

MEETING 91 – PART 1 - MINUTES of Full Governing Board Meeting 27th April 2021 – Via Zoom

Attendee	Initials		Arrival / Departure	Attendee	Initials		Arrival / Departure
Christine Bevan	CB	Chair	5pm / 8.10pm	Elaine Penfold	EP	Parent	5pm / 8.10pm
Sam Barham	SJB	Head	5pm / 8.10pm	Bill Robinson	BR	Parent	5pm / 8.10pm
Hayley Hardy	HH	Parent	5pm / 8pm	Maria Dyer	MD	Clerk	5pm / 8.10pm
Andrew Redpath	AR	Co-opted	5pm / 7.28pm	Claire Cowen-Brown	CCB	Co-opted	5pm / 8.10pm
Peter How	PH	LEA	5pm / 8.10pm				
Katie Goodfellow	KG	Clerk	5pm / 8.10pm				
Apologies	Initials		Reason	Apologies	Initials		Reason
Eleanor Hanson	EH	Staff	Parents Evening				
FOCUS	<ul style="list-style-type: none"> Ensuring clarity of vision, ethos and strategic direction Holding the Headteacher to account for educational performance of the school and its students Overseeing the financial performance of the school and making sure its money is well spent 						
Part 1							
1	91.332	Apologies	Apologies received prior to the meeting and were sanctioned				
2	91.333	Declaration Pecuniary/non pecuniary interest	No conflicts of interest were recorded				
3	91.334	Minutes of 23 rd March 2021	Part 1 <i>Follow up contacts for new governors - this will be discussed under Item 14.</i> <u>Action points</u> CB and SJB to meet to discuss RA.				

			<p>This will be discussed today under Item 5.</p> <p>Expansion plans to be discussed in Part 1 from now as it is now in public consultation phase. This has been actioned.</p> <p>SJB to arrange date for Governors to come into school. This has been arranged for 12/05/21 with an extra-ordinary meeting taking place at the same time to give Governors an opportunity to discuss and approve the budget.</p> <p>SENTient action: lack of Covid funding. CB sent a follow up email to Paul Grey last week and he confirmed that he has not received a response but would send a reminder to Phil Norrey CEO DCC. CB noted that the teaching unions were discussing this issue at their Easter conferences so it appears everyone is in the same situation.</p> <p>SJB has shared SIP visit report</p> <p>Part 2 SJB to thank CH and PS for the extra work done re-expansion. This has been done.</p> <p>PH to speak to Highways Agency about traffic arrangements when build has been confirmed and tender announced.</p> <p>SJB to send letter to families to let them know about changes in staffing. This has been done. JH to follow this up with more information.</p> <p>Pathway to Teaching SJB asked that the minutes reflect more clearly that this proposal has been approved by the board. CB asked that the amendment reflect the format in previous minutes of other decisions. CB asked if AR wanted further information about repayment of costs but AR confirmed that this is not necessary.</p> <p><u>Part 1 and Part 2 minutes agreed</u></p>
4	91.335	<p><u>Premises, Health & Safety</u> - Spot Checks</p>	<p>PH visited school on 26.04.21 and met with PS and also SJB and confirmed that all H&S documents are in order and up to date. Cannings have checked fire alarms recently and everything is up to date. Water purification checks are all fine and the lighting is up to date. All work done by PS over half term is in order.</p> <p>SJB said that confirmation of the new caretaker will be announced once references and DBS checks are completed. This role will give more flexibility, consistent cover throughout the day and an extra 20 hours</p>

