



**Harwell Community Primary School**

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**Minutes of the meeting of the Governors of Harwell Primary School  
Held on 30th September 2020 via google meet starting at 7.00 pm**

**1 Welcome and apologies**

**Attendees:**

Ann Parham (AP) Chair	Richard Thompson (RT)	Frances Williams (FW) <i>arrived 7.10</i>
Janice Markey (JM)	Kirsten Christensen (KC),	Tom Gowers (TG) Vice Chair
Aisha Nevers (AN) <i>arrived 7.15</i>	Chris Smith (CS)	James Thorne (JT)
John Dickens (JD)	Joanne Ray (JR) Associate Member	

Bryn Gibson (BG) Head teacher

Apologies: Sue Greatbanks (SG), Danielle Reilly

The meeting was quorate.

**Present:** Jane Moreton – Clerk, Dan Wellstead - prospective governor

Ann welcomed everyone to the first meeting of the new school year being held via google meet due to the Covid19 pandemic.

**2 Procedural / Governor matters**

Parent Governor Election

James Thorne had been elected as the new Parent Governor and he starts a 4 year term of office from this meeting.

**Action:** Clerk to advise OCC Governor Services

Dan Wellstead was also nominated and has expressed a wish to be involved as an Associate Member if his skill set meets a need. He is attending this meeting as an observer

Governors whose term of office ends during this school year

Ann Parham’s term of office ends on 14th November 2020. She was thanked for her significant contribution to the governors throughout her term of office and particularly her leadership as Chair of Governors. Flowers had been delivered to her at home on behalf of the FGB to say thank you. At the November meeting, the FGB will need to appoint a new co-opted governor to replace her.

**Action:** to be added to the November meeting agenda

#### Associate member review

Alison Goodall - PE specialist. Her skills are still required for reviewing the PE Grant spend.

**Action:** Clerk is to contact Alison to confirm that she is still willing to remain as an Associate member for this purpose

Joanne Ray and Dan Wellstead have both indicated their wish to serve as Associate Members and have completed individual skills audits to be considered by the FGB.

**Action:** To be considered by the Chair once all annual skills audits have been completed.

#### Annual register of pecuniary interests

Completed by most governors before the meeting.

**Action:** outstanding forms to be completed by 7th October and the register to be added to the school website

#### National database of governors

**Action:** school to ensure that the database has been updated accurately

#### Governor record of attendance 2019/20

Attendance was reviewed and overall attendance was considered to be good. No individual governor had a poor record of attendance.

**Action:** document to be added to the school website

#### Governor Code of Conduct

The OCC code of conduct was shared with all governors. Governors were reminded of the strategic nature of their role. They particularly have a support role to the school during the current Covid19 pandemic.

#### Governance Handbook

Governors were reminded about the handbook and a link to the document was shared with all governors.

#### Instrument of Governance

This was reviewed and the FGB decided that it is an effective Governing Body with 13 members. There is a good distribution between the 2 main committees. A copy of the Instrument is on the governor noticeboard in the school and has been added to the google drive for all governors to access.

#### CIO 2020 AGM

This was completed in July and the minutes were shared with governors.

### **3. Declaration of Interest on agenda items**

None declared.

### **4. Approval of minutes of last FGB meeting held on 8th July 2020 and matters arising**

Minutes were accepted by FGB and a printed copy will be sent to the Chair of Governors for signature.

*Doc ref 4.1*

Actions from the July meeting. All completed apart from RAP priorities which is on the agenda as part of the Headteacher report.

## **5. Election of Officers and appointment of Clerk to Governors**

### Chair of Governors

Nomination received: Aisha Nevers proposed by AP seconded by TG  
Formally voted in by FGB for a 2 year period.

### Vice Chair of Governors

Nomination received: Frances Williams proposed by AN seconded by JT  
Formally voted in by FGB for a 2 year period.

Succession planning. This is to be kept under review and governors upskilled accordingly.

**Action:** OCC Governor Services to be advised of the appointment of Chair and Vice Chair

### Appointment of Clerk to Governors

Jane Moreton was appointed to the role.

### Clerking of committees

Resources committee - take turns in taking the minutes and depending on who is Chair (rotating basis).

Whoever takes the minutes then Chairs the next meeting.

Educational Effectiveness - take turns in taking the minutes.

Minutes from both committees are then shared with all governors.

