

**Minutes of the Full Governing Board Meeting
held on Friday 4 July 2025 at 7.45am
South Wing Conference Room**

Governors present: Anne Canning, Mark Chapman (Chair), Jo Davey (CoHeadteacher), Tessa Hauswedell, Lorraine Hudson, Rachel Howarth, Zoe Judge (CoHeadteacher), Ian Macaulay, Claire Montgomery, Lewis Shevelan, Antonia Shortall,

Staff present: Nofer Fari, Florence Herrero, Kirsty Holder, Louise Prodromou, Ewan Scott, Kirsten Sullivan

Clerk: Sam Murray

Welcome and introductions were made by all present.

1. Apologies

There were no apologies received for any non-attendance.

2. Declaration of interests

There were no meeting specific declarations of interest made by anyone present.

3. School Improvement Plan 2024-25 - Update and review

Governors had received a copy of the RAG rated SIP following the summer term review and a supporting commentary document. CoHeads noted that industrial action and some changes to structures following staff changes have impacted some areas of the SIP and delayed progress. The following items were highlighted:

Standards

- CPD improvements have progressed as planned and the personalisation of the CPD package is ready to share with staff as part of the renewed CPD strategy.
- Assessment as part of the T&L policy was further embedded and an audit gave some useful feedback. Work continues on homework.
- Two new Associate AHT posts were delayed but are in place now and work is starting on the projects.
- The assessment process for the SENDIA Award has been a useful way of shining a light on our provision and processes in this area.
- New Cos X platform is helping to gradually mesh systems and processes for staff and eventually parents as well.

Inclusion

- A positive year for behaviour improvements including a reduction in suspensions.
- Work on the development of a character education programme continues. Mechanisms for capturing the student voice are active.
- A lot of excellent work has taken place in supporting students to participate and engage in House events and activities.
- Attendance figures are improving but persistent absences are still too high. The school has bought into Haringey's most comprehensive Education Welfare package to support this work.

Community cohesion

- Communication continues to be an area for development. A comprehensive review of the complaints policy has led to a revised process for governor complaint handling.

- Staff wellbeing continues to be a focus. Workload mitigations focus on wellbeing flexible working for staff, including the two-week half term and shorter working day.
- Sustainability is a key DfE focus and the school continues to work towards Eco School status. Sustainability will be key to the school rebuilding project.
- Our Year 6 to Year 7 transition programme is a strength and will be key in light of falling pupil numbers.
- Student voice work continues. Student ambassadors meet regularly and students were surveyed about bullying and changes to tutor time.
- A Staff governor commented that the staff voice might not always be clearly heard. Governors commented that it is helpful to hear the staff perspective and would like to build this into the reporting schedule and include a staff survey next year. MUCF meetings will be scheduled for the year ahead and will include some governor involvement.

Finance and resources

- A new IT strategy is paused for financial reasons but issues such as AI and the SRP project still require attention. A review of the website is also still needed
- The new PTA (FOF) are organising the summer festival and we are confident they will be effective in raising extra income for the school. A fundraising strategy that explores different avenues for income generation is needed.

Governors were pleased with the progress made so far in many areas and thanked the CoHeads and the SLT. The next review will be in autumn 2025.

4. Sixth Form Improvement Plan Update

Governors had received a written update from LC on progress with the sixth form rapid improvement plan. ZJ gave a summary of the current position.

- Results of the summer 2025 exams will inform our planning for work in 2025-26.
- T&L and Assessment work is focussing on supporting staff to explore what effective KS5 teaching and learning looks like and what good independent study looks like. Resources to support staff have been created.
- CPD, learning walks and HOD meetings have focussed on KS5 teaching and learning.
- Input from a recent SIP visit has provided very useful feedback.
- Greater oversight of assessment practices to quality assure the input (tests) as well as the outputs (results) has taken place.
- An extra team member is focussing on Y13 attendance. A new admin support has been appointed.

ZJ commented that work to develop a culture of ambition and engagement continues including much stronger processes and structures around KS5 pastoral practices. Outward facing events have strengthened parental participation and built relationships with tutors and students. The sixth form link governors (RH and AC) gave feedback following their recent meetings.

Good work on improved information, advice and guidance has taken place. Staff have worked to raise ambition among students through a range of talks, visits and trips. The recent sixth form transition day was a well organised and attended event and included talks and sample lessons with teachers. In response to a governor question, JD confirmed that students are given information on a wide range of pathways after Year 13 including apprenticeships and other training routes.

ZJ commented that there is a marked difference in the Y13 cohort this year, compared to last year. The team are hopeful for good outcomes.

