

Full Governing Board Meeting **PART A**
Minutes of the Meeting held on Wednesday 20th July 2022
at 6:00pm at the Sherwood Hill Campus



Fran Boto (FB)	Co-opted Governor	Present (from 6:10pm)	
Eileen Bone (EB)	Foundation Governor (Vice-Chair)	Present	
Robin Dear (RD)	Foundation Governor	Present	
Matthew Grew (MG)	Co-opted Governor	Present	
Claire Hadcocks (CH)	Co-opted Governor	Present	
Brian Ikin (BI)	Co-opted Governor (Chair)	Present	
David Murden (DM)	Ex-Officio Governor / Headteacher	Present	
Chris Williams (CW)	Local Authority Governor	Present	
Stephenie Shvern (SS)	Parent Governor		Absent
Tracey Townsend (TT)	Staff Governor	Present	
Vajeha Haq (VH)	Parent Governor	Present	
Natalie Taylor (NT)	Associate Member (AM)		Absent
Rosemary Viggiani (RV)	Clerk	Present	

	Item	Action
1.	<p>Welcome; Apologies for absence and quorum (3)</p> <p>CH opened the meeting at 6pm and welcomed all to the Sherwood Hill Campus. Apologies were received and accepted from SS and NT for personal reasons. The Chair gave thanks to Tracey Townsend noting that this is to be her last meeting as a staff governor with the school.</p> <p>Declarations of Interest</p> <p>There were no declarations of interest regarding items on the agenda.</p> <p>Appointment of Governors and welcome / introductions</p> <p><u>Co-opted Governor</u></p> <p>CH introduced and welcomed Gemma Davies (GD). GD was recommended for appointment as a co-opted Governor. GD said a few words regarding her experience and left the room</p> <p>DECISION: The Board unanimously appointed Gemma Davies as a co-opted governor. GD was invited back into the room and congratulated on her appointment.</p> <p><u>Associate Member:</u></p> <p>NT was recommended as an Associate Member in her absence. She had applied for the role of Parent Governor but her application was received late by the Clerk and after VH was appointed. The Chair had spoken with NT and suggested that the role of Associate Member may be appropriate given her experience as a parent and her passion to support the school. It was suggested that the role should be for a year and could be renewed after that time.</p> <p>DECISION: Natalie Taylor was unanimously appointed as an Associate Member for a period of one year.</p> <p><i>Fran Boto joined the meeting at 6:10pm</i></p> <p>It was noted that the co-opted roles on the board are now fully appointed; a staff governor replacement will be sought in the Autumn Term. <i>Note post meeting: SS resigned as a parent governor following the meeting and nominations for a parent governor will also be sought early in the Autumn Term.</i></p>	

	Item	Action
2.	<p>Minutes of the previous meeting held on 30th March 2022 and 16th May 2022</p> <p>DECISION: The Part A and Part B Minutes for the meetings on 30th March 2022 and 16th May 2022 were approved by the Board to be signed by the Chair.</p> <p>Matters arising (see action list below)</p> <p>The actions outstanding are noted in the table below.</p> <p>Action 13 was replaced by Action 47: EB to work with the school (Jess, Simon, Karen) to review the monitoring needs of the Board in relation to audit and advice around Ofsted and the schedule for review both at Committee and Full Board level.</p> <p>Action 24: A number of gaps have been identified by Jacqueline Jenkins. She has recommended a complete update of the website and provided a quotation that is beyond the school's current budget.</p> <p>ACTION: RV to review the website over the summer holidays. DM to consider the options for refreshing the website (note VH has a contact who can provide a more competitive quote)</p>	<p>47</p> <p>48</p>
3.	<p>Strategy and Governing Documents</p> <p><u>Update from the Strategy Day</u></p> <p>The Ofsted training had been thought provoking and the learning points were discussed. The importance of all stakeholders understanding the school ethos was reinforced during the Ofsted session and the discussion re the school vision and ethos later in the day was very timely.</p> <p>The Board had been reassured by the trainer's view of the Board and noted their tendency to under-estimate the strengths of the Board. The Board should be more confident in their own skills, experience and understanding of the school. It was noted that the trainer had felt that some areas are already outstanding and that all governors are not expected to know everything but should know where to find things if asked.</p> <p>It was noted that some matters need addressing and some straightforward actions are in hand with regards to safeguarding and the website. Once those matters are addressed, in the opinion of the trainer, the breadth and depth of experience within the school alongside the early interventions are real strengths.</p> <p>It was agreed that we have something of a tendency to be critical of ourselves which speaks to the high expectations of all in the school; this has been exacerbated by the journey that the leadership and board have been on and the inevitable crisis management through the pandemic. There is now a need for a period of stability to get all basics right and to clearly establish our vision and ethos – getting the language right and sharing it within the school community.</p> <p>It was agreed that the focus has to remain on ensuring that we deliver the very best education for our students – the focus should not be on Ofsted in isolation; Ofsted should find that we are doing good work – they are not aiming to catch us out. There are some important learning points and it is important to understand and address these properly.</p> <p>The Chair asked all governors for their views on the day. All agreed the value of being in school and meeting the staff, students and leadership team. It was an enriching experience.</p> <p>The importance of being more visible in the classroom and building a rapport with the staff was acknowledged. There had been great feedback from the staff and the structure of the day leading from this in-class experience to more strategic discussions was welcomed.</p> <p>Governors felt that they had a better understanding of the school's trans-disciplinary approach as a result of the day and the passion demonstrated by all staff was clear.</p> <p>Ethos, Vision and Values discussion was very valuable and the "Breaking the Mould" strap line was agreed as being highly appropriate. Governors reviewed that draft of the Ethos, Vision and Values and made a few minor but significant improvements that will help shape future decisions by the Board.</p>	