## **6. Standing Orders and terms of delegation**

Adoption of Standing Orders is not a statutory duty but is considered good practice.

This was reviewed and agreed.

**Action:** The 2020/21 document to be added to the google drive - FGB 2020/2021

Delegation: the FGB delegated authority to the committees to elect their Chair and to adopt Terms of Reference at their first meeting and to report completion at the November meeting.

The Resources committee agreed to continue their Chair rotation as last year.

The Educational Effectiveness Committee Chair is to remain as Janice Markey

**Action:** Terms of Reference to be agreed at the first committee meetings. Then be brought to the November FGB meeting for ratification and subsequent addition to the school website.

### Committee membership

Committee membership was discussed and agreed [Committee membership 2020](#)

Pay and Performance: FW, AN, TG - *at least one governor on this committee will need to complete the Headteacher performance management training.*

**Action:** Committee list to be added to governor noticeboard. Website to be updated for individual governors

### Link governors

The Link Governor subject list was agreed and updated [Link governor list 2020/2021](#)

Link Governors for RAP priorities to be confirmed at the November meeting

**Action:** Link governor subject list to be added to governor noticeboard and website.

**Action:** Link governor for RAP priorities to be added to November meeting agenda.

### Governor visits to school

**Action:** add to November agenda - how governors are going to monitor with limited visits

## Website Audit

This was discussed and it was agreed to outsource this to Raise Education as external auditors again this year. Their thoroughness was noted and it was commented that this audit was good value for money.

New website compliance details from September 2020:

- number of individuals earning over £100K pa *completed*
- Link to school's dedicated page in Govt school financial benchmarking service *completed*
- Associate Member voting rights on committees - it was agreed by governors that AM may sit on committees but will have no voting rights. **Action:** website to be updated

## **7. Schedule of work for 2020/2021**

It was discussed and agreed to adopt the OCC schedule

**Action:** The 2020/21 document to be added to the google drive - FGB 2020/2021

## **8. Policy Review 2020/2021**

A working party of Headteacher, School Business Manager and James Thorne was appointed to meet before the November meeting, review the policies and to bring the relevant policies to the November FGB meeting for ratification.

Policies to be reviewed by committees to be completed where possible before the November FGB meeting for ratification.

### Policies ratified at this meeting

Relationships and Sex Education: Ratified

**Gov Q (JR) - can the school incorporate family breakdown?** A range of different types of family models are reflected within the policy. The wellbeing of the child is covered in the safeguarding policy.

**Gov Q (RT) - were any changes made following staff/governor consultation and then parent consultation?** Yes, there was some clarification and minor changes following the staff and governor consultation. From the parents, it is making sure the information and communication is clear on when the more sensitive nature of sex education is being taught. BG has spoken to a few parents directly following their feedback to clarify points. The feedback from parents was largely positive.

**Governors expressed their thanks to BG and SLT for dealing with this so promptly whilst also dealing with Covid restrictions.**

Safeguarding & Child Protection: Ratified. This is a policy provided to the school by LADO which has then been reviewed and personalised for Harwell School by the SLT.

**RT - comment - no mention of COVID.** The safeguarding aspects and duties remain the same. Covid appendix issued by LADO to add to the 2019/20 policy when schools were closed has been withdrawn and replaced by this new policy. Acknowledgement that the rules and regulations have to be applied within the Covid context. Annex 9 is Covid related.

**Gov comment (AP) The School Risk Assessment is thorough and regularly reviewed.**

## **9. Strategic priorities review**

The strategic aims for 2017 -2019 were:

- Develop and embed strong governance and robust leadership throughout the school (Distributive Leadership)

- Quality of Teaching & Learning is good or outstanding at all times resulting in children making or exceeding expected standards
- Ensure the whole school community are active lifelong learners whilst maintaining a good work life balance
- Strengthen engagement between school, parents and community
- Develop a broad balanced progressive curriculum
- Maintain strong financial management

New Strategic Aims will need to be developed for the next two or three years. The RAP will show how these Strategic Priorities will be put into practice. This will be a key part of the governor November meeting. A suggestion was that it may take two facilitated sessions to review?

**Action:** to be added to the agenda for the November meeting

## **10. Headteacher verbal Report**

Safeguarding - the annual return has been started

KCSIE - briefing in inset day on 1st September for all staff

### **COVID update**

The school has returned since September.

Before we started, the buildings were steam cleaned and processes reviewed.

