



**Minutes of the Governing Board Meeting – Part A**  
**Held on 20<sup>th</sup> March 2024 at 5.30pm**  
**At The John Fisher School**

Mr A Theobald (AT)	Foundation Governor - Chair	Present
Ms G Grabowski (GG)	Foundation Governor – Vice Chair	Present
Mr N McEvilly (NM)	Foundation Governor	Absent
Mr D Fox (DF)	Foundation Governor	Present
Father F Murphy (FM)	Foundation Governor	Present
Mr A Tierney (ATi)	Foundation Governor	Present
Ms M Ryan (MR)	Foundation Governor	Absent
Dr A McGowan (AMG)	Foundation Governor	Present
Mrs J Cole (JC)	Parent Governor	Absent
Mrs N Walsh (NW)	Parent Governor	Absent
Ms S Nasser (SN)	LA Governor	Present
Mr T Richmond (TR)	Co-opted Governor	Present
Mr R Teague (RT)	Headteacher and Ex-Officio	Present

**Attendees** (non-voting)

Mr S Davis (SD) – Interim Deputy Headteacher

Mr D Mawer (DM) - Assistant Headteacher (departed at 6pm)

Dr Tony Newman Sanders (TNS) – (Foundation Governor - subject to the satisfactory completion of the relevant procedures)

Ms Y Epale (YE) – Education Commission

Mrs J Beeson (JB) - CEP Governance Clerk

	<b>Minutes</b>	<b>Action</b>
<b>1</b>	<p><b>Welcome and Opening</b></p> <p>The Chair opened the meeting at 5.30pm. Father Francis led with a prayer. The Chair welcomed SD to his first FGB and introduced him to governors as the Interim Deputy Headteacher.</p>	
<b>2</b>	<p><b>Apologies for Absence</b></p> <p>Apologies were received from: MR (illness), NM (holiday), NW &amp; JC (work commitments).</p> <p>The apologies were accepted and agreed by the Board.</p>	
<b>3</b>	<p><b>Quorum</b></p> <p>The meeting was declared quorate.</p>	
<b>4</b>	<p><b>Declaration of Interests</b></p> <p>No declarations of interest were raised in respect of any agenda item.</p>	
<b>5</b>	<p><b>Part A Minutes from the Previous Meeting – 22<sup>nd</sup> November 2023</b></p>	
<b>5.1</b>	The Part A minutes of the above meeting were agreed to be an accurate and complete record and signed by the Chair for retention by the school.	
<b>5.2</b>	Some governors said they had not received copies of the minutes (which were emailed on 14.03.24	



	<p>as part of the paperwork bundle). DM said he had not received them. It was agreed that JB would resend the minutes to all governors and non-voting attendees – <b>ACTION.</b> <i>(now completed)</i>.</p> <p>Actions follow-up:-</p>	<b>1.</b>
<b>5.3</b>	DM confirmed that just 3 of the governors had completed the Safeguarding Quiz via the link previously sent out and set as an action at the 2 previous meetings. He agreed to resend it for governors to complete this training – <b>ACTION.</b> <i>(now completed)</i> .	<b>2A.</b>
<b>5.4</b>	AT asked governors to complete this training upon receipt of the link - <b>ACTION.</b>	<b>2B.</b>
<b>5.5</b>	<p>Policies – It was advised there would be none for governors to ratify this evening. The Chair and Vice Chair outlined that all the statutory policies will come to the next TL&amp;S working party to look at and then send to the FGB for approval.</p> <p>All other policies have gone to the SLT to tighten up, these will then be allocated to the governors' sub-committees for ratification based on their area of responsibility.</p>	
<b>5.6</b>	<p>Link Governors – the Chair said he will update and recirculate the list of link governor areas. He requested everyone to come back to him with the area(s) they wish to either carry on with or take up. There are various vacancies on the list. – <b>ACTION.</b></p> <p>All other actions were noted as having been completed.</p>	<b>3A &amp; B</b>
<b>6</b>	<b>Governance Matters</b>	
<b>6.1</b>	The Chair went on to advise the Board that outlined that TNS's confirmation had not yet been received from the diocese. YE explained that the approval has to be signed by the Episcopal Vicar, but she said this would be done.	
<b>6.2</b>	Rory Lawton has decided to step down with immediate effect as staff governor. The Chair advised that the election for a new staff governor would be put in place.	
<b>6.3</b>	<p>AT outlined that SN's terms of office is due to expire in July 24. The 2012 regulations require FGB approval of the LA's choice of appointed governor. and he has made it clear to the LA that the board would very much like to retain SN. She has indicated she would also like to continue.</p> <p>AT therefore proposed to the governors to agree the LA nomination.</p> <p><b>DECISION – the governors unanimously approved the new term of office for SN.</b></p>	
<b>6.4</b>	<p>A governor asked about when the next parent governor election was due.</p> <p>The Chair confirmed that JC's term of office comes to an end in November 2024 and that she is eligible for re-election.</p>	
<b>7.</b>	<b>Safeguarding</b> <i>(presented by DM – report previously distributed)</i>	
<b>7.1</b>	<p>DM said he took the paper has read, however highlighted various points including :-</p> <ul style="list-style-type: none"> <li>• Highlighting the range of professions involved with the cases e.g. Early Help, Team around the child etc.</li> <li>• The school works with the different boroughs, mainly Sutton and Croydon</li> <li>• They have a vulnerable pupil panel for those at risk of exclusion</li> </ul>	