			<p>capacity for the Premises Team for the new build as agreed in 2020 scenario H budget</p> <p>PH reported that PS and NG had successfully completed the electrical course previously discussed at Governors. An upcoming plumbing course will also be beneficial for the Premises staff to attend. There are more courses available including a Premises Management course which may also be useful for PS. PH reported that the independent playground inspection has been carried out successfully and that the new area to the playground is a great asset to the school now additional works have been carried out</p> <p>PH checked the Team Teach books and reports that there were a few very minor entries. No concerns there.</p> <p>SJB highlighted that it appears DCC still hold the deeds and plans for the school. It was noted that there is a very small strip of land to the side of the school which could offer the potential to extend the car park in the future. This could be explored at a later date. PH added that this may enable school to improve the aesthetics of the frontage and further improve security.</p> <p>Action: SJB to contact Paul Grey from SENTient Trust to explore the ownership of the piece of land.</p>
5	91.336	<p>Covid</p> <ul style="list-style-type: none"> - Risk Assessment - Wellbeing 	<p>CB met with SJB on 19.04.21 and reviewed the updated Risk Assessment. DCC had issued version 2.5 of the RA100 to reflect additions and amendments due to updated government guidance. SJB explained that it is important that systems of control such as social distancing and ventilation all remain in place as lateral flow testing and vaccinations are all optional. There is still a way to go before everything returns to normal.</p> <p>HH asked if all staff have been vaccinated?</p> <p>SJB explained that the vaccinations are based on personal choice and therefore this information is not available</p> <p>HH asked if there was any likelihood that people who have not been vaccinated would be prevented from applying for employment at Lampard?</p> <p>SJB said she feels sure that this would be discriminatory so is unlikely to ever be an issue.</p> <p>PH agreed that as vaccination is voluntary not mandatory this is unlikely to happen.</p> <p>SJB explained that the RA100 states clearly its systems of controls and these control measures continue to be very important. Recently a staff consultation on wearing face coverings in communal areas took place with the result that the majority of people wished for it to be personal choice whether they should be worn or not.</p> <p>EP felt that it is important to put out timely reminders about hand washing etc as the vaccination programme can give people a false sense of security.</p> <p>SJB explained that the staff wellbeing group met last week and reviewed the work they had done to date this year. They continue to</p>

			<p>want to focus on strengthening the sense of community with ideas such as future shed shop events, and sporting events in the near future. SJB reached out to the 'Sлимпard' lead and she is happy to for this to be part of the community Wellbeing Group.</p> <p>SJB acknowledged this has been a tough year and said there will be a point where reflection of the last year will be important for everyone in the school community. As a Governing Body along with leadership, it will be important to consider how we can be facilitated to do this.</p>
6	90.324	<u>Finance</u>	<p>The Finance Report was presented by AR. This report illustrates Lampard Schools five-year budget which shows Lampard coming out of deficit at the end of this financial year. This financial landscape is of stark difference from the April 2017 budget and is as a result of a robust approach to the reduction of the school deficit.</p> <p>AR described the processes leading to the release of the report, which included a lack of support from the newly appointed Finance Officer but some excellent service from the DCC accountant who has carried out a lot of work on both our submission and scenarios which will go to FiPS on the 28th April.</p> <p>SJB added that it is important to look at the budget and where we are now compared to where we were 4 years ago. This budget scenario puts Lampard in a stronger and much more positive situation. She described how the school during that time has had external SIP visits, a SEND review, a Safeguarding audit as well as SENTient Peer Reviews which have all reflected how strong and effective the school is. She extended her thanks to the governors for trusting in changes she proposed to the initial SLT structure which involved not having a Deputy Headteacher and for holding their nerve through some very challenging times related to the budget</p> <p>PH noted that the biggest expense is staffing, and asked AR if the allocated increase in staff pay mirrors that of other schools?</p> <p>AR said no increase in pay for support staff has been factored in for this year, but moving forward a 2.75% pay increase for teachers and a 2% pay increase for support staff has been budgeted for as this was recommended at the last School Business Managers meeting in February. If this is any less than predicated, any surplus monies will be focused on site improvement.</p> <p>CB feels that Lampard has been badly served by Babcock in this instance in preparation for FiPs,</p> <p>CB asked if a complaint has been submitted?</p> <p>AR has spoken to the lead Finance Officer at Babcock and is awaiting a follow up conversation. SJB will contact Babcock if AR has no further correspondence from the lead Finance Officer.</p> <p>AR explained that even with Covid and all the extra related expenses, savings have still been made and will submit a finance breakdown.</p>

