



**All Saints Church of England Primary School
FGB Committee – Minutes Part A
30th April 2025, 6.30pm**

Claudette Allerdycy (CA)	LA Governor	Present (<i>from 7pm</i>)
Charlotte Bathgate (CB)	Foundation Governor	Present
Lola Balogun (LB)	Parent Governor	Present
Chris Chikwendu (CC)	Foundation Governor	Present
Josephine Copeland (JC)	Head Teacher	Present
Chantal Doffoh (CD)	Staff Governor	Absent
Benjamin Fadele (BF)	Foundation Governor	Present
Patrick Flack (PF)	Foundation Governor	Present
Fr Antonio Fuerte (AF) Chair of Governors	Ex-Officio Governor	Present
Diane George (DG)	Staff Governor	Present
Hilary Grainger (HG)	Foundation Governor	Present
Rosanna Wong (RW)	SDBE Foundation Governor	Present
David Woolgar (DW)	Parent Governor	Present
Jonas Wontumi (JW)	Foundation Governor	Present
Tim Wright (TW)	Foundation Governor	Present

In attendance: Jo Beeson (JB) - CEP Governance Clerk

ITEM	MINUTES	Action
1	<p>Welcome and Apologies for absence</p> <p>The meeting began at 18.35 with the opening prayer from BF.</p> <p>Apologies were received prior to this meeting from CD - these were all accepted.</p> <p>The meeting was quorate.</p>	
2	<p>Declaration of Interests</p> <p>There were no declarations of interest discussed at this meeting.</p>	
	<p>Minutes of the previous meeting of 22.1.25 (<i>paper previously distributed</i>)</p> <p>There were no questions or comments.</p> <p>Decision - The governors confirmed and approved the minutes from the meeting of 22nd January 2025. AF to sign off and hard copy to ZP to be held in the school.</p> <p>Actions arising:-</p> <p>7&8 – agenda item – closed.</p> <p>9 – JC advised she has been working on this and once fully complete will come to the next FGB when there would be 2 documents presented – a policy outlining ethos and working practices, the reporting mechanisms, how an investigation will be done and the consequences, the support systems available etc. There will also be a guide for sexual harassment claim procedures which she feels will prove helpful for both staff and parents. – <i>c/f</i></p>	

ACG

	<p>10 – agenda item. 11 – completed / closed. 12-15 – amendments completed - closed.</p>	
4	Governing Board Business	
4.1	<p>PF's term of office is coming to an end in September so his last meeting will be in July. AF asked if any other governors were interested to take on PF's current role as Chair of the Resources committee? He felt it would be helpful to establish this today so there can be a clear handover.</p> <p>PF added that he is happy to chat over this ahead of the next meeting, if anybody wanted to do so.</p> <p>AF added that a co-Chair role would also be an option to make the role more manageable.</p> <p>CB said she could be interested but did not want to overpromise on her availability.</p> <p>BF said that he would be happy to take on this role and to co-chair with CB if that made it more manageable.</p> <p>AF thanked them both for their commitment.</p>	
4.2	<p>AF advised that they had recently identified a further Foundation governor but her appointment was still waiting to be approved by the PCC. Hopefully she will be joining the FGB in July.</p> <p>JC outlined that she had grown up in Croydon, is now a civil engineer, went to Cheam Girls and attends church in the City. This role is her wish to give back to the community.</p>	
4.3	Governor training – none had been completed since the last meeting.	
4.4	<p>Link governor reports – LB as H&S link governor had added her report to Governor Hub following 2 visits to the school, 1 with the SBM and 1 unannounced with the Premises coordinator. She highlighted various points raised:-</p> <ul style="list-style-type: none"> the inaccurate use of asthma pumps – she had asked for copies of what was sent by the GPs which gave wrong instructions. ZP had explained that it was for the parents to ask for an updated version from the GP. She said this needs to be corrected and explained the correct method and cleaning procedure and why this was so important. <p>JC explained that the advice on use of pumps had come from the school nurse or GP.</p> <ul style="list-style-type: none"> The kitchen was commendable, they had good procedures with regard to allergies. There were 2 concerns which she had flagged as 'red' which were:- <ul style="list-style-type: none"> the high risk areas where children were playing which she had asked to be barricaded from play and this had not been done when she came in the second time; there were no 'mind the step' signs – which when she came back a second time had been done. She felt there was inadequate supervision in the area with teachers at one end and the children playing by the gates. The soft play area for the nursery has lots of deep cracks which are dangerous for children to trip or put their fingers in. The roots of cut down trees are growing out of the ground causing further trip hazards. The Premises officer had explained that this cannot be changed as a temporary fix and has to be replaced. <p>LB added that she is aware that these measures will cost money, but feels that there are significant causes for H&S concern.</p>	