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<p>DECISION: The Board adopted the Ethos, Vision and Values statement.</p> <p>ACTION: CH to draft the initial strategic goals arising from the Ethos for discussion at the first FGB in the Autumn Term.</p> <p><u>GB Self-Review and Skills Audit</u></p> <p>The GB Self Review and Skills Audit had been reviewed at the Strategy Day on the 12th July.</p> <p><u>To approve the key Governing Documents for the Board for 2022-23</u></p> <p>The governing documents had been circulated prior to the meeting.</p> <p>DECISION: The Board approved the: Code of Conduct for 2022-23 Meeting Schedule and dates for 2022-23 Board Structure for 2022-23 Scheme of Delegation for 2022-23</p> <p><u>To appoint: Chair and Vice Chair of the Board for 2022/23</u></p> <p>It was noted that the Chair had been appointed for a two year period in September 2022 so this election was not required.</p> <p>Nominations had been sought for the role of Vice-Chair prior to the meeting. One nomination had been received: Eileen Bone was willing to stand for a further two year term of office. There were no other nominations.</p> <p>DECISION: The Board unanimously appointed Eileen Bone as Vice Chair for a two year term.</p> <p><u>Chairs of Finance; Staffing & Curriculum; Premises, Health & Safety and Pay Committees</u></p> <p>Nominations had been sought for these roles prior to the meeting.</p> <p>DECISION: The Board appointed the following Chairs for the Committees for 2022-23:</p> <table border="0" data-bbox="351 1064 909 1232"> <tr> <td>Finance:</td> <td>Brian Ikin</td> </tr> <tr> <td>Premises, Health and Safety:</td> <td>Chris Williams</td> </tr> <tr> <td>Curriculum and Staffing:</td> <td>Eileen Bone</td> </tr> <tr> <td>Pay Committee</td> <td>Matthew Grew</td> </tr> </table> <p><u>To agree Link Governors</u></p> <p>The Board considered the potential for a broader range of Link Governors to include Link Governors for Equality & Diversity; Wellbeing and Attendance; Teaching and Learning; Early Years; Reading (Literacy) and GDPR. This arose during the training at the Strategy Day.</p> <p>On balance it was agreed that it would be better to ensure that these matters are adequately covered in Committee discussions and that Link Governors should focus on the core roles recommended by the DfE and that it was better to do these roles well developing a depth of experience rather than spreading the Board's time too thinly.</p> <table border="1" data-bbox="247 1534 1332 1848"> <thead> <tr> <th><u>Link Role</u></th> <th><u>Link Governor</u></th> </tr> </thead> <tbody> <tr> <td>Safeguarding / Child Protection (x 2)</td> <td>Eileen Bone; Vacancy</td> </tr> <tr> <td>SEND</td> <td>Claire Hadcocks</td> </tr> <tr> <td>Careers / Post 16</td> <td>Fran Boto</td> </tr> <tr> <td>Pupil Premium; LAC and Disadvantaged Children</td> <td>Chris Williams</td> </tr> <tr> <td>Governor induction and personal development</td> <td>Claire Hadcocks / Eileen Bone</td> </tr> </tbody> </table>	Finance:	Brian Ikin	Premises, Health and Safety:	Chris Williams	Curriculum and Staffing:	Eileen Bone	Pay Committee	Matthew Grew	<u>Link Role</u>	<u>Link Governor</u>	Safeguarding / Child Protection (x 2)	Eileen Bone; Vacancy	SEND	Claire Hadcocks	Careers / Post 16	Fran Boto	Pupil Premium; LAC and Disadvantaged Children	Chris Williams	Governor induction and personal development	Claire Hadcocks / Eileen Bone	<p>49</p>
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<p>ACTION: To finalise Committee Membership and Link Governor Roles for September. RV to circulate details of Link Roles for people to consider and volunteers to be appointed at the first FGB in the Autumn Term. Also to research options for Safeguarding / Safer Recruitment training for Governors.</p>	<p>50</p>																				

