



**MINUTES OF DYSART SCHOOL LOCAL GOVERNING BODY (LGB) MEETING ON
WEDNESDAY 9TH MARCH 2022 @ 5 PM (REMOTE MEETING)**

Governors present:

Thowheetha Shaah (Chair) [TS]
 Jackie Van West (Vice Chair) [JVW]
 Leigh Edser (Principal) [LE]
 Tony Williams [TW]
 Carly Murphy [CM]
 Heini Furrer [HF]

Also present:

Kelly Collett (Clerk)
 Emmet Murphy (Deputy Principal) [EM]

1	WELCOME AND INTRODUCTIONS TS welcomed everyone to the meeting.
2	APOLOGIES FOR ABSENCE Apologies were received from Rosemary Jubraj.
3	DECLARATIONS OF INTEREST None declared.
4	CONSTITUTION AND APPOINTMENTS Governors agreed to:
	i Recommend the re-appointment of Thowheetha Shaah for a further three-year term commencing 01.07.2022.
	ii Recommend the re-appointment of Jackie Van-West for a further three-year term commencing 01.07.2022.
	Governors noted:
	iii That Heini Furrer's term of office will end on 30.06.2022 and that all staff will be invited to apply for the role in the summer term.
	iv That Rosemary Jubraj's term of office will end on 30.06.2022 and that all parents / carers will be invited to apply for the role in the summer term.
	v Andrew Males has resigned his position on 21.02.2022
5	MINUTES OF THE LAST MEETING Governors approved the minutes of the meeting held on 17 th November 2021.

6	MATTERS ARISING NOT COVERED ELSEWHERE ON THE AGENDA	
	None.	
7	a	PRINCIPAL'S REPORT
<p>Governors received the Principal's report ahead of the meeting.</p> <p>Governor Questions/Comments</p> <p>GQ: What is happening regarding recruiting LSA's?</p> <p>LE: We have advertised the vacancies twice so far, and we have advertised in multiple places. Unfortunately, we were getting no returns from local press adverts.</p> <p>GQ: Would it be more cost effective to make the 29 long term agency LSA's permanent members of staff?</p> <p>LE: They have to want to become permanent. Typically, if they do apply for a permanent post, they are generally successful. However, many agency staff like being agency staff as they can have the flexibility they may not have in a permanent position.</p> <p>GC: I think the Covid outbreak that happened prior to the half term, was managed very well by the school.</p> <p>LE: We are still facing some challenges. For example, we had to close a class this week for 3 days due to five out of six staff testing positive for Covid-19. We have managed to keep that outbreak contained in one class so far. The half term break seems to have helped and reduced the infection rates dramatically.</p> <p>GQ: Are there any long-Covid sufferers?</p> <p>LE: Some staff were getting negative LFD tests on days 5 and 6 and then returning to work, some were off for longer due to fatigue and not being well enough to return for 2 weeks.</p> <p>GQ: How is the increase in pupil numbers being managed?</p> <p>LE: We have now opened the Apollo 2 site which accounts for the extra numbers. There are 10 pupils based at Apollo 1, 15 pupils based at Apollo 2, and 127 pupils based at the Dysart main site. From September 2022 our PAN will be 150, and the absolute maximum intake will be 150.</p> <p>GQ: For the teacher evaluations, the overall aggregated score across the school was a 2a, although this is a good score, is there anything that can be done to improve this?</p> <p>LE: We have just completed another round of observations and the aggregated score may well have gone up. I think we have to be mindful that over the last two years our school community has faced a great deal of challenges, and although we're now in a time seen as business as usual, it's not for us as we're still coping with the impact of Covid and it will take time to regain our resilience and confidence.</p> <p>GQ: Do you still do exit interviews?</p> <p>LE: This is only typically done for teachers when they leave, they are completed by HR.</p> <p>GQ: Do we as governors need to be aware of staff members' reasons for leaving?</p> <p>LE: Not that I am aware of, I do not get told the outcome, unless there is a particular issue that needs addressing.</p> <p>GQ: I noticed there were quite a large number of pupil leavers, was there a reason for the increase?</p> <p>LE: That pandemic caused several families to relocate.</p> <p>GQ: Is there an update on the post-16 grounds?</p>		