JC thanked LB for this report and said she was aware of the issues. Telling the children they cannot go to the relevant areas is straightforward, but the area she referred to was the way the children have to use to get to the toilets. They know that they should not be playing there. Tape has now been put down. This used to be an area with tables and chairs to sit, but these had become worn and broken. There would be a big cost implication to reinstate it and therefore it was for the governors to decide on that aspect. She is aware in classroom that there are a lot of carpet trip hazards and these have duct tape over to mitigate the risk.

- LB said that electrical cables are well kept away
- Radiators are fine.
- The boiler room is fine.
- Open windows were not within the reach of the children, so were fine.
- The signposting had been done but she felt that the yellow reflective paint should be topped up.

She was happy that most of the immediate actions to reduce the risk had been done, but even if there should be measures put in place with regard to the big playground.

AF asked if LB had reached out to the Resources committee with regard to these issues which involved expenditure?

LB said she had not.

AF asked PF if he was aware of any funds anywhere which might go towards this?

JC replied that the gardeners are coming in to look at the roots.

AF asked how much this was going to cost?

LB said she was not yet given this information by ZP but understood that they need to be totally removed rather than just cut.

AF thanked LB for this thorough report. He commented as the governors were aware the budget is in deficit but they would try to explore how much these measures will cost and if any grants are available.

PF asked if they might look at the annual SDBE bid?

JC said the diocese would only cover things like rooves and boilers.

LB suggested that they might cover the cracks with soft pads.

JC commented that they do not have many accidents in school.

TW added that they had to establish what was an acceptable level of risk and how much of the issue was about the physical environment and how much about supervision. He felt that you cannot eliminate all risk and asked what guidance is given to schools with regard to managing these matters?

JC said that they work alongside Paul Forest to make sure they have the money and can maintain the building and grounds. They cannot change everything but where there are several near misses in the same place they would put in measures. They have to put things in priority order based on the money available. The insurance company is coming in May to do a H&S walk

	<p>and they will ask them what can be done at reasonable cost. If they get a new build they will bulldoze over everything and they will be on site at the same time while the work is being done so there will be even more risk.</p> <p>RW added that they also had to think about what they will not be able to do in school if they use the funding for this. They have to establish is it a priority and look at the whole school needs in the round.</p> <p>CB suggested perhaps it would be helpful for LB to be at the meeting when the insurance company come in and see what the professional body thinks of the areas mentioned and what is an acceptable level of risk. Is it inadequate supervision? They must recognise this is a big premise and work with the teachers on resolving this.</p> <p>LB said that it could be managed if the staff are well informed. The fallback is that the children have been warned.</p> <p>JC confirmed that the children have been told.</p>	
4.5	<p>AF stressed to the governors that the management of staff is out of the scope of the governing body and governors must be clear about the boundaries of governance and management.</p> <p>BF asked if as per the report they planned to update the risk calculations?</p> <p>JC said that the RAG rating was LB's own and not school-generated; they receive the support of the LA for this.</p> <p>AF said they would get the details of the LA H&S team - ACTION.</p>	16.
4.6	<p>JC commented that she had not been aware of LB coming into school unannounced. Whilst she is happy for governors to visit whenever, she asked that they need communication beforehand about visits.</p> <p>AF added that if governors wish to visit, please would the email and copy both JC and himself in?</p> <p>JC stressed she was not saying that visits need to stop, just that she needs to know about them.</p>	
4.7	<p>AF advised governors that new regulations had been introduced from April that schools had to recycle all food waste. He had done a walkaround with ZP to see how it was being done. He was very satisfied with the process, there are recycling bins and the cleaners are disposing of the waste. The school is compliant with the new regulations.</p>	
5	<p>Safeguarding</p>	
5.1	<p>JC confirmed this continues as usual with herself as DSL, DG and Hayley King as Deputy DSLs. However, HK is currently in class so she and DG are taking the majority of the workload.</p> <p>The number of cases has reduced, there are 4 Child Protection Plans but no Looked After or Child in Need cases currently. There was one referral since Easter for Early Help.</p> <p>CB asked if the reduction in numbers was because the situations have improved or that the children have left?</p> <p>JC confirmed it was a reduction.</p>	