	Item	Action
4.	<p>Finance:</p> <p><u>Update from the Finance Committee</u></p> <p>RD gave an update from the Finance Committee which had taken place at the end of the Strategy Day. Points covered included a demonstration of the Access software used for financial reporting and budgeting and the reassurance that this had provided in terms of the process and depth of information now used for budgeting and the detailed management information that is now available with clear and robust accompanying commentary. The Board are now in a much better position to effectively monitor the finances on a regular basis and understand any variances.</p> <p><u>Management Accounts to the end of June 2022 (Q)</u></p> <p>The Board reviewed the management accounts to the end of June 2022 and noted that the situation is slightly better than planned. The reason for the positive variance (of a 90k surplus vs the budgeted 50k) was noted as being the adjustment to reflect the current agency vs. employed staff position. At the end of the first quarter the school is in a good position but will need to maintain focus and discipline in this area going forward.</p> <p>It was noted that the next priority for the Finance team is the automation of invoicing. BW is reviewing the options and is confident that he can identify an affordable tool that can be adopted to speed up the process and allow invoicing in a more timely manner.</p> <p>Cash flow was also reviewed. Whilst the school is in a healthy overall budget position it was noted that cashflow remains a high focus area. There is still a loan outstanding to the Local Authority; the cashflow plan needs to be formalised and worked through with the LA to provide an agreed plan for repayment without detriment to the schools liquidity.</p> <p>Overall the financial situation is encouraging with a reassuring consistency of reporting and depth of budgeting. The Board noted the extraordinary effort in this area by Barry Walder and his team and asked that their thanks be passed on.</p> <p><u>Update re Risk Management</u></p> <p>It was noted that the Committee will ensure that the school have a meaningful risk register in place during next term that will cover all risks, not just financial.</p> <p><u>Update re SFVS Action Plan for 2021-22</u></p> <p>This was reviewed and it was noted that this will feed into the Risk Management discussions noted above.</p>	
5.	<p>Update from other committees:</p> <p><u>Update from the Staffing and Curriculum Committee</u></p> <p>The Minutes from the last meeting were circulated prior to the FGB.</p> <p>It was noted that risks assessments are ongoing and a meeting to scrutinise the SCR is vital for next term.</p> <p>ACTION: EB to visit to review the SCR early in the Autumn Term and to liaise with CH, DM and RV with regards to establishing a half termly SCR Audit Committee.</p> <p>Uniform: DM is planning to consult with parents regarding a plain uniform without the tree logo; this would be more economic for parents.</p> <p>EB talked through the actions arising from the meeting.</p> <p>It was noted that DM will be meeting with the Leadership Team on Friday afternoon to agree the school's response to the SEND Green Paper. The response will be shared with the Board.</p> <p>It was noted that the LA have provided a separate response to the consultation.</p> <p>It was agreed that it would be helpful for Governors to attend the in-house staff update with regards to Safeguarding.</p>	51