	<p>She explained that all maintained schools have to lock down and publish their budgets by 1st May. We have been given an extension to a deadline of 21st May.</p> <p>BR commented that AR has turned the budget round despite a lack of paid for Babcock finance support and done a fantastic job, and agreed that the school has been underserved.</p> <p>SJB would like to acknowledge the additional work that DCC Accountancy have done to enable our report to go to FiPS.</p> <p>EP asked if we ask for a refund?</p> <p>AR explained that monies for other services haven't been delivered have been refunded by Babcock. In the future, Lampard may choose not to buy into the same level of subscription of finance services. PH explained that he is in favour of writing a letter of complaint SJB added that the final report demonstrates AR's meticulousness in budget setting</p> <p>SJB felt strongly that Governors mustn't let the lack of finance support situation hijack the excellent news about the positive financial situation the school has managed to create within four years</p> <p>ASR felt that Lampard must register concerns about how this has been handled. He agreed that the news about the school turning around the financial situation is excellent and extended his congratulations to SJB and to AR. He asked about the longer term, and wondered if as the school expands DCC will want more back for their money and if the profiles of the student become more complex, will this impact the finances?</p> <p>SJB explained that alongside the business plan and budget work, there has been a piece of work done with the EP service and the LA in defining Lampard's designation which centres around children with significant needs relating to Communication and Interaction and who are working significantly below age-related expectations. This should ensure the school continues to work with the students with the high levels of need the school provision is designed to best support</p> <p>SJB will share the 'Lampard on a page' document for governors to thoroughly familiarise themselves with the core offer. She described how important it is to ensure the school can meet the needs of the students in the very best way possible. We are clear at consultation stage the reasons why we feel we can or cannot meet needs.</p> <p>ASR asked if the budget reflects the nature of the needs moving forward?</p> <p>SJB replied that the school has been careful to seek the right level of funding to facilitate the right level of provision for our students for our current designation.</p>
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7	91.338	<p>Policies</p> <ul style="list-style-type: none"> - Complaints Procedure - Teaching & Learning QA 	<p>Complaints Procedure and Complaints Policy</p> <p>CB explained that she is not happy about the new Complaints policy and procedures put forward. She understands that they have come from Babcock but doesn't think that they do what they purport to do, and would prefer to stick with the existing policies. She feels that</p>

		<p>- Home Visits</p>	<p>elements within them have merit, and would prefer that these are inserted into our existing policy rather than to accept them as replacements.</p> <p>ASR agreed that the proposed new versions of the policy are very long. CB added that they are also confusing. She feels that it would be difficult for parents and stakeholders to make sense of it.</p> <p>HH agreed that parents would find it confusing.</p> <p>PH agreed that it is right to stand up to these if they are not right for Lampard.</p> <p>SJB agreed that these policies will need to be adapted to be suitable.</p> <p>CCB noted that Babcock policies always need to be adapted to suit each school</p> <p>SJB noted that the policy presented is not a Complaints Policy.</p> <p>CB understands that the school's current policy was adapted from a DCC policy which reads better for us.</p> <p>SJB suggested the new policy has arisen from issues caused by Covid related issues</p> <p>HH felt it reads more like a mainstream policy.</p> <p>CB concluded by stating that we have reviewed the policy as required and are not happy with it.</p> <p>SJB explained that as it is a statutory policy it must be helpful to all who wish to use it. SJB will work with AR in researching the Complaints Policy in more detail and a more suitable policy and procedure brought to the full Governing Body meeting in May.</p> <p>CB stated that the positive elements could be adopted to add value to our existing policy. This will therefore need more work and to roll on to a subsequent month.</p> <p>Teaching & Learning QA</p> <p>CB felt that this is an excellent policy and an improvement on last year. <u>The policy was unanimously approved.</u></p> <p>Home Visits</p> <p>CB felt that this is another excellent policy</p> <p>SJB explained that a risk assessment has been added to keep staff and families as safe as possible, which is a lovely addition to the policy. <u>The policy was unanimously approved.</u></p>
8	91.339	Expansion Plan	<p>Presented by SJB</p> <p>SJB explained that she is currently waiting for the result of the formal consultations which will hopefully be by 18/05/21. Over Easter PS has had several visits from contractors as part of the Tender process,</p> <p>SJB has been meeting with CH at great length. CH has mapped out the entire process of moving the entire Upper School out of the current building, ensuring that the children's education isn't impacted and the move can be done safely. Due to the enormity of stage A in the project, it will be a very tight turnaround as builders will need to set up their compound at the end of May, and the actual work will begin at the end of June.</p>