	<p>LE: We are trying to currently find a landscape architect who can do drawings for such a large-scale project. Once we produce some drawings, we are hoping we can get that through Planning as soon as possible. It will then be a phased build, due to costs.</p> <p>GQ: What's happening with the gates at the front of the school?</p> <p>LE: The wooden ones will be replaced with mesh fencing, and we are having electric access gates installed to make the car park safer. We are going to receive approximately £80k in government funding and we will provide the rest of the money. We are researching contractors who can do the work.</p> <p>GQ: I understand the difficulty of recruiting LSA's at this time, have you discussed with HR possible different strategies for attracting applicants?</p> <p>LE: Yes, we are, and we are doing this across the Trust, as many of the schools are struggling like us in this area. HR are working on using social media to better promote the Trust and schools.</p>
b	DASHBOARD
	<p>Governors received the dashboard ahead of the meeting. Governors noted:</p> <ul style="list-style-type: none"> • There have been no behaviour exclusions • Behaviour incidents have reduced • The attendance percentage is strong <p>LE noted that if there are any concerns about a child's attendance, we contact the family to discuss this straight away. Covid absences are coded differently on SIMS so this does not have an impact on the whole school attendance rate.</p>
c	EQUALITY & DIVERSITY REPORT
	<p>The governors received the report ahead of the meeting.</p> <p>Governor Questions/Comments</p> <p>GQ: What strategies have we used to attract a more diverse workforce?</p> <p>LE: We have attempted to do so via the normal routes, but applicants tend to reflect the ethnicity of the local area, which is not particularly diverse.</p> <p>GC: Could we look to see if we can identify various community groups and see if we can tap into those? This may allow us to encourage more people to apply.</p> <p>LE: Yes, we will investigate this. ACTION</p>
d	SEF
	<p>Governors received the SEF ahead of the meeting.</p> <p>Governor questions/Comments</p> <p>GQ: It is good to see that the school are meeting the various criteria, could we be accused of not challenging ourselves enough?</p> <p>EM: The benchmarks that we judge against are the Ofsted criteria. Our day-to-day practice is very aspirational, we do challenge ourselves in our SLT meetings, and we have the very highest expectations for ourselves.</p> <p>GC: If you say we are meeting all the Ofsted criteria, then I am happy with that.</p>
e	SDP
	Governors received the SDP ahead of the meeting.

	<p>Governor questions/Comments</p> <p>GC: The rag ratings are very clear.</p> <p>GQ: Will all the Amber targets be delivered by September 2022, there seems quite a few?</p> <p>LE: At present, it's anticipated that they will all be delivered. However, if we do not feel like a year has given us enough time to achieve them, we will extend the deadline. This is an extremely ambitious document as we wanted to challenge ourselves.</p> <p>GC: Could the targets that you suspect may not be achieved by September 2022 be coloured red, so that they are clearly identified.</p> <p>LE: Of course, we can do this.</p> <p>RJ to send LE an example of an SDP layout. ACTION</p>
f	<p>PUPIL PREMIUM (PP) STATEMENT</p>
	<p>Governors received the PP Statement ahead of the meeting.</p> <p>Governor questions/Comments</p> <p>GQ: How is the PP spent?</p> <p>LE: It works slightly differently for us as a specialist provision compared to a mainstream school. The focus for us is more often around communication and social interaction development for our children, and to address this the children have to work in groups. Our students do not have the typical gaps between PPG and non-PPG children that you might see in mainstream provision. The gaps with our children are there due to their SEN needs. Many specialist provisions are challenged with how they spend this money. The way that the money is spent does impact the students as a whole, in order to impact the individuals who, generate this funding. We ensure that PPG children are also provided access to an iPad or laptop if required for their learning using the funding.</p> <p>GQ: Are there families that cannot afford school trips? Could the funding be used to pay for this?</p> <p>LE: Yes, of course. We also have our own school funds to ensure no child is prevented from accessing a school trip. However, there have not been many school trips for the last couple of years due to the pandemic.</p>
g.	<p>SPORTS PREMIUM</p>
	<p>Governors received the Sport Premium document ahead of the meeting.</p> <p>Governor questions/Comments</p> <p>GQ: In 2019-2020 there were horse riding lessons, but none in 2020-2021, was this due to the pandemic and will it begin again?</p> <p>LE: The lessons have just started again. We are limited to which children can access the horse riding. The RDA have rules in place to safeguard animals and humans, and children with certain behaviours present too great a risk to participate.</p> <p>LE: All our children struggle with mobility in some way. We encourage our children to be active. As a school we are looking to buy some new bikes and physical equipment for the playground. Bike ability will be beginning again next week.</p> <p>GQ: How do we measure the impact?</p> <p>LE: We measure against the EHCP targets/outcomes. Our aim is for more primary aged children to meet their EHCP outcomes.</p>