6.	Staffing	
6.1	JC advised there might be a few changes after the resignation deadline on 31.5.25 so she will be able to advise more in July.	
7.	Headteacher's report	
7.1	JC outlined that the main goal since Ofsted has been the focus on reading and teaching and learning.	
	<p>Reading is now more consistent and the impact of the interventions could be seen in the Spring SATs where between 50-60% of the cohort were at expected level in maths and writing. Reading Plus and the Read, Write, Inc programmes are the major factor. Big Maths has been a new project this year and whilst it is helping with the teaching, on the reasoning papers in maths the language of maths is very difficult for those with EAL. Also the mobility in the school means that the foundations are not always laid before they arrive at the school, especially when this is in Reception and Year 6.</p> <p>They have an expectation that the SATs will be better than last year.</p>	
7.2	<p>Training/CPD - Middle leaders continue with 2 new programmes of support from the SDBE working with 7 other similar schools across the diocese. This allows the group to broker training with other and makes it much more cost-effective.</p> <p>JC will be doing training which she will then take and feed through at INSET. Gwyn Bassan from the SDBE did walk-throughs with her to aid the variability in teaching. They are actioning this aspect of the Ofsted report.</p>	
7.3	Monitoring is much more involved with JC and DG walking around with the subject leaders. They are not springing surprises on them but doing learning walks to every lesson to see the structure in place in every class, to establish how successfully teachers are questioning and addressing things. They are giving them feedback then and there. This helps the subject leaders as well as the teachers. So far they have done it with reading, writing, computing and science.	
7.4	Attendance is currently 93.7-94% which is in line with national levels. Miss King is now back in class, but the EWO works with Miss Kashmiri in the office and with JC to work with families with low attendance.	
7.5	They are taking part in an educational endowment fund project to enhance oracy in children. This will run over 2 years.	
7.6	There is quite a bit of professional training taking place – JC is doing the NPQEL and coaching; DG is taking the SENDCO national qualification; 1 teacher is doing an EET project and 1 an MBA.	
7.7	They are visiting other schools and matching teachers. Since the SIAMS report, other schools are also coming to the school to see what we are doing, there is a lot to offer.	
7.8	DG added that they have the sensory room and are working with Red Gates school which is a specialist SEND school who have helped them develop the area to support especially those pupils with autism and communication issues. They have been commended because they are supporting learners to be independent and allowing them to access the curriculum at their level. Also, the LA have contacted the school to ask how we can develop into a more enhanced provision.	

7.9	JC said they are working on the reasoning maths papers and working with a group selected for a gifted and talented math workshop for Y3 and Y4 children.	17.
7.10	She added it would be good if governors came into school and monitored what was being done and asked questions of the staff and pupils. She asked if they would come in July for a Careers Day for Y5 and Y6 to talk about their career journeys so that the children can see themselves in the governors and give them aspirations. There will be stalls set up in the hall.	
7.11	<p>CB asked what the morale is like with the staff after Ofsted? How had the teachers reacted to the new steps put in place?</p> <p>JC said after the initial shock they had moved on and took from it that they would not stop. The staff appreciate the drop-in sessions and everything is aligned to teaching and learning. They can go out to see other schools, are given a new focus and can sharpen practice.</p> <p>DG agreed that after the initial shock their professional pride had set it and everyone wanted to turn the decision around and recognise what it will take. They want to team-teach and want lesson demonstration from experienced practitioners, they want to know what needs to be done. The morale lifted because all the conversations are about quality of teaching and learning. They are having transparent conversations and are reflective of strengths and gaps.</p> <p>TW commented it was good that they had identified a peer group to share good practice and also establish they were not the only ones in this group.</p>	
7.12	<p>RW commented she felt the Career Day would be a good idea. She felt it was also important for governors to discuss how they had overcome things like dyslexia.</p> <p>AF asked what dates worked for governors?</p> <p>CB agreed she would run a WhatsApp poll to establish suitable dates – ACTION.</p>	
8	Committee reports	
8.1	Faith committee – AF reported that several pupils were preparing for their first communion and some will be baptised next week. Other children are coming to help with this.	6
8.2	Curriculum and Welfare committee – TW reported that they had focused on the response to Ofsted which had already appeared in JC's report at this meeting. There had been reading and maths tuition with parent engagement workshops. It had been emphasised to parents that they could support children just by establishing a time and space for them to do homework even if they were not able to support the actual content.	
8.3	Resources committee – PF outlined that they had reviewed the 25/26 budget (<i>document attached on Governor Hub</i>) and looked at the 24/25 year end balance sheet for approval and presentation to the LA.	
8.4	24/25 - He reminded governors that whilst the school had initially set a balanced 24/25 budget it transpired there had been an error by the finance advisors and once rectified they had forecasted a £60K deficit budget. However, with care financial management and some increased funding income they had ended up in a balance position. He recommended this for approval.	
Decision – the governors approved the submission of the 2024/25 year end.		