	<ul style="list-style-type: none"><li>• Behaviour intervention programmes</li><li>• They have a focus on the current spate of muggings in the Purley area, particularly rife with school age teenagers for their phones. They are working together with the Safer Neighbourhood team in Woodcote borough.</li><li>• Trauma based training has taken place for staff.</li><li>• Training for governors has only been taken up by 3 governors – see minutes note 6.3 and 6.4). DM commented that Ofsted would want to see details of governors' training linked to safeguarding.</li></ul>	
7.2	<p>A governor stated that they had sent all their safeguarding, CP, and Safer Recruitment training certificates to N Bedlow at Croydon. YE added that full safeguarding KCSIE and other training from other school establishments sufficed.</p> <p>A governor suggested that we also contact CEP about governor training records of CPD completed - <b>ACTION.</b></p>	4.
7.3	<p>DM agreed that would be good for the school to also hold this record. He said the National College online was an excellent source of specifically what governors should know and recommended governors to go on and look at it.</p> <p>A governor asked if there was a governor whose role was training link governor? She felt it should be a named person who would then share information with other governors.</p> <p>AT said he was the training link governor. He agreed the school should have a central record.</p> <p>DM added that the school's Single Central Record (SCR) is held by the Headteacher's PA Helen Palmer and this is where the training records are also held.</p> <p>A governor commented that it was also useful to state in the minutes that it does not matter where the CPD is done but that it is recorded.</p> <p>DM commented that most online training has certification as part of it, which can also be logged.</p> <ul style="list-style-type: none"><li>• Mrs Hall (SENCO) has completed Safer Recruitment training which widens the staff available to interview.</li><li>• Various interventions planned – racism.</li><li>• Talks on knife crime</li><li>• Police had visited the school as part of a pilot project linked to the muggings. DM has also visited schools where they have a no phone policy and this has resulted in fewer issues. The school would like the police to say that if pupils have a phone they are actually less safe.</li></ul>	
7.4	<p>A governor asked what likelihood there was of success with a no phone policy?</p> <p>DM said that for it to be effective there had to be huge buy in from the parents too. Currently the School's policy is for no phone usage in school, but the battle would be with the parents.</p> <p>A governor asked whether there was government guidance?</p> <p>DM replied they recommend not to have phones but they leave it up to each school how they want to operate, so the guidance has done nothing in practical terms.</p> <p>A governor asked if parents are aware of the muggings?</p> <p>DM said they were as the school had advised them.</p>	



