the issues involved, but they are not able to interact further, as this can affect their ability to hear any future proceedings.</p> <p>Next FGB meetings, all at 4pm: 10 July 2025 – short meeting, followed by Celebration meal for CS’s retirement</p> <p>The meeting closed at 5.58pm.</p>	AP2. Book a table at Planet Spice	IC

Signed by The Chair	On
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