			<p>On 28.04.21 JH and CH will lead on a consultation meeting with SLT and SJB will ask CH to share the document on to Governor Hub ahead of the Governor visit. AR has been seeking quotes from removal firms which may result in a small additional cost. SJB is very reluctant to put extra pressure on staff.</p> <p>PS and CH are happy to oversee storage plans to try to prevent additional spend in this area.</p> <p>SJB highlighted how phenomenal CH and PS have been in their work on the project to date and are working incredibly hard. Once plans are approved and the tender is awarded, work on the project will intensify hence the appointment of an additional caretaker to protect the Premises Manager's workload.</p> <p>PH is very interested to see who is awarded the tender, especially as the turnaround is so very tight.</p> <p>SJB explained the decision was made with the 0-25 team not to increase numbers in September as there are concerns for the completion of stage A on time i.e. the start of September. She is aware that whilst this would impact the reduction of the deficit, the safety and wellbeing of the school community must be priority. Due to Covid the school has already been decluttered which has reduced the amount of clutter and unwanted furniture. There has to be careful consideration of the storage of student folders and confidential information during the expansion works and CH is looking at all of this.</p> <p>CH to share moving planning document with Governors.</p>
9	91.341	<u>HT's report</u>	<p>CB - Re 1.6: When will the Technology Strategy be ready and when will it be shared with Governors?</p> <p>SJB replied that SM has only been in post for 2 weeks, and is working on drafting this with JH. All her research of the DFE, big picture reports have been read and shared in the visioning meetings which will feed in to this strategy.</p> <p>JH and SM will take the draft technology strategy to SLT in May and it will be ready to share in draft form with Governors in June.</p> <p>CB - Re 1.6: Has there been an increase in parents engaging with EFL since SM's last report?</p> <p>Re 1.4 To explore the co-use of Evidence for Learning to evidence progress towards Education Health Care Plans. SM will continue to do this work whilst in her Assistant Headteacher role. It is hoped this aspect of EFL will be available to all parents and carers from September 2021</p> <p>CB - What was the feedback from staff on this? What difference will learning from this make to the school and our students?</p> <p>EFL SM is confident that the Parent section will be in place by September which will allow evidence of progress towards EHCP outcomes to be collected from school and home showing the broader picture of what progress looks like for each student.</p>

CB asked Re 2.1: What was the feedback from staff on the Wellbeing for Education webinar / mental health workshop training?

CCB explained that there are a couple of different types of training including an initial webinar plus there will be follow up activities for staff equipping them with further strategies to deal with student mental health needs. This is part of a bigger plan working alongside Young Devon to equip schools with resources to help promote positive mental health in our cohort. This training was put on pause due to Covid- Young Devon are working with Lampard and other specialist schools to provide the right resources for our cohort.

Re 3.1 Career interventions / career guidance for Yrs 8-11: CB felt this was very positive and is looking forward to receiving feedback from Tamsin on its use.

Ben Williams from the Heart of the South West is coming to Lampard on 28.04.21 to present the school with a certificate on its 100% achievement in the Gatsby Benchmark.

CB - Re 4.1: expansion plan tenders, have all 6 have submitted tenders and what is the process from now onwards?

SJB replied she understands that all tenders are due by 18/05/21.

CB commented Re 4.2 Let's Walk Challenge: A fabulous achievement! Will this initiative continue?

SJB explained that the Wellbeing Group is working on plans to try and continue the success of this initiatives.

CB asked have all the planned Easter works been completed?

PH said that even the staircase flooring looks good, and that everything done has made such a huge difference.

CCB stated that the new playground work has made a huge difference to the students and the impact is evident.

PH commented that it is lovely to see communal outdoor walls painted by students.

SJB said that a local artist is putting together a quote to produce artwork for the retaining wall in the senior playground and, art students are also going to add their artwork to enhance that part of the outdoor pace. We are seeking quotes for new and bespoke planting boxes for the junior playground which will further enhance the space.

CB - Re Staffing Information and Vacancies: Have these interviews taken place? If so, what was the outcome?

SJB said that the interview for internal middle leader for SEND took place today and the decision will be made by the next day. The school received a high number of teacher applications and **the shortlisting has been carried out. Interviews will take place on 6th May and SJB will feedback.** An advert for an internal replacement for SM will be published for when she goes on maternity leave. This teacher role will need to be back filled.