	<p>DM explained the practice of having phones in JF.</p> <p>A governor asked if this was the case for the 6<sup>th</sup> form?</p> <p>DM confirmed that 6<sup>th</sup> formers were allowed their phones, as they were in the 2 schools he had visited with the no-phone policy.</p> <p>A governor asked if they could be used in classrooms?</p> <p>DM confirmed that with the teacher's permission for an educational purpose, that they could; however, the need for this has reduced with the laptop trolleys and wifi upgrade making it less of a reason to use in school. They are allowed them out in the 6<sup>th</sup> form centre.</p> <p>A governor commented on a recent stabbing in Sutton for a phone.</p> <p>DM confirmed their advice to boys is if in that situation just to hand over the phone. It is replaceable they are not.</p>	
<b>7.5</b>	<p>RT added they had done a survey with staff raising the issue of phones and they are hoping to move to boys using 'brick phones' which can text and call but not got smart phone functions. They are going to try this with the new Year 7 to see what traction it has.</p> <p>DM added that some schools have done this but it still requires parents to buy into it, so they want to frontload this proposal.</p>	
<b>7.6</b>	<p>They have a few planned actions including:-</p> <ul style="list-style-type: none"><li>• an online safety audit</li><li>• mental health and well-being</li><li>• Staff Prevent training</li></ul>	
<b>7.7</b>	<p>A governor asked about the racism issue which DM had raised.</p> <p>DM commented that they have always tracked racist incidents, but it is with the current Year 7s where they are experiencing this most in terms of every group against every group. It is an issue which the Head of Year is tackling with a few of the key players involved. All of it is logged on My Concern. The Equalities and Diversity coordinator will do work with each of the Year 7 groups on tolerance. They have found that the whole school approach does not have the same impact, so it will be done with smaller groups.</p>	
<b>7.8</b>	<p>A governor commented on the report mentioning trends in sexualised behaviour and asked what things fall into this category?</p> <p>DM said there was a range right down from rape through to harmful/inappropriate language. (He added they had not had any rapes). It could include inappropriate touching.</p>	
<b>7.9</b>	<p>A governor asked about the number of incidents from September through to March.</p> <p>DM replied there was a higher number. The prevalence of mental health incidents was the same as in previous years, but he could not give an accurate cross-reference on racist incidents because they have not tracked it on My Concern previously.</p> <p>A governor asked if they had an objective marker for defining these incidents?</p>	



	<p>DM replied that they had taken the angle that if it is perceived as intended to be racist, it will be counted. The response to the first incident is not punitive and would be dealt with from an education angle, but where it is repeated then it becomes a behaviour matter. The categorisation is subdivided as – racist / perceived racist, e.g. misuse of language / use of racist language generally / abuse. Also it is a continuum i.e. terms used by a year 7 boy as opposed to by a year 10 boy which whilst not acceptable at the older age it is more normal.</p>	
<b>7.10</b>	<p>A governor asked about the 2 graphs with the total count of concerns with 229 listed.</p> <p>DM clarified that the start of the year was busier but the rest of the year has been more in keeping with previous years. Everything is logged on My Concern and the process is that this automatically fires an email advising each of the DSL team. The range of incidents covered wellbeing problems, suicide, parental treatment, homelessness etc. They had advised teachers and other staff it was better to log things which turned out not to be a concern, than not to log things.</p>	
<b>7.11</b>	<p>A governor asked if something is logged does the Director of Learning meet with the team and plan how to improve things like language via PSHE?</p> <p>DM confirmed that next year this will be part of RE, currently it is the form tutors who deal with how they are treating each other, about respect and to know what is appropriate.</p> <p>A governor asked if the Head of Year 7 is using assemblies?</p> <p>DM confirmed that they had done one on racism, colourism etc with the whole year group but also with individuals.</p>	
<b>7.12</b>	<p>A governor asked if this should be an agenda item for the TL&amp;S committee?</p> <p>A governor commented that DM and the school seemed to be on top of it and thanked them as he acknowledged it was a problem of epic proportions.</p>	
<b>7.13</b>	<p>A governor asked if the Gaza situation was causing any particular issue?</p> <p>DM said there had been some discontent, again in Year 7, some anti-Arab and anti-Muslim feeling.</p>	
<b>7.14</b>	<p>A governor asked whether there was any indication of different year groups?</p> <p>DM said there was also Year 11 had been using some language linked to this, less prevalent in Years 8-10 but the school is drilling down on this.</p>	
<b>7.15</b>	<p>A governor asked if they had much homophobic and LGBTQ+ issues?</p> <p>DM said on My Concern there is a menu of 100 plus categories and where any are not sufficiently nuanced then a new one is added.</p> <p>The Chair thanked DM and asked governors with further questions to email DM after the meeting. There were none and Governors thanked DM for his safeguarding updates.</p> <p><i>(DM left the meeting).</i></p>	