5. Combined Safeguarding and Pastoral update

Governors received a written termly update on safeguarding. This also included a pastoral update for this meeting. KS highlighted the following **safeguarding updates**:

- Staff have undertaken safeguarding related training including on AI and safeguarding.
- The single central record was reviewed by the safeguarding governor this term and all is compliant.
- Data on vulnerable groups and data on referrals and cases on My Concern and My Voice was considered.
- Growing areas of concern in school include self-harm, suicide and suicidal thoughts. Risk assessments have increased. There continues to be long waiting lists for CAMHS.
- Filtering and monitoring is a huge amount of work for staff and very few are genuine catches.

Attendance data and update: The school level remained above the national level all year. Attendance was 96.8% in week 2 in September and is now at 93.8% against a national figure of 91%. Governors were pleased to see the school above national levels.

Data shows 183 students below 90% attendance and staff are working with these students and their families to explore reasons for their non-attendance. This also includes lateness. Lateness for FSM students is 8% compared to whole school lateness of 2%. Students having to travel further does impact this.

Staff capacity in this area is stretched and more is needed to make improvements to some very complex SEMH related cases.

An **Attendance action plan**, developed with support from Haringey EWS, sets out actions and is used in the regular joint monitoring meetings.

Attendance will continue to be a focus in 2025-26.

On-off roll data: Governors considered the data for students joining and leaving the school. In-year admissions have been high and the impact is felt across the school.

Suspensions and referrals data: Data shows that behaviour systems are embedded and having a positive impact on the number of suspensions and referrals to the Hub. Need to focus on the consistent application of the systems by all staff. Suspensions have reduced by 50% this year and there are no permanent exclusions.

Senior Staff Referrals included in this report. KS explained the SSR system that involves help from a senior member of staff to remove a student from a lesson.

MC commented that the data dashboard is useful for governors but would also like to capture what is going on in the classroom that doesn't reach a threshold for SSR.

Pastoral panels data: KS outlined the process for the different panel meetings. Panel meetings take a lot of time to put together but can often have a positive impact on students and their families.

MC thanked KS for her detailed reports and is pleased with the progress made in terms of data sharing with governors.

KS advised governors that Keeping Children Safe in Education 2025 is delayed - the DfE have promised it will be published very soon.

5.1 Behaviour policy review

Governors had received a copy of the school Behaviour policy and Appendices - the policy has been reviewed and there are no changes required. Minor changes (names and links) to ensure the policy is update have been made. **Governors agreed the policy as presented.**

6. Committee reports

6.1 Resources report

The Resources committee had met recently and reviewed budget figures. There are no concerns to share and the budget is on track so far. The committee heard about planned repairs and maintenance work to be carried out over the summer holidays. The health and safety audit report was received and considered by the committee. The chair (AS) reminded non-Resources governors that all committee papers including budget information is available on GovernorHub.

6.2 Strategic Estates report

The committee had last met in May. Progress appears to be very slow but work is continuing. There is operational risk in that the longer the SRP takes the greater the concern is about the life of our buildings and estate. Director of operations is in regular contact with the DfE.

7. Complaints policy review

Governors received and considered a paper written by AC following a review of the school's complaints policy. AC had met with the CoHeads, the clerk and an independent complaints investigator. DfE guidance, model policies and policies from other schools were also considered.

The proposal is to introduce a governor complaints panel meeting at stage 4 so that the complainant, a governor panel and the school can meet to hear and question each other on the issues. The aim is to give a sense of being heard and ensure natural justice.

A draft revised complaints policy and complaints form were presented - **Governors agreed the policy and will review the change after a year.**

Governors thanked AC for her work on this policy.

8. Minutes of the last meeting

The minutes of the last meeting on 12th May 2025 were approved by governors as an accurate record of the meeting. There are no outstanding actions from the last meeting.

9. Governance matters

9.1 New Standards committee

Governors received and considered the draft Work Plan and Terms of reference for the committee. **Governors agreed to establish the committee on these terms.**

IM and AC will act as CoChairs of the new committee for 2025-26.

9.2 Meeting dates 2025-26

Governors received FGB meeting dates and Committee dates for 2025-26. These will be added to GovernorHub.

10. GB membership update

Governors received an update on membership and noted the following:

Terms of office for Reem Al Rasheed and Rachel Howarth (parent governors) are ending shortly. The process to fill the vacancies will start in September.

Appoint RH as an Associate Member to the Standards Committee - Governors agreed that RH should be appointed as an Associate member for a one-year term of office (ends 04 July 2026).

11. Any Other Business

Today is Jo Davey's last FGB meeting for Fortismere. MC commented that Jo leaving will be properly marked before the end of term at a celebration event but also wanted to formally record, on behalf of the board, admiration, appreciation and a very big thank you to Jo for her massive contribution to the school.

Meeting closed