			<p>CCB reported that based on weekly behaviour data the first week back was quite busy in terms of low-level incidents, but since then there has been a sustained reduction which is excellent to report. There has been very little need for restrictive physical intervention which is very positive.</p> <p>SJB explained that in terms of qualifications our students are the only student cohort taking formal exams to achieve their qualifications which feels morally wrong. TW has raised this issue with the examination board. Our students have been amazing as have the team who work with them</p> <p>PH asked what is the thinking behind this?</p> <p>SJB said she was unable to answer this. She will ask TW to come to the May FGB meeting to give an update; She explained that Petroc are fully embracing the transition of our students regardless of qualifications achieved so this won't impact their pathway. TW's work on Transition began in February. The weight of qualification students are finally awarded will depend on the number of modules TW can eventually 'cash in'. The Upper School team have worked incredibly hard to make sure the students achieve as much as they possibly can since their return to school.</p> <p>BR added that this is another example where the team has turned a negative into a positive.</p> <p>SJB shared that she and TW are incredibly proud of the whole team.</p> <p>SJB explained that the next steps recommended from our SIP visit report are being implemented. SJB shared her view that our SIP is insightful and experienced and pleased to report she has agreed to work with Lampard for another year.</p> <p>EP added that she was pleased to read in the HT report about the work going on regarding Post-16 transition, and feels it's fantastic that a Lampard student is potentially taking Level 2 Business Studies.</p> <p>ASR asked if he was right in thinking that Petroc has improved its provision for SEN students?</p> <p>SJB replied very much so, and that TW has been instrumental in working closely with Petroc to achieve this. Students move on to a progressive pathway and no longer repeat courses.</p>
10	91.342	<u>Behaviour</u>	<p>In presenting her data CCB explained that the small numbers must be considered before inferring any correlation or causation in the data. The data shows that there has been a reduction in incidents and serious incidents but an increase in physical intervention.</p> <p>CCB explained that the most common behaviours recorded are defiance and disruptive behaviour and these are always the top two behaviours. She is currently exploring what 'defiance' and 'disruptive behaviour' looks like in class to enable us to understand what is causing</p>

this to help improve provision and inform future training needs. This forms part of a future piece of work. There is a reduction in behaviour incidents over time which is good to report

ASR commented that the top two behaviours are quite broad and subjective. Would it be a good idea to refine these?

CCB agreed

SJB commented that behaviour is communication and we should reflect on what this type behaviour is communicating to us.

CCB added that she intends to look at staff triggers and to explore their understanding of what defiance and disruptive behaviour is.

CCB explained that there is no significant different between students with and without Pupil Premium in behaviour incidents

PH asked why is there an increase in restrictive physical incidents?

CCB replied that the data for serious and restrictive physical incidents is skewed by one student who has been affected by recent extra health needs and new medication which the school has a clear narrative and response to. This behaviour is now reducing and the expectation is that this data will balance out across the year.

CCB showed that there has been a reduction in incidents across all times of day. Lunchtime is traditionally a time where incidents occur as it is unstructured time, but even this has reduced. The beginning of the week historically sees a higher number of incidents moving towards lower numbers on a Friday.

EP asked if this could be anxiety related?

CCB replied potentially yes. She added that feedback from Lower School is that routine is very important to students and as they re-adapt to school routines following a weekend incident tend to level out.

PH asked if also staff could be more relaxed on a Friday?

CCB replied this may be the case.

HH asked if it was right that afternoon learning isn't core subjects?

CCB replied that historically afternoons saw higher numbers of behaviour incidents so the timetable changed and relaxation and mindfulness activities were introduced which has been very positive.

BR asked if overlaying type of incident with time and day had been tried?

CCB replied that she will look at that.

CCB explained that she predicts a slight increase in physical interventions by the end of the year as anxiety increases

			<p>SJB added that it is important to bear in mind that a physical restrictive intervention can be just a light touch or a gentle guide. CCB will aim to collate and report on this data at the end of the year.</p> <p>PH asked why specific classes were particularly high? CCB explained that lower school is expected to be higher due to students adapting to school routines.</p> <p>BR asked if there is any benchmarking against other SENTient schools? CCB explained that this is tricky as schools use different recording tools. SJB added that many SENTient schools stepped away from Team Teach and the other programmes' recording are different. She is aware of a reduction in behaviours on the return from lockdown across other SENTient schools and is interested for CCB to look at any comparisons with other SENTient schools and to share learning and best practice which is always valuable. She is confident that an improved school environment with continued up skilling of staff which includes a better understanding of needs as well as the impact of the school's EMPOWER curriculum will lead to continued reduction of behaviour.</p>
11	91.343	<u>Visioning Day</u>	<p>SJB shared her working vision document She explained the next step is for her to meet with JH and to present current progress to SLT. She will present an update at the May FGB meeting with staff and parent stakeholder data added.</p> <p>CB commented that it's great that a start has already been made, and that she looks forward to seeing an update in May.</p> <p>SJB highlighted through student survey feedback led by the school council that students want more clubs and more things to do at lunchtime, so work is ongoing into investigating a range of clubs including recycling and gardening clubs. SJB and TG will work with the School Council to explore this further.</p>
12	91.334	<u>Skills Audit Action Plan</u>	<p>CB explained that there are four objectives as a result of the data alongside building strong collaborative relationships between members of the board.</p> <p>Action 1 – Visioning activity – this has taken place.</p> <p>Action 2 – Face to face event for governors to get together. This is happening in May, CB asked if there is need to set up another meeting at this time?</p> <p>PH felt that the May meeting when Governors will visit the school for a site inspection probably negates the need for this at this time.</p> <p>CCB agreed that this achieves the objective. Seconds PH's comment that the meeting in May is fine at this time.</p> <p>Action 3 - Governors to understand more about how finance and benchmarking are managed. CB suggested that a twilight training session on 18/05/21 on Zoom led by SJB would be helpful.</p> <p>PH asked would Zoom catch ups help to reduce the workload in each FGB meeting?</p>