<b>8.</b>	<b>Headteacher's Report</b> <i>(previously distributed)</i>
	RT said he was taking the paper as read, but highlighted various points including:-
<b>8.1</b>	Catholic ethos – a lot has been going on since the last CSI inspection. They are trying to restore some liturgical elements e.g. regular masses. They have also reached out to parishes and several local clergy have said they are willing to offer mass and reconciliation. 6 priests had come in today to be part of the John Fisher pupil reconciliation service and this was part of the school establishing links with their parishes.
<b>8.2</b>	They have made changes to collective worship with a service taking place each morning, so that each year group has one each week.
<b>8.3</b>	They have rebranded morning prayer to get more involvement from students rather than as it currently is being led by staff.
<b>8.4</b>	Student leadership - Mr Issaka the Head of RE wanted to get a group of boys to drive this forward.
<b>8.5</b>	Opening the chapel and bringing prayer back into the chapel. Stephen Davis has got a group of currently around 70 boys involved quite easily as the core group. He has held a meeting in the chapel with the younger and older boys separately. They want to involve boys serving at mass and learning how to serve mass (which had previously been every JF boy).
<b>8.6</b>	Foundation faith club – this is led by Mr Issaka and targets the younger boys in Years 7-9. It has been reasonably well attended and will grow.
<b>8.7</b>	The diocese were very generous and had given 2 days for a mock CSI inspection in January when they visited and wrote a report which was seen at the TL&S meeting. The plan is to get them back in the summer to see how their recommendations and the plans have been implemented. They had given some interesting insights in that despite the Fisher Family it was felt the school was becoming untethered from the Catholic ethos and the link had been all but broken. FF was good in representing the community but there was a need to be more explicit. A lot was going on in social projects but there was no link to Catholic social teaching, therefore this will be what they start to focus on.
<b>8.8</b>	Quality of Teaching – this group had already talked about last year's results, but RT thinks the A level results this coming summer will show a significant improvement and the GCSEs will show an improved Progress 8 (P8). Likewise the profile of results, in that the school did well at grade 4 but less well at higher grades, there had not been the distribution they would expect of higher grades.  <i>(FM left the meeting due to diocesan commitments).</i>  RT said there is an indication that there will be more grades 7-9 this year. The improvement is positive but not as much as he would have hoped for. The reasons for this are various. Behaviour improvement will bring an uplift, once behaviour is better managed this will secure the culture to enable more to be done on teaching and learning. Grades at GCSE are built over the whole time spent in the school from year 7; therefore, real impact will be achieved with things like streaming but there are no quick fixes but things which will bear fruit over time.
<b>8.9</b>	They now work a lot on data with the staff. It was clear that many staff previously did not fully understand the P8 formula which all staff should understand. So now each department has its own spreadsheet so they can make the changes to get a more intuitive feel for what they need to do to make a difference to the grades.
<b>8.10</b>	All of the things contribute to an atmosphere in school of recognising learning is to be valued and