The risk assessment was updated and shared with staff and parents.

The procedures for opening (including drop off and pick up) were shared with parents.

The risk assessment has been reviewed regularly and amended in light of any national or local developments.

Daily updates are received from the DFE.

PPE stock is maintained and home test kits are available at school. The first batch of 10 has been used and a second batch has been ordered. Due to the rapid use of the previous batch, a stricter criteria has been set.

Home kits will be deployed to ensure the continued running of the school and will prioritise staff and their families first.

Secondary, emergency workers will be targeted and finally, vulnerable families that do not have access to testing.

COVID 19 has impacted on the school attendance.

We have had one positive case which resulted in the closure of a class bubble.

The procedure was followed successfully. This included cross-referencing with Public Health England and using their guidance.

The class and the staff have been supported throughout (see remote learning below).

Due to close contact measures, it required staff from another bubble to also isolate. This has impacted on another class but we have been able to bring in additional staff and creatively use technology to teach remotely into school (see remote learning below).

There were a number of points that we learned (and shared with other school's through the OCC forum).

Those points were:

- Ensuring as much information is available as soon as possible (before contacting PHE).

- Staff to have an understanding of what they will need to take home should they also have to self isolate.
- Which parents to contact first so that children are not left at school any longer than strictly necessary.
- If emergency cover is needed, the importance of keeping a clear distance.
- Which classes may be hardest hit if any class closes (due to staff lack of alternative childcare)
- Test stocks - the school was sent out 10 test kits which rapidly were depleted. We have ordered more and we have agreed on a criteria for their deployment. (1. staff and their families, 2. Emergency service workers and vulnerable children who cannot access a test). The criteria is designed to facilitate the continued running of the school by reducing isolating staff.

After the initial flurry of COVID tests and parental concerns, this has largely reduced.

We monitor and track any child/parent who is getting a test so that we can know whether we may need to isolate a class or whether there may be a situation developing.

### Attendance

Overall 97%, however numbers of days lost due to Covid related absence is 643. Large chunk was closing Year 4 for 14 days. Phased start to the school year for all year groups.

### Pupil numbers - 201

Year group	Current numbers	EHCP/SEND (locally 14.6%)	PPG	notes
FC	32			2 extra due to OCC error
1	30			
2	29			2 started this week and 1 left
3	30			
4	30			Was 31 until 30/9 Successful appeal by parent Further appeal defended and 1 left
5	29			Successful appeal by parent 1 in and 1 out this week
6	21			1 in and 1 out

The family of 2 children have electively home educated their children. This was not unexpected.

[Gov Q \(JM\): was this one family? Yes](#)

Numbers have fluctuated within the last few days.

Numbers in the budget - 199 predicted for October 2020 Census (Thursday 1st October)

### **Staff and pupil wellbeing**

The new PSHE curriculum is centred around pupil wellbeing (which incorporates the new RSE guidance).

The school's approach of trying to bring as many children back before the summer has paid dividends with children settling into the new routines and 'normal' relatively well. The children have been very resilient.

The staggered start to the year which made use of former and new class staff to settle children back into the year groups was also successful.

The class approach has been centred around balancing the need to close the gaps and gently acclimatising the children with formal learning.

The curriculum redesign will also support children's wellbeing as the broad and balanced aims offer engagement and interest. When children enjoy and see the relevance in their learning, they feel more settled in school.

In addition, a key aspect of the school, and one that we celebrate, is kindness. It is our first and most important rule - BE KIND.

Staff wellbeing - the current situation is incredibly stressful with an ever changing reality. It is very draining for staff. BG is very mindful of staff wellbeing and them being resilient across the board.

[Gov Q \(All\): is there anything governors can do?](#) Be mindful that it is an odd time to be a teacher.

Perhaps a thank you to staff

[Gov Q: is there an employee assistance programme?](#) Yes, the information is available to staff and has been targeted to staff who might need it. We have access to Occupational Health as well.

### **The Barn**

The Barn has been able to open.

As an operating principle, we have kept the children within tiers to minimise possible cross bubble contamination.

Staff are also allocated from those tiers where possible.

Numbers are lower than anticipated (parents still working from home) and the barn is (on current projections) just about breaking even.

This is being monitored but considering the importance of the provision for our parents we are able to use this as a loss leader if it attracts pupils.

### **Use of the Catch-up premium**

The school will attract an anticipated £16 000 through the catch-up premium.