Item	Action
<p>ACTION: RV to ask Anna for in-house Safeguarding training dates for circulation to all Governors.</p> <p>The Board noted the good work being undertaken on monitoring student progress.</p> <p><u>Update from the Premises, Health and Safety Committee</u> <i>The minutes had been circulated prior to the meeting.</i></p> <p>CW noted that this was his first meeting as Chair.</p> <p>The meeting had centred around the Premises Report and discussed the key points arising. Access control and the need to update the Index Systems was discussed and there will be a proposal to the Finance Committee in due course that should resolve the issues.</p> <p><i>Governors had asked about the safeguarding risks and been reassured that there was no risk of children being able to exit the school. What issues there are should be resolved by the updated system.</i></p> <p>The developments planned on the campuses are an ongoing process and are being effectively managed. The LA has discussed opportunities for the use of office space with Bandon Hill but there are no details available yet. However, it is encouraging that people are thinking about ways to make things work. The LA has accepted the need for more 1:1 space and additional office space which is encouraging given the multitude of pressures on the LA. The plans have not yet been circulated.</p> <p>There are early thoughts on expansions to Sherwood Park as well as potential developments at Robin Hood Lane which would form Phase 3 and be LA funded if it happens. Overall the position presented was very positive.</p> <p><i>Governors discussed whether the plans for all schools to be members of a MAT might affect these plans but concluded that the horizon of 2030 was far enough in the future to not present problems in this area at present. The school already has its largest student numbers and has to have the capacity to operate safely.</i></p> <p><u>Approval of rates for Lettings</u> These will be presented to a future meeting.</p>	<p>52</p>
<p>6. Headteacher's Report</p> <p><i>The Headteacher's Report was circulated prior to the meeting.</i></p> <p>It was noted that this report had already been scrutinised by the Committees.</p> <p><i>Governors asked about staff vacancies for September?</i></p> <p>The Head provided an update noting that all vacancies have been filled at The Hill; two agency teachers had been interviewed and been in class for two days; this was an exciting development with the potential to appoint them as permanent members of staff in the future. There is one vacancy at The Park and the school are looking at agency staff for this role. Overall DM is pleased at the position at this stage in the year.</p> <p>Are regards TAs; fewer had resigned than last year, the School are finding recruitment is going well in this area.</p> <p>It was noted that the agency staff are generally returning so are known to the school; this is very reassuring to the permanent members of staff.</p> <p><u>Covid Update</u> It was noted that Covid is still presenting challenges through staff and student absence.</p> <p><u>Update on planned premises works and the third site</u> This was discussed in Item 5 above.</p>	

Item	Action
<p><u>Update on staffing and wellbeing of staff, students and parents / carers</u></p> <p>DM provided a brief overview of wellbeing.</p> <p><u>To approve INSET dates for 2022-23 (Action 41)</u></p> <p>These are approved as published on the website.</p> <p><u>Update on teacher appraisals</u></p> <p>Governors had been very clear after the pay committee last year that they wish to see clear targets aligned to pupil progress for all teachers. DM provided an update and noted that the targets set are much tighter than ever before. They are smarter and the quality of the targets and performance are monitored.</p> <p><u>Update on pupil progress.</u></p> <p>DM provided an update on the mid-term data checks.</p> <p>The Hill are much as they were during the Spring term and are doing well with high achievement. At the Park there is really encouraging progress; the majority of students are on track and this will be presented to the Board in the Autumn Term.</p> <p>With regards to target setting, this will be explored at the Staffing and Curriculum Committee to ensure that targets are appropriate and triangulate around the students EHCP targets. Governors asked about the process used for moderation.</p> <p>DM explained the trans-disciplinary process and the robustness of the target setting; Attendance was discussed for the Spring term; governors noted that it will be helpful to see the data for the Summer term attendance in due course.</p> <p>DM noted the need to automate the data collection and analysis as it has to be generated manually at present. The opportunities provided by SIMS will be explored but it was noted that there were a number of staff on long-term sick leave at present adding to the pressures.</p> <p>Standing Items: Update re Safeguarding; Health and Safety; GDPR</p> <p><u>Safeguarding:</u> The recent Safeguarding Audit had been overwhelmingly positive. The school knows the safeguarding priorities and has all the right processes leading to early help and knowing when to intervene. Comments had been made noting that safeguarding and the student voice are embedded in the curriculum. The passion for supporting children with autism was noted in the report..</p> <p>There were some learning points e.g. with regards to visitor badges and the school have ordered a signing in system to be operational from September.</p> <p>The biggest issue raised was around the SCR; DM did an internal audit in anticipation of the LA audit and had undertaken checks against the records. Gaps identified are being followed up and all issues should be resolved over the summer.</p> <p><i>Governors asked if any follow up to this audit was planned?</i></p> <p>DM responded that a further external audit was being considered and described the internal audit checks being undertaken. It was noted as being encouraging that the points raised were matters that are easily rectified and not indicative of embedded failures.</p> <p>ACTION: DM to circulate the safeguarding audit to all Board members.</p> <p><u>Health and Safety:</u> There was nothing to report.</p> <p><u>GDPR:</u> See the Part B Minutes.</p>	53
<p>7. Policies for approval</p> <p><u>Admissions Policy</u></p> <p>DECISION: The Board approved the Admissions Policy – July 2022</p>	