8.5 25/26 - TW queried why there was an increased deficit year on year?

PF explained that looking forward there were 2 key factors at play – student numbers had fallen which meant less per capita income. However even if they were full this would only represent a further £70-£75K income. Against this, there were high inflation costs particularly with support and teacher pay settlements, energy cost and bought in services. ZP has been doing sensible things with local school group buying for economies of scale, but the costs are growing each year.

RW asked if this was unique to All Saints or part of a broader trend?

PF said the cost pressures were a broader trend, but also specific to the school was that they had experienced staff who cost more. Generally the school is not an outlier with this position. He said it was agreed at the committee meeting that they would try to make savings where they can by a reduction in non permanent support staff, but this would still mean a deficit budget. Therefore they were asking the LA for a conversation to support how they can address this. It was difficult to see how it would be achieved other than by vertical class integration model over time. However, whilst this as appropriate for some schools in rural areas it was not here. There needs to be a conversation with Croydon for how they on a wider scale see the school over the next 10 years. There is a government spending review in 6 weeks which might find some funds for schools, but what sort of numbers this might represent is unknown and governors cannot plan on that basis.

8.6 Therefore the recommended course of action was to set a deficit budget for next year but to engage emphatically with the LA, whilst recognising that the school will not be top of the list either for the LA or the SDBE, with regard to the projected 3 year budget.

8.7 JC confirmed that from speaking to other schools and ZP at her SBM meetings, they are aware of 4 others schools close to All Saints which are also setting a deficit budget.

PF added that whilst 5 years ago when they experienced this situation, the school was unusual and there was a clear plan to reduce from 2 to 1 class per year, with which they got lots of help. This time the solution is not so obvious and the school is now part of a crowd of other schools in the same position.

TW asked why the delegated funds go down and then the numbers go up?

PF explained this was due to the current Y5 which is small, but who will go up.

JC added that the number fluctuate due to the high mobility. The funding received is based on the previous October census numbers, any children who arrive after that date are effectively 'free'. A couple of years ago there was some additional funding for those who joined but now Croydon have no money.

TW agreed that with a one form intake the economies of scale are not sufficient to cover the loss in income.

PF said it would in fact be a lot worse if they had 2 forms per year when only 1.5 were full because you would still have to employ 2 teachers; but he agreed that a one form school still had one headteacher, one business manager etc. One third of the deficit is attributable to not being full but 2/3rds is cost pressures.

8.8 AF asked if there was anything which the governors could do?

AGF

	<p>JC said that they had discussed different scenarios of losing TA – but given the context of the school, TAs are very much needed to support the children; losing the therapist and breakfast club. They are stripping back and it is hard to see what sort of school will be left.</p>	
8.9	<p>AF asked about sourcing grants?</p> <p>JC agreed that The Key detailed some capital grants. She said the challenges faced would have to be considered in list of the staff and pupil well-being and the standards achieved.</p>	
8.10	<p>CB commented there were things which both can and cannot be controlled, but the variability of the pupil numbers theoretically can be. She asked if there was anybody at the LA to speak to about this?</p> <p>JC replied she does liaise with the LA but asked if the governors felt there was a need for a massive marketing exercise.</p> <p>CB asked if there were other schools who had already been through the same challenge they might speak to for guidance?</p> <p>JC said that this was the third time since she joined that they had been through this and they had previously tried vertical grouping but it just did not work.</p> <p>PF added that then it had been transitional and this time it would be permanent.</p> <p>JC commented that the LA are ignoring the fact because closing a school would be expensive, therefore they leave schools open. There might be the option to possibly amalgamate with another school in the same position.</p>	
8.11	<p>RW asked if there are things to share with other schools and accept that the standard might not be the same?</p> <p>JC said this might be an option e.g. with the office support. Currently they have cut to one person in the office and one on finance. They are both experienced so can cope. They have cut to 1.5 on premises and have a secondment for one of the teacher which takes their costs away as well as providing development for that person.</p>	
8.12	<p>PF summarised that the council has a fundamental problem in North Croydon because there are too many primary school places and individual schools cannot solve the problem. There also have to be conversations with the SDBE to explore options.</p> <p>JC added that the SDBE are setting up a MAT of primary and secondary schools, but if we are in deficit then you cannot be included. There is another one form church school close to here which is already in a different MAT, but it is the MAT rather than the SDBE which is dominant, so they would need to be careful about such a decision. The Harris MAT would not accept a church primary school into their MAT.</p> <p>RW questioned whether the LA would have already done some modelling on numbers?</p> <p>JC said perhaps but they were not outwardly talking to anyone. The SDBE are talking to 6 Lambeth schools so the LA leave it to the SDBE to do it.</p>	
8.13	<p>RW asked what was the next step?</p> <p>JC said it would be the meeting with the LA.</p>	