At the moment, we are assessing the needs of the children (assessments completed by half term)

Catch up will likely target two strands

1. Academic catch up

Making use of part-time staff to target specific gaps with upper KS2 (at first)

Phonics support and targeted teaching for KS1

2. Emotional regulation (however, staffing is proving to be more challenging as this is a specific skill set that is in short supply). We have brought in Wizard Theatre - drama therapy around developing confidence and wellbeing. This has been targeted at Upper KS2 initially. After half term, the targeted group will be Lower KS2. We have Wellbeing groups targeting Year 4.

Gov Q (AP): I understand that assessment is not taking place until later in this term but do staff have a feel of how much the last 6 months have affected the children academically, particularly in phonics?

Wanted to wait until there is hard data before asking for anecdotal feedback. Phonics groupings to target early reading skills have been started.

Gov Q (AP): is Year 2 phonics screening fairly soon? Yes, before Christmas. There is currently group teaching in both Year 1 and Year 2

Gov Q (AP): will data be available showing the effect of Covid? - yes, comparative data will be available for the November FGB meeting

Action : to be covered in HT report for November meeting

## Curriculum

The curriculum has been redeveloped over the past year.

The new Medium Term Plans for each class are on the website.

The school has been working on ensuring that there is a clear vision which translates into a clear intent for the curriculum design.

Staff have agreed on an overarching vision.

Staff training (through several staff meetings) have looked at curriculum intent. This has been shared with governors previously.

Sequencing plans have been developed in teams to ensure that there is a clear sequence/progression of knowledge across all curriculum subjects (that unpicks the national curriculum in greater detail).

**This is particularly useful given the gaps that children face as a result of the current COVID situation.**

All subjects have been completed. This work continued throughout lockdown.

Staff have been instrumental in developing this and have been consulted throughout - using their knowledge to support their development.

Now that they are completed, they will provide clarity across all the curriculum subjects, supporting a broad and balanced curriculum.

Intent, implementation focus questions have been used as discussion pieces with staff to support their understanding of the curriculum and to identify areas to develop.

During the lockdown, we were able to develop the next step of the curriculum overhaul. This was the review of the projects.

A major driver of this were the changes to the history sequencing document. History, in the past, had been taught with a non sequential manner which was driven by teacher interest rather than any overarching goal. The new sequence has been

developed with chronology and historiography central. The key tenant is that younger children comprehend the near past easier than the distant past; the evidence requires less sophisticated interpretation and there are more physical, tangible artifacts to hand (as well as oral recounts from living relatives). As children grow, their skills are honed in the interpretation required to understand the distant past.

Medium Term plans were developed in light of the changes in the subject drivers (from the sequencing plans). These were also adapted to be a more useful document for staff, taking into account the need to consider what the prior learning was and how this fitted into future learning.

These are now completed and are being used in the new academic year. They are on the school website for parents to see.

The next step is to monitor implementation; to support staff knowledge and skill in delivery across the curriculum. Subject leadership will require redistribution with these new leaders being supported in their wider school role.

### RSE

The RSE curriculum has been developed and is ready for rolling out. It has been extensively consulted with staff, governors and parents.

Feedback has been largely positive and this is ready to move forward.

### Subject leadership

New subject leadership is being developed with the view of distributing leadership.

Staff have been very flexible and willing throughout this process.

As new teachers gain more experience, it opens up more opportunities to devolve leadership further.

Maths & MFL - Oana Shorter

Literacy - Jasmine Longworth (With Danielle Reilly mentoring)

Phonics - Maisie Thomson & Jasmine Longworth

Science - Julie Martin

ICT & RE - Alice Rockett

PE - Maisie Thomson

History & Music - Bryn Gibson

Geography & PHSE - Kathryn Wells (early years lead)

Art and DT - Hailey Chapman

SENCO & Assistant Head - Danielle Reilly

### Remote learning

Remote learning has changed. The school's ability (both staff and children) to deliver home learning in the event of individual, class or school lockdown has evolved.

It is still largely based, where possible, on google Classroom, but the manner in which it is delivered is different.

There are three strands of home learning.

### **Strand A**

JEM 30.09.2020

Signed:

If a class needs to isolate:

If the class teacher is well, then the teacher will teach remotely with opportunities for children to independently apply their learning.