	<p>important. They will publish rankings of the top 50% and ensure other areas of school life are celebrated the same way sport is. They want to tap into the same competitive nature of the boys for learning and being on the higher list being a cause for celebration.</p> <p>Each year group will be divided into 2 bands and in each band those with high prior attainment will then be in 2 further sets. This is the area where the progress has been the lowest. Having that focus will make it easier to get teachers to push and stretch them.</p>	
<b>8.11</b>	<p>There will be a review of subjects, currently offering too many and that is costly and some are steering the boys away from the EBacc. They will discontinue media GCSE from next year. At A level, they will take away triple BTEC sport and double BTEC Business Studies. They might prune BTECS further in the future.</p>	
<b>8.12</b>	<p>RSHE is currently taught at the same time in the week for all classes. This means nearly 50 people are involved in teaching it, some of whom are not comfortable or able to teach the sensitive areas. So the school will move to the AQA syllabus for GCSE RE where these areas are included and they will be taken out of RSHE. The rest will continue to be taught by other teachers worked into the timetable differently. This also supports the ability to benefit from natural wastage to support the finances.</p>	
<b>8.13</b>	<p>Literacy is a big area of focus, working with Greenshaw School. Their intake has largely the same average points as JF. However, their grade 7-9 is much higher. So they are doing a lot of good things to tackle literacy, hence JF is sending teachers to Greenshaw to see how they use form time more constructively.</p>	
<b>8.14</b>	<p>The review of the school day, doing away with the split lunch means that the periods around lunch are no longer disrupted and it changes the atmosphere in the school at that time.</p> <p>SD commented that his initial observation was that prior to the one lunch format it meant a lot of boys were outside without much adult supervision, whereas with the single lunch the boys look to staff rather than each other.</p> <p>RT confirmed there are now 13 adults covering lunchtime. He added that the other benefit was that it made a difference to the ability to run clubs or revision sessions.</p> <p>SD commented that he had heard it being discussed in the staffroom and one of the staff mentioned that it allowed him to see other staff in his department which formerly he couldn't because they might be teaching. It was felt it raised the esprit de corps.</p> <p>RT said that getting rid of split breaks would be more difficult.</p>	
<b>8.15</b>	<p>Behaviour – RT advised that they had introduced the new Behaviour Policy in January and the feedback from both staff and students was broadly positive. There was more clarity, but still a way to go to where they want to be. There was more escalation possible, previously boys were drifting and getting multiple detentions which they did not turn up for. The new system was a daily detention and if they did not attend they then went to the inclusion area. This had been revamped to not be a place the boys want to attend as it previously had been. They want to clarify that there are consequences, but using the Sutton trauma-led approach.</p>	
<b>8.16</b>	<p>RT said that SD joined in February and his focus was on behaviour and Catholic life had been invaluable.</p> <p>SD added that the reporting system was still going onto their SIMS system but he knew other schools using Bromcom and Arbor felt the reporting these generated was better in that it allows an automated system where decisions can be made based on that. However, there is a cost implication</p>	



	<p>to changing.</p> <p>RT added there was no cost implication for Arbor because they will provide the system for free for as long as a school is tied into their SIMS contract.</p>	
<b>8.17</b>	<p>RT added that to bring things together they have set up a Behaviour intervention team comprising himself, DM as the DSL, SD, the Inclusion manager and the SENDCO. They talk about the boys causing concern so they do not drift but get help.</p> <p>A governor asked if they have noticed any significant changes in individual boys since the introduction of the policy?</p> <p>RT said it was easier to notice cultural changes, but they start with a group of boys and check in with those. Some who were causing concern are now doing well, others have gone onto the list. Some interventions have worked but it remains a mixed picture.</p> <p>A governor asked if they were positive for some students?</p> <p>RT replied there will always be some causing issues and some improving, but there are positive signs in how they conduct themselves, present themselves and engage in lessons. Teachers feel things are getting better and students do too. It is a more positive relationship but still some way to go.</p> <p>TR – SEND link governor commented that at the beginning of the year the impression was that it all needed to be more joined up with SEND and now he commends them on how it is working with that.</p> <p>SD added that it was things like staff using warnings in class, rule reminders on the board etc. There was a good uptake from teachers and the boys like that.</p> <p>A governor asked if the uptake was universal?</p> <p>RT said they still need more consistency. Some staff have good relationships and it is about helping other staff as well so that even the unqualified teachers need to have an environment without having to be behaviour managers. Some staff are very 'pally' with the boys but that potentially undermines the general behaviour management.</p> <p>A governor commented that sort of relationship was inappropriate if there were boys getting away with things because of this.</p> <p>A governor commented that students come to learn, behaviour should be a given. The culture should be one of learning rather than focusing on the functional for learning to take place. The language needs to be about how we communicate and build meaningful relationships with other human beings.</p>	
<b>8.18</b>	<p>RT said that the new Head of 6<sup>th</sup> form Mr Jackson had made a fantastic start, he is very energetic and working very hard with a challenging Year 12. He uses the 'Rights, Respect, Reward' Behaviour policy which is separate but broadly has the same principles.</p> <p>RT added that Mr Jackson had done a full analysis on the subjects offered and national norms and performance at GCSE. JF is the only Sutton school with no minimum entry level at 6<sup>th</sup> form, therefore DJ had suggested that over the next 3 years the school should introduce entry criteria with hurdles. This will also benefit students. Consequently, this September students will require grade 4 in English and Maths plus individual subject requirements to be admitted to an A Level course. This is quite a low base but will increase over the next 3 years.</p>	