	Item	Action
	<p><u>Early Careers Teachers (ECT) Policy</u></p> <p>DECISION: The Board approved the Early Careers Teachers (ECT) Policy subject to clarification of the role of Octavo.</p> <p><u>Staff Appraisal Policy</u></p> <p>Governors raised a number of queries around the reference to a planning statement and inconsistencies between the Pay and Appraisal Policies with regards to the criteria for progressing on the Upper Pay Scale (UPS).</p> <p>Governors also questioned whether three formal observations was sufficient. DM confirmed that three formal observations are appropriate and are supported by other means of observation and review.</p> <p>DECISION: The Board approved the Staff Appraisal Policy subject to the changes noted regarding to the potentially unnecessary reference to the planning statement.</p> <p><u>Pay Policy</u></p> <p>DECISION: The Board did NOT approve the Pay Policy.</p> <p>ACTION: DM to re-present the Pay Policy to FGB in the Autumn Term.</p> <p><u>Careers Education and Guidance</u></p> <p>It was noted that the table summarising the activities for KS2 through to post 16 were incomplete although the text of the policy was OK.</p> <p>DECISION: The Board approved the Careers Education and Guidance Policy subject to updating the table for KS2 to Post-16.</p> <p>ACTION: RV to liaise regarding the update of the Careers Education and Guidance Policy.</p> <p><u>Food Policy – to delegate approval to the Headteacher</u></p> <p>DECISION: The Board delegated the approval of the Food Policy to the Headteacher</p> <p><u>To note planned dates for review:</u></p> <p>It was noted that the following policies had previously had their review dates extended and efforts are being made to bring them for approval in the Autumn Term:</p> <ul style="list-style-type: none"> Special Educational Needs (SEND) Policy Health & Safety Policy Lettings Policy Staff Induction and Probation Policy GDPR Policies (Data Protection; Data Breach; Protection of Biometric Data; Data Privacy Statements Staff Grievance Policy Staff Capability Policy Educational Visits Policy 	<p>54</p> <p>55</p>
8.	<p>Governor Visits and Training</p> <p>The Governor Training Record was circulated for information prior to the meeting.</p> <p>The importance of Safeguarding Training was emphasised. All Governors were asked to complete safeguarding training by the end of the summer holidays in preparation for next year.</p> <p>Training is available through the Sutton Governor Services and the Learning Link – also the Home Office Prevent Training; RV will follow up with Anna re dates for internal Safeguarding Training.</p> <p>Governors were also encouraged to attend equality training sessions e.g. Tackling race inequality in BAME staff: the role of leaders and governors – Professor Paul Miller (Online - 13 Oct 2022).</p>	

	Item	Action
9.	Correspondence with the Chair / Chair's Actions Relevant discussions are recorded in the Part B Minutes.	
5.	Confidential items These discussions are recorded in the Part B Minutes.	
	Any other business / Dates of future meetings There was no other business. Governors thanked Tracey for her support as a staff governor and wished her all the best for her future. <u>Forthcoming Meetings:</u> Premises, Health & Safety: 14 th September 2022 Finance: 28 th September 2022 FGB: 5 th October 2022 Pay: 18 th October 2022 Finance: 19 th October 2022	
	The meeting closed at 8:34pm.	