8.14	<p>CA asked if they were restricted to a MAT in the LA or the diocese?</p> <p>JC said they could go into a MAT of choice and it would be decided by the governors. The radical decision is can we be a flagship for something nobody else in the areas has? The only thing the LA wants in this area is for SEND.</p> <p>DG said that the sensory room was a centre of excellence, but the advice received was to be cautious about setting up to be a SEND centre because it would be the LA who decided who attends rather than the school having its own criteria and the school would lose control.</p> <p>JC said they might not have the choice. She remains desperate to know if they are getting the new build because the nature of the school would determine the design.</p> <p>PF concluded with regard to determining the 3 year budget that they will have to have a running conversation with the LA and the diocese.</p> <p>CB queried whether she and BF should be involved in the conversation if they are to take over the co-Chair role?</p> <p>AF agreed that he as Chair of Governors would email Shelley Davies at the LA and Roz Cordiner from the SDBE to test the waters on what had been discussed – ACTION.</p> <p>Decision – the governors approved the 25/26 budget with the action plan regarding the 3 year budget.</p>	18.
9	<p>Chair's Report</p> <p>9.1 AF advised that he had prepared a brochure asking for volunteers in the local churches to support teachers and the office. One person now offers a few hours per week in the office.</p> <p>9.2 The recent ruling in Equalities legislation is being looked into by the SDBE who are reviewing policies and templates. He will report back once these are complete but wanted to reassure governors this is being considered.</p> <p>9.3 He asked all governors to look out for grants e.g. to support music and arts and for this to be a full agenda item at the next meeting – ACTION.</p> <p>RW asked if there was a list of those the school already had?</p> <p>JC said there were none currently, but referred governors to The Key rather than Governor Hub.</p>	19 A&B.
10	<p>Christian Life</p> <p>Discussed in previous item.</p>	
11.	<p>Confidential matters</p> <p>None.</p>	
12.	<p>Policies for approval</p> <p>None.</p>	
13	<p>AOB</p>	

13.1	AF proposed after the final summer FGB that everyone might meet afterwards for a drink, particularly as this would be PF's final meeting.					
13.2	BF asked if there was any plan for general governor visits? JC said that there was the Careers Day, but also for governors to advise when they wanted ever to come in to observe teaching and learning. They just needed to get in contact with her.					
Meetings for the current academic year. FGB meeting dates :- 1. Monday 14 th July 2015 Committee meeting dates :- <table><tr><td>Resources</td><td>Curriculum & Welfare</td></tr><tr><td>Mon 7th July @6.30pm (Teams)</td><td>Mon 12th May @ 7.30pm (Teams)</td></tr></table>		Resources	Curriculum & Welfare	Mon 7 th July @6.30pm (Teams)	Mon 12 th May @ 7.30pm (Teams)	
Resources	Curriculum & Welfare					
Mon 7 th July @6.30pm (Teams)	Mon 12 th May @ 7.30pm (Teams)					
Closure of Meeting: AF thanked governors and closed the meeting with a prayer.						

The meeting ended at 8.20pm

NEW AND OUTSTANDING ACTIONS 2024/25					
	Action	For	By	Comments	Status
30th April 2025					
16	Get the details of the LA H&S team to support the decisions with regard to the details raised.	JC	14.7.25	Update in the meeting of 14.7.25	Completed
17	WhatsApp poll for suitable dates for the Careers Day	CB	a.s.a.p.		Completed
18	AF to email Shelley Davies at the LA and Roz Cordiner from the SDBE re the next steps	AF	a.s.a.p.	Ongoing / Update in meeting.	Open
19A	All governors asked to research available grants	All govs	a.s.a.p.		Open
19B	Grants to be an agenda item for the next meeting	AF	14.7.25		Open
22nd January 2025					
9.	JC to work on procedures relating to sexual harassment regarding adult interactions.	JC	14.7.25	c/f 30.4.25 -	Open
2nd October 2024					
6.	Governors to complete the Bishop's certificate on the SDBE website.	All govs	ASAP		No longer applicable