<b>8.19</b>	<p>The Student Leadership Team has increased from 4 to 20, all helping with supervision in the playground and canteen. The school wants 6<sup>th</sup> formers to be contributors not just consumers which will have a good knock-on effect for them afterwards. The plan is to get them involved in running clubs with the responsibility for inviting speakers in and organising events.</p>
<b>8.20</b>	<p>Recruitment to the 6<sup>th</sup> form has significantly increase with applications up 15-fold at 162. However, whilst the interest is good, at this stage it cannot be guaranteed it will translate into them coming. External applications are also up at 57.</p> <p>A governor asked how many places were available?</p> <p>RT said the current capacity is 250.</p> <p>A governor commented that David Charles from the LA is coming to the school in May and at this point they should establish what the capacity is for the sixth form with all the work which has been done and what safe numbers should be.</p>
<b>8.21</b>	<p>RT added that Spanish will run to have MFL back on the A level programme, but there was no interest in music. They have to have some protected subjects, whereas usually it requires 8-10 students to make a subject economically viable. The school has to take the hit on this, otherwise they would lose certain students. One of the English teachers with a legal background had suggested offering law. Mr Gamage who deals with the high achieving Year 11s will asked if this subject would make a difference to make it worth considering.</p> <p>A governor asked about psychology, which is often linked to law?</p> <p>RT said they offer this already.</p> <p>A governor commented that law was an aspirational subject, but she commented that nobody went on to read law last year.</p> <p>A governor commented A level medicine was the same, it was more about getting academic skills to study and careers guidance.</p> <p>A governor added it was about getting a focus on facilitating subjects and also marketing subjects.</p>
<b>8.22</b>	<p>A governor asked if the school had done any benchmarking with other Catholic schools – St Philomena’s or Wimbledon College to see what they offer, however he recognised that Wimbledon College was much bigger therefore could offer more subjects?</p> <p>RT said they had done benchmarking especially with regard to the BTECs to see they were not out of line. Fewer were offering BTECs.</p>
<b>8.23</b>	<p>A governor asked whether the Baccalaureate was considered?</p> <p>RT said it had more breadth and he liked it a lot, however it is difficult to run unless you have languages in the 6<sup>th</sup> form and also along with an A level programme. Medical, maths and engineering university applications suffer because of the lack of specialisation. If the 6<sup>th</sup> form were to grow it might be something for the future.</p>
<b>8.24</b>	<p>A governor asked if RT thinks with all the changes in the school if the staff are supportive to achieve the ‘brave new world’?</p> <p>RT replied that some staff do not want change and others would like the change to be more rapid.</p>



<b>9</b>	<b>Committee Reports</b>	
<b>9.1</b>	<p><b>Resources Committee</b> - ATi (committee chair) outlined that in March 23 the deficit had been £510K, in January 24 - £540K and as at March 24 - £720K which since had been revised to £620K. Reasons and some issues have not quite been finalised.</p> <p>Catering costs were a lot higher than budgeted and still needed further investigation. The new cables for the telephone system had been fitted and £12K had been spent on boilers after the water-main leak at Christmas. There was also a large overspend on supply. However, he is hoping the final figure will come in a lot less than this.</p>	
<b>9.2</b>	<p>The Chair advised that Amanda the previous SBM had left at the end of January 24, and they have recruited a new SBM who will start on 15.4.24. and in the interim they have strengthened the finance department with 2 finance managers and borrowed the St Phil's SBM for two days a week until Michael Boyle joins in April. Some of the issues will be addressed when he joins.</p> <p>ATi advised that the school has got up to 15.4.24 to submit the final budget to the LA and in the meantime to pick up on things which have been missed.</p>	
<b>9.3</b>	<p>Over Easter the LED lighting will be fitted and will make a difference to the energy bills.</p>	
<b>9.4</b>	<p>At the visit from the diocese Lyle Jeeves and Tony Luff also looked at the roof and toilets. They could potentially allocated £900K for these but the school will not know until May if we will get this money. If we do not, it will be necessary to use private funds over the next 2 years.</p>	
<b>9.5</b>	<p>Contracts – the new cleaning company Cleanology will start after Easter and in the meantime do a deep clean which has not been done for years.</p> <p>Gas and electricity contracts are up for renewal by the end of December, but which time the school with hopefully have moved to Octopus at a lower rate.</p> <p>Grounds – they are currently getting quotes from the current contractor and 2/3 others. The cost is currently £45K plus a 4% increase next year.</p> <p>All contracts are being reviewed to see what savings can be made to reduce costs.</p>	
<b>9.6</b>	<p>Katie Hall the SENCO has just got a new sensory room for John Fisher which cost £18K all it grant funded. This will start in May and be finished by June, and it is currently in the process of being designed.</p>	
<b>9.7</b>	<p>Staffing – The Head of 6<sup>th</sup> form left last year and the role was advertised internally and was made permanent from the end of January with JD taking up post</p>	
<b>9.8</b>	<p><b>Teaching, Learning &amp; Standards Committee</b> – GG (committee chair) distributed her report, outlining that since the FGB last met the TL&amp;S had held 4 meetings, 3 working party meetings and 2 governor learning walks.</p>	
<b>9.9</b>	<p>There were whole class targets set for 2024 and the accuracy of predictions are now part of the teacher's performance targets.</p>	
<b>9.10</b>	<p>Mr Owen had done a presentation for the committee and he thinks that the P8 improvement will be +0.2 from -0.3 last year.</p>	
<b>9.11</b>	<p>RT will publish the Pupil Premium report of how the money has been spent.</p>	