Signed: C. Hadcock Print Name: C. HADCOCK
Chair Date: 3/10/22

Action list

Item	Action point	Who	By when	Update
Actions arising from the Meeting of the 29 th September 2021				
3	DM to report back to the GB regarding the monitoring and control of access controls (both system and people related) and to look further into the availability of funding.	DM	Dec 2021	Premises Committee to take forwards; action closed
7.	To request Governor Support to provide a whole governor training session on Ofsted readiness to be held in school. Note: request emailed to Governor Support 6/10/21	CH	Dec 2021	Session held at the Strategy Day; action closed
8.	EB to create an Induction Guide for new governors	EB	Mar 22	Induction Guide completed; action closed
Actions arising from the meeting of the 8 th December 2021				
13.	EB to work with the school to review the monitoring needs of the Board in relation to Safeguarding and Behaviour Management and the schedule for review both at Committee and Full Board level.	EB	Feb 22	Action closed and replaced by Action 47.
15.	DM to invite Jean to a meeting in the Spring to recognise her contribution to the school over many years. DM will invite Mavis to the meeting to mark Jean's departure.	DM	July 22	Action Closed
16.	DM to follow up to find out the situation regarding the ownership of the school's land.	DM	FGB T2	Action transferred to the Finance Committee to explore how the school can have ownership of the land returned to it. DM to approach Browne Jacobsen for advice.
24.	RV to work with DM and CH to review the website and ensure compliance with statutory requirements. Also to include governor biographies.	RV, DM, CH	Feb 22	Action closed and replaced by Action 48.
28.	BI/CH to clarify the role and responsibilities of the Responsible Officer and consider other potential options for carrying out the role e.g. through peer review.	BI, CH	Feb 22	The RO role is not required; the Finance Committee are reviewing the statutory requirements as regards internal scrutiny; action closed.
Actions arising from the meeting of 31 st January 2022				
33.	BW to manage the requirement to borrow from the LA to manage our cash flow and to provide a cash statement for Governors to review	BW		Finance Committee to monitor; action closed

Item	Action point	Who	By when	Update
Actions arising from the meeting of 23 rd February 2022				
35	DM and BW to progress discussions with the LA regarding the 3 year plan and deficit recovery and to arrange the admission of the additional 7 students as soon as possible.	DM/BW		Three year plan and DRP agreed; action closed
Actions arising from the meeting of 23 rd February 2022				
37	RV to follow up SS and new Governors to ensure that all documents including the Register of Business Interests and KCSIE are completed.	RV	May 22	In hand – to be followed up for 2022-23 at this meeting; action closed
38	BW, BI and DM to agree a revised reporting regime for the Board re finances	BI, BW, DM	July 22	Improved reporting is now in place and being monitored by the Finance Committee; action closed
40	To put a discussion on the agenda for the next C&S meeting to review and triangulate the data regarding target setting and assessments to ensure that governors understand the processes and achievements. Anonymous case studies will be helpful.	RV	May 22	Action transferred to S&C Committee; action closed.
41	DM to confirm Inset dates for 2022-23 for approval at the next FGB.	DM	July FGB	On the website - action closed
-	EB to circulate her Safeguarding Link Governor Report to the Board.	EB	May 22	Report has been completed; EB to circulate
Actions arising from the Meeting of the 16 th May 2022				
43	RV to follow up with Natalie Taylor regarding her application form.	RV	July 22	Application form received; action closed
44	DM to check with the LA that Works in Progress insurance is included in their plans for the extension at The Hill and that the school needs no further insurance cover for this.	DM	July 22	Covered in Finance Committee – action closed
45	DM to check with BW as to whether the additional infrastructure and running costs will be provided by the LA as a part of the budget for the build at The Hill campus.	DM	June 22	DM is assuming that this is the School's cost; action closed.
46	DM to present an update re the third site at the FGB in July	DM	July 22	On the agenda (item 6); action closed.

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Actions arising from the Meeting of the 20 th July 2022				
47	EB to work with the school (Jess, Simon, Karen) to review the monitoring needs of the Board in relation to audit and advice around Ofsted and the schedule for review both at Committee and Full Board level.	EB	Sept 22	
48	RV to review the website over the summer holidays. DM to consider the options for refreshing the website (note VH may have a contact who can provide a more competitive quote)	RV/DM	Sept 22	
49	CH to draft the initial strategic goals arising from the Ethos for discussion at the first FGB in the Autumn Term.	CH	Sept 22	
50	To finalise Committee Membership and Link Governor Roles for September. RV to circulate details of Link Roles for people to consider and volunteers to be appointed at the first FGB in the Autumn Term. Also to research options for Safeguarding / Safer Recruitment training.	RV / All	Sept 22	
51	EB to visit to review the SCR early in the Autumn Term and to liaise with CH, DM and RV with regards to a regular SCR Audit Committee.	EB/CH/DM/RV	Sept 22	
52	RV to ask Anna for in-house Safeguarding training dates.	RV	Sept 22	
53	DM to circulate the safeguarding audit to all Board members.	DM	Sept 22	
54	DM to re-present the Pay Policy to FGB in the Autumn Term.	DM	Sept 22	
55	RV to liaise regarding the update of the Careers Education and Guidance Policy.	RV	Sept 22	