			<p>CB agreed that this may be helpful, and would like to discuss this further with SJB.</p> <p>SJB suggested we would refine agenda setting as our agendas may be too ambitious. CB added that It's important that people presenting supply their information in good time so Governors can read in advance.</p> <p>KG to share proposed dates on Governor Hub for bench marking (18/05/21) and school pay policy training (15/06/21) via Zoom.</p> <p>BR added that satellite training sessions are very important so Governors can fully understand all aspects of the school's key processes.</p> <p>CB encouraged Governors to submit questions beforehand to reduce time spent during meetings.</p>
13	91.335	<u>Summer Club review</u>	<p>SJB explained that in a recent letter sent home to families it was explained that Summer Club probably wouldn't go ahead this summer, but that this will be confirmed when final decisions are made on the expansion</p> <p>The LA is mapping all summer clubs available in the area so we will be able to offer this information to parents which will hopefully be helpful.</p> <p>EP and HH expressed that an advanced definitive decision would be helpful to enable families to make plans. EP put out information about the HAF programme at Easter through the Facebook page to help other families as places there will go quickly.</p> <p>SJB agreed that as soon as school receive any decisions on the expansion plan they will share this with CCB and KA to share with families.</p> <p>CCB shared that a new system set up by Devon Children Families Partnership means that school should get information in a timely manner which will be shared with families quicker. HH echoed EP that parents need to know as soon as possible</p> <p>CCB and KA to send out information regarding the cancelling of Holiday Club this summer to enable families to make plans in a timely manner</p>
14	91.336	<u>Governor recruitment drive</u>	<p>CB reported that HH has agreed to step into the vacant Finance Governor role. She will therefore relinquish her role as Safeguarding Governor. CB thanked HH for accepting the portfolio change.</p> <p>SJB has reached out to a local Town councillor, who was very complimentary about the school but sadly the timing isn't right as his work commitments have increased recently. SJB shared the removal of the school patron with the view to replace with a small number of ambassadors. A rugby player from Exeter Chiefs has visited the school before lockdown and has agreed to be an ambassador.</p> <p>SJB to ask our soon to be ex-patron whether they have capacity to become a school Governor. All Governors agreed the patron has been invaluable to the school in previous years but fully understand why a move towards a small number of ambassadors whom students can</p>

			<p>relate to and align to the vision would be a good model to move forward with.</p> <p>CB asked Governors to continue to keep up trying to source suitable future board members.</p>
15	91.337	<u>Portfolio Holder Reports</u>	<p>EP met with TG regarding SEND. She shared that the Friendship Bench has been installed. TG is having handover sessions with SM so she can cover Evidence for Learning for setting and evidencing progress towards Termly Learning Goals while SM is on maternity leave.</p> <p>EP shared that she completed Safer Recruitment training with Babcock last week. One of the points raised in the training focused on if an inspector came into the school he/she would ask if lockdown recruitment was conducted in the same way as during normal times.</p> <p>SJB was happy to confirm that our SIP partner had raised the same point and actually carried out these checks when she visited. CCB is working on a checklist to record SCR checks.</p> <p>EP said it was also mentioned that the issue of safeguarding holding a prominent place on the website is important in highlighting the strength of safeguarding at the school and thereby supporting the safer recruitment process.</p> <p>CCB says the school already does this, but will reflect on ways to increase the status of the safeguarding policies on the website moving forward.</p>
16	91.338	<u>Effective Governance</u>	<p>CB wrapped up by stating that numerous discussions have taken place during the meeting, all of which focusing on the future for the students and all were very positive and exciting. She added to this that CCB's report highlighted the positive impact of the work of the school on continuing to reduce children's behaviour which was very encouraging.</p>