<b>9.12</b>	In terms of behaviour, they did a learning walk in October and noted behaviour as poor, when they did one again on 5 <sup>th</sup> February they saw improvement in that the school environment was much calmer.
<b>9.13</b>	A governor commented that it will be interesting after Easter without the split lunch to see how it has further improved.
<b>9.14</b>	The committee had a DT presentation on their learning walk in February which was brilliant.
<b>9.15</b>	Enrichment – JF does a lot but it is the role of the governors to ask how it is monitored and what impact it has on teaching and learning, plus how it affects teacher well-being.
<b>9.16</b>	On 26.4.24 there will be a joint TLS and Finance working party focused on curriculum analysis and staff costs particularly the role of senior leadership.
<b>9.17</b>	Safeguarding – the committee looked at how effective this is and had one working party devoted to this to ensure the governors were doing due diligence. Whole school attendance is above average; the school regularly monitors the barriers to attendance; having clear protocols and procedures in place for attendance; alternative provision has some way to go and the recent national report from Ofsted identifies this as a big issue.
<b>9.18</b>	Catholicity – an experienced CSI inspector governor explained that the CSED evaluation document was about the school reviewing itself accurately and then proving it.  A governor asked if there were implications for the governing body?
<b>9.19</b>	The committee chair said that policies have been an issue and have been very poor and remiss. However, the working party will look at the statutory ones which will come to the FGB.  A governor commented there are over 80 policies.  Another governor asked if all are needed? Her thoughts were that if there are 80, the staff will not be able to remember them all and therefore why waste the time and effort being put into them?  The committee chair said they will look at policies related to Equalities as requested at the FGB and Teaching and Learning areas which have not been touched at the next TLS meeting on 14 <sup>th</sup> May. The areas for discussion will be Catholic/Christian life and also leadership.
<b>9.20</b>	A governor asked where the 40% of high achievers go to after JF?  RT said it was mainly to grammar schools which are a big pull. The others go to a variety of other schools and colleges.  A governor said many of the other schools were mixed 6 <sup>th</sup> form.  The committee chair said the next learning walk/drop in planned for early in the Summer term will focus on the 6 <sup>th</sup> form.
<b>9.21</b>	A governor added that teaching and learning had not been looked at because of behaviour. Nothing can move forward until behaviour improves, but they had definitely noticed in the February learning walk that there was a different atmosphere.
<b>9.22</b>	Report for Spiritual Leaders – a governor commented that perhaps former members of the Faith Committee might come into the school to speak.