Probable timetable

9-9:30 - morning question & register (*allows staff to know if a call needs to be made to parents - safeguarding duty is still in place*)

9:30 - 9:50 - Direct teaching via meet - (Literacy)

9:50 - 10:30 - independent follow up

10:30 - 11 - break

11 - 11:20 - Direct teaching (maths)

11:20 - independent follow up

11:50 -12:00 - Google meet to follow up (if unable to post online)

12-1 Lunch

1-1:30 Afternoon question & register

1:30 - 2:30 - project work

To safeguard staff, we are considering using the record function on Google meet so that a record of sessions are kept.

### **Strand B**

If the class is isolating and the class teacher is unwell:

Project pack (already prepared)

2 weeks of learning that deepen the year groups project learning.

To be updated termly.

### **Strand C**

If a teacher is isolating and the rest of the class is not isolating:

The teacher to remote teach in, while the learning is supported by support staff.

### **Strand D**

When an individual is isolating but is well enough to learn and the rest of the class is not isolating:

Teachers send home core learning from that day at school, focusing on core subjects to minimise gaps.

[Gov Q\(AP\): have you had any feedback from parents?](#) Yes, quite a bit, the parent response was very positive. Parents liked the different style of remote learning. The children will still require some level of parental support. This is inevitable. JT reported that Strand A for Year 4 closedown was very smooth.

[Gov Q \(JR\): class closedown - did any children have difficulties accessing google classroom?](#) Yes and the school were able to lend out some reconditioned laptops but if more could be made available from the wider community that would be very helpful. BG explained that it was JR's husband who had successfully appealed to the village community for unwanted laptops which he had then cleaned and prepared for school use.

[Gov Q \(DW\):The R rate is rising and might coincide with October half term. If the government went to a two week half term national lockdown which strand would the school use?](#) Strand A would be the school default.

FC and Year 1 - age and stage appropriateness. Kathryn Wells is looking to use Tapestry in the same way it was used in the summer term. Year 1 - do have google log ins and are being trained to log into google - would be too early for some of them to use google classroom effectively.

Recording the direct teaching for safeguarding of staff? Particularly support staff teaching small groups. DPO is investigating.

Gov comment: this explains how complicated and challenging the current situation is. Harder work and more stressful than the summer term lockdown. Government ministers have no idea what schools have to cope with on an ongoing basis.

Strand A, C and D were all going at the same time in the last 2 weeks as well as normal schooling.

Parents are cautious, the school has sent children home if they have suspected symptoms. The school is being very vigilant. All tests have been negative for children sent home from school.

Gov comment: the school have been sensible and calm from a parent point of view

Governors decided to send a thank you card to staff. There is likely to be an ongoing need to say thank you. Good for both parents and children to see that the school is calm.

**Action:** AP to do this before half term.

Parents have been very good at embracing the new routines at drop off and pick up. They have been very patient and understanding with the school routines.

## 11. Committee Updates

No EE or Resources committee meetings have been held since the FGB meeting in July.

Pay & Performance Committee - Headteacher Performance Management completed.

**Action:** Teacher Salary recommendations review to be completed when BG has these ready.

## 12. Communication

AP to provide some input for a HT letter

**Action:** school to advise on the date this is required.

When the school go back to a regular newsletter this is the most useful vehicle for governor communication with parents

Parent survey: It was agreed that this would be sent to parents in November

**Action:** questions to be reviewed - FW and JM

**Action:** clerk to send questions from last year to all governors so that they can send any comments to FW and JM

## OTHER MATTERS

### 13. Health & Safety

The postponed OCC Audit is scheduled for November 16th.

H&S work carried out on site since the July FGB meeting:

- Toilet cubicle and sink added to the FC washroom
- Additional sinks in KS1 shared area for handwashing
- Portable hand washing sink for The Barn
- Swimming pool opened end of July - school swim lessons now in place for years 2-6
- Annual governor check for swimming completed and sent to OCC
- Flashing added to the roof (flat roof and hall roof area)

- HSE spot check by phone - the school is prepared for this

**Action:** Site Visit to take place after school before half term - AN and JT

#### **14 Safeguarding**

There was a link in agenda to Part 2 of KCSIE 2020

**Action:** A google Quiz for KCSIE to be sent to all governors to complete before the November meeting to confirm their understanding of KCSIE 2020

Single Central Record - now on a spreadsheet. There is a visit to review this which is outstanding.

