



# Governor Meeting

Reason for Meeting: Additional Governing Body meeting (via Skype)	Start: 30/04/2020 16:00:00	End: 30/04/2020 16:20:00
--	-------------------------------	-----------------------------

**Governing Body:** Sean Pond (Chair), Sarah Edwards (Headteacher), Paul Addison, Shelagh Morris, Sarah Daggett, Gemma Cardwell, Caitlin Hughes, Andrew Sudron  
Caitlin Hughes, Andrew Sudron

## Minutes

**Present:** Sean Pond (Chair), Sarah Edwards (Headteacher), Shelagh Morris, Paul Addison, (note Caitlin Hughes, Andrew Sudron not required to attend).

Item	Description	Led by
	<b>PROCEDURAL</b>	
	Welcome	Chair
FGB.121.19	To receive apologies and record the acceptance of apologies Apologies were received and consented to for Sarah Daggett	Chair
FGB.122.19	To remind Governors to declare any pecuniary or non-pecuniary interests The Head told Governors her daughter was in the staff group of GTA's who would be affected by the move from fixed term to permanent contracts	Chair
FGB.123.19	To remind Governors of the need for confidentiality and to determine if any part of the minutes needs to be a confidential item and excluded from the minutes to be made available for public inspection	Chair
	<b>BUSINESS</b>	
FGB.123.19	Following the increase in pupil numbers and a revised Start Budget showing the school moving into surplus the Head requested the following changes to staff contracts. These have all been costed and included in the revised budget. A detailed paper was sent to governors prior to the meeting. The aim of the proposed changes is to ensure we retain these high quality experienced staff to meet the challenges of the increase in pupil numbers and the larger class sizes, while maintaining staffing at existing levels.  1. PRIMARY I. 4 GTA's from Fixed Term to Permanent. II. PSA extend Fixed Term contracts to 20 hours. (This	Head



## Governor Meeting

	<p style="text-align: right;">recognises additional hours required)</p> <p>2. SECONDARY</p> <ul style="list-style-type: none"> <li>I. 3 GTA's from Fixed Term to Permanent.</li> <li>II. PSA extend Fixed Term contracts to 20 hours plus. (This recognises additional hours required).</li> <li>III. Maternity cover staff from Fixed Term to Permanent contract</li> </ul> <p>3. 6<sup>TH</sup> FORM</p> <ul style="list-style-type: none"> <li>I. 2 GTA's from Fixed Term to Permanent,</li> <li>II. PSA supply hours to Permanent contracts,</li> <li>III. I qualified HLTA to ATA permanent contract.</li> <li>IV. HLTA 1:1 support to a longer fixed term contract linked to the attendance of pupils with SEMH needs.</li> <li>V. Job Coach (new post) to ATA,</li> <li>VI. Behaviour Support ATA (new post) Permanent.</li> </ul> <p>Governors discussed the proposals, the benefits, risks of changes to pupil numbers over the next three years, and any mitigating factors.</p> <p>Question: What will be the effect of the proposed new school in Selby on our pupil numbers?</p> <p>Answer. The decision on who will build the new school has not yet been made. It could have an initial impact on our numbers in year three (2022/23), against that we know there is an overall shortage of SEN places in North Yorkshire and we may have an expansion to our capacity which is currently under discussion.</p> <p>Question. By setting up these permanent contracts are we locking ourselves in?</p> <p>Answer. A lot might happen in 3 years. Of the staff affected some a highly qualified in other fields and may move on, some others will be approaching retirement age.</p> <p>Taking into account the benefits and the balance of risks all the changes were approved unanimously. Sarah Daggett also approved by email prior to the meeting</p>	Chair
	Date of next meeting – Thursday 14 <sup>th</sup> May 2020 at 4pm	

There being no further business the meeting finished at 16.20hrs.



# Governor Meeting

Signed:

X

---

Name  
Governor

## Attachments for meeting below:

- English/Literacy Action Plan
- SIP