9.23	<p>SD said he had already been in contact with someone in the Fath community about this.</p> <p>A governor asked about female contribution within John Fisher as there seemed quite a misogynistic atmosphere in school.</p> <p>RT said that several staff had also raised this point with him.</p>	
10	<p><b>Any Other Business</b></p> <p>10.1 RT had circulated a paper on the introduction of Combined Cadet Force (CCF)</p> <p>The Chair explained that RT had raised this possibility at one of their weekly Friday meetings. He thinks it would be a good idea but recognises it can be potentially controversial therefore although this would be an operational matter, this is why it is being brought to a governors' meeting.</p> <p>RT outlined that he thinks CCF see the benefits that if opens up opportunities for the boys and does not cost much to the school. It promotes positive values and goes hand in glove with behaviour the want to cultivate in the boys.</p> <p>A governor commented that they had introduced this at his former school in Peckham and it was brilliant for the boys who chose to do it but there was no appreciable difference for the other boys generally. He would highly recommend it for leadership and discipline skills.</p> <p>A governor said he knew it was a game-changer for many people giving opportunities they would otherwise never have had. For some of the pupils in Year 12 where there was low aspiration, this might bring the discipline they needed.</p> <p>A governor said she felt that Duke of Edinburgh had diminished in the school.</p> <p>RT said it still exists but this would be funded rather than be a cost. There is a waiting list of 112 schools for CCF but he thinks there might be the option to start from September.</p> <p>DF said from his experience with it you need good staff leadership in school to run it.</p> <p>The Chair asked the governors for their approval.</p> <p><b>DECISION – the governors approved RT introducing CCF.</b></p> <p>10.2 The Chair advised he will be circulating a letter from Angela Cox the Director of Education for the Diocese. The Archbishop requires all of Southwark's 170 Catholic schools to join one of 5 Diocesan multi academy trusts (MATs). Whilst we are not in a position to do so immediately, we will need to make progress within the next year. So he wants to get people thinking about it.</p> <p>JF is on the boundary between the South East London (SELCAT which has already started) and South West London (Sancta Familia Catholic Academy Trust, which is just forming and includes St Philomena, Wimbledon College and the Ursulines).</p> <p>He will circulate the information about both and the board will have a discussion in early 2025 as part of a special governors' meeting to talk about academisation.</p> <p>A governor commented that they had previously had a presentation.</p> <p>A governor asked if they are also looking at Christ the Redeemer MAT or Kingston St Benedicts?</p>	



<b>11</b>	<b>Future Meetings</b>  The date of the next Full Governing Board meeting was confirmed as Wednesday 12th June 2024	
<b>12</b>	<b>Confidential</b>  SD left the meeting.  See separate Part B minutes.	
<b>13</b>	<b>Closure of Meeting</b>  The meeting was closed at 8.20pm by the Chair	

Signed: \_\_\_\_\_ Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

## Action Points

### Outstanding Actions and Actions arising from 2023-24

No.	Action	For	Date	Comments	Status
<b>Meeting of 20<sup>th</sup> March 2024</b>					
1.	JB to resend the minutes from the previous meeting.	JB	a.s.a.p	JB resent by email 21.3.24	Completed
2A.	DM to resend the Safeguarding quiz link for governors (see 22.11.23 / action 4)	DM	a.s.a.p.	DM resent by email 21.3.24	Completed
2B.	Governors to use the link for safeguarding CPD	All govs	a.s.a.p.	To be logged on governor CPD record	Open
3A	AT to recirculate the updated link governor roles.	AT	a.s.a.p.		Open
3B	Governors to respond to him with the areas they wish to retain/take up.	All govs	a.s.a.p.		Open
4.	JB to contact Nadina Badlow at CEP for the governor CPD records held there of any training completed with CEP.	JB	a.s.a.p.		Open

No.	Action	For	Date	Comments	Status
<b>Meeting of the 22<sup>nd</sup> November 2023</b>					
1.	Safeguarding update for Governors (and inhouse google quiz to be completed	DM/GB	December	Training platform, link and details to be sent	c/f
2.	Send specific governor training to DF.	DM	ASAP		completed
3.	Approve the Admissions Policy.	Ad Com			Completed
4.	Review meeting dates for 2024 to allow committees time to return minutes prior to FGB meetings.	NB/ AT/RT			Completed



No.	Action	For	Date	Comments	Status
<b>Meeting of the 20<sup>th</sup> of September 2023</b>					
1.	TLS committee to review link governor categories and merge where appropriate	TLS	10.10.23	c-f see minutes 20.3.24	Open
2.	The names on the link governor list to be updated with the new/additional governor roles.	AT	22.11.23	c-f see minutes 20.3.24	Open
3.	Web filtering governor to be nominated	DM/AT	22.11.23	As above	Open
4.	Roles and responsibilities for web filtering and reporting to be established	DM	22.11.23		Open
9	Governors to use their JF - log ins to the National College to complete safeguarding management modules	All	ASAP	Add to governor training schedule once completed.	c/f
10	Safeguarding quiz link to be sent by DM	DM / JB	ASAP		c/f