	<p>GQ: Could we get feedback from external partners on how the children are doing? Some external verification would be useful.</p> <p>LE: Yes, we could do that. ACTION</p>
8	SAFEGUARDING
	<p>Governors received the latest version of the SGWB Offer and Safeguarding audit.</p> <p>JVW explained the safeguarding and wellbeing offer has been recently updated and audited. JVW expressed the view that Dysart's is an exceptionally good offer.</p>
6.00 pm TW left the meeting.	
9	PORTFOLIO GOVERNOR VISITS
a	<p>Governors received the following portfolio reports:</p> <ul style="list-style-type: none"> • Health and Safety, Child Protection and Safeguarding • Finance and Resources • HR and Organisational Development <p>Governors advised that Ethos, Vision and Strategy and Teaching & Learning reports will both be completed as soon as possible. ACTION</p> <p>Business Development and Marketing portfolio is currently vacant. Clerk to undertake researching a new governor for this position. ACTION</p>
b	<p>Other visit reports</p> <p>None. JVW encouraged governors to try to visit half-termly to see the school in action now that Covid restrictions have been lifted. They will then also be able to see good safeguarding practice for themselves. ACTION</p> <p>LE advised governors that there will some parent coffee mornings coming up and welcomed governor presence. ACTION</p>
10	GOVERNOR TRAINING AND DEVELOPMENT
	<p>Governors advised of training and development opportunities available to them by the clerk.</p> <p>LE asked if all governors had accessed the Andrew Hall training that EM shared on GovernorHub.</p> <p>EM also advised governors of upcoming safeguarding training available to them through the school.</p> <p>Clerk advised that EM provides her with training opportunities, and these are always shared on GovernorHub.</p>
11	FINANCE AND FUNDING
	Governors received the management accounts ahead of the meeting.
12	OHC&AT POLICIES AND PROCEDURES
a	Governors noted the Family policies and procedures approved by the OHC&AT Board on 10 th December 2021 which are available on GovernorHub .
13	OHC&AT GOVERNANCE DOCUMENTATION
	Governors noted the governance documentation approved by the OHC&AT Board and available to view on GovernorHub .
14	ANY OTHER BUSINESS
	No items were raised.

15	DATES OF FUTURE MEETINGS 22 nd June 2022, to be held remotely
16	CONFIDENTIALITY No items were deemed confidential.

Signed: _____ Date: _____

Summary of Actions

7.c	Look into various community groups to advertise staff vacancies. LE
7.e	RP to send LE example of SDP layout. RP/LE
7.g	Get professional visitors feedback about progression of children to measure impact of sports premium spend. LE
9.	Ethos, Vision & strategy portfolio to be completed. Teaching & Learning portfolio to be completed. TS/CM
9.	Cler to investigate new governor for Business, Development & Marketing portfolio. CLERK
9.b	Governors encouraged to visit the school and attend parent coffee mornings on 16 th March. LE to advise governor of other future dates. LE