**Action:** RT to complete this remotely as a governor visit.

**Action:** Safeguarding visit to school after school before half term

**Action:** Outstanding safeguarding training to be completed - details on the agenda

#### **15 GDPR**

There have been no SAR, FOR or ER since the last FGB

Digigreet, the electronic sign in system has been updated

The confidential waste produced in the last academic year was collected and shredded on site in July.

#### **16 Governor Effectiveness**

Individual skills audits have been completed by JR and DW for consideration as Associate Members.

**Action:** skills audits to completed by all governors to enable the Chair to analyse where there are any gaps and what skills are required to enhance the work of the FGB

#### **17 AOB**

Statutory items for the November meeting

- Annual Report on Pupil Premium Grant *to be reviewed by EEC*
- Annual Report on Sports Grant spend *to be reviewed by EEC*

Complaints : it was confirmed that there is a complaint currently being investigated by governors at the moment

**Gov comment:** Can both complaints and compliments be included in future HT reports?

The school does receive supportive emails and feedback from parents

**Action:** numbers for both to be included in HT reports

Ann thanked on behalf of the FGB by Aisha. She will be missed.

Meeting finished at 9.38 pm

**ACTIONS**

Ref	Action	Responsibility
2.1	Advise OCC Governor Services of new parent governor details	Clerk
2.2.	Add the appointment of a new co-opted member to replace Ann Parham to the November meeting agenda	Clerk
2.3	Contact AG to confirm her willingness to continue as an AM	Clerk
2.4	AN to consider individual skills sets for Associate Members	AN
2.5	Register of Pecuniary Interests to be added to the school website	BG, Clerk
2.6	National Database of Governors to be updated	BG, Clerk
2.7	Governor record of attendance to be added to the school website	BG, Clerk
5.1	Details of Chair and Vice Chair to be sent to OCC Governor Services	Clerk
6.1	2020/2021 Standing Orders document to be added to FGB 2020/21 folder	Clerk
6.2	Committees - adopt Terms of Reference, to be included in agenda for November meeting ( to be added to the website once agreed)	ALL
6.3	Add committee list to governor noticeboard. Update website	BG, Clerk
6.3	Add link governor list to governor noticeboard. Update website	BG, Clerk
6.4	Link governors for RAP priorities to be added to agenda for November meeting	Clerk
6.5	Governor visits to school to be included in November meeting agenda	Clerk
6.6	Voting rights on committees for Associate Members to be added to website	BG, Clerk
7.1	2020/2021 Schedule of Work document to be added to FGB 2020/21 folder	Clerk
9.1	Strategic Priority Review to be added to the agenda for the November meeting	Clerk, Chair
10.1	Comparative data showing the effect of Covid to be included in the HT report for November FGB	BG
10.2	Thank you card to staff	AP
11.1	Teacher Salary Review	Pay Committee
12.1	Governor input to HT letter, school to advise date required	AP, BG
12.2	Review questions for parent survey	FW, JM
12.3	Clerk to send last year's parent survey questions to all governors who are to feedback any thoughts and suggestions to FW and JM	ALL, clerk
13.1	H&S site visit to take place after school before half term	AN, JT

14.1	Google form/quiz on KCSIE 2020 to be sent to all governors to confirm and check their understanding	Clerk
14.1	Remote visit to review Single Central Record	RT
14.2	Site visit to review Safeguarding after school before half term	JD, RT
14.3	Governors to complete any outstanding safeguarding training	ALL
16.1	Complete skills audit	ALL
17.1	Numbers of complaints and compliments to be included in HT reports	BG

### Key Dates for 2020-21

	Autumn Term		Spring Term		Summer Term	
FGB	Wednesday 30 September	Tuesday 17 November	Tuesday 9 February - afternoon		Wednesday 19 May	Wednesday 7 July 6pm start
Educational Effectiveness		Tuesday November 10th 6:30 pm start	Wednesday January 20th	Wednesday 24th March		Wednesday 7th July combined with FGB
Resources	Wednesday 14th October		tbc		tbc	
Pay & Performance	Wednesday 23 September HT - PM (tbc)	Teacher Salary review date tbc		Tbc March HT - PM		
Gov-staff breakfast		Thursday 17 December cancelled		Wednesday 31 March		

Governor staff joint meeting - RAP priorities						Wednesday 7 July 3:30 start
Open Morning and evening		tbc				
Meeting for new FC parents						tbc
Clerk to Governor Appraisal	tbc October					