

| <b>Governor</b>               | <b>Present / Apols / Absent</b> | <b>Governor</b>                 | <b>Present / Apols / Absent</b> |
|-------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Ralph Crook (RC)<br><b>CH</b> | Present                         | Julie Stevens (JS)              | Present                         |
| Alan Jones (AJo)              | Absent                          | Tim Randell (TR)                | Apologies (illness)             |
| Philip Sanders (PS)           | Present                         | Sean Sweeney (SSw)              | Absent                          |
| Adam Reid (AR)                | Present                         | Tim Alexander (TA)<br><b>VC</b> | Present                         |
| Joanne Solman                 | Present                         | Tim Stapleton (TS)              | Apologies (holiday)             |
| Nigel Larcombe-Williams (NLW) | Apologies (illness)             | Caroline Jordan (CJ)            | Present                         |
| Alex Jackson (AJA)            | Present                         | Stuart Ridley (SR)              | Apologies (work)                |
| Sarah Jones (SJ)              | Present                         | Sue Miller (SM)                 | Apologies (family)              |
| Andrew Willetts (AW)          | Apologies (work)                | Jo Wall (JW)                    | Apologies (work)                |

**Also Present**

| <b>Name</b>                                 | <b>Designation</b> | <b>Name</b>           | <b>Designation</b>        |
|---|--------------------|-----------------------|---------------------------|
| Jay Hooper (JH)                             | Clerk              | Alison Horn (AH)      | Strategic Business Leader |
| Barbara Manning (BM)                        | Vice Principal     | Rebecca (Item 3 only) | Deputy Head Girl          |
| Cyrus Larcombe-Moore (CLM)<br>(item 3 only) | Head Boy           |                       |                           |

| <b>Ref</b>    | <b>Action / Decision</b>                         | <b>Owner</b> | <b>Date</b> | <b>Complete by</b> |
|---------------|--|--------------|-------------|--------------------|
|               | <b>Meeting Open: 18:03</b>                       |              |             |                    |
| <b>1702.1</b> | <b>Agenda item: Welcome and apologies</b>        |              |             |                    |
|               | Apologies received from SR, TS, AW, NL-W, SM, JW |              |             |                    |

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|               | Absent no apology: SS, TR, AJo<br>Welcome extended to JSol, new staff governor   |  |  |  |
| <b>1702.2</b> | <b>Agenda item: Declarations of interest</b>   |  |  |  |
|               | Reminder issued, none declared   |  |  |  |
| <b>1702.3</b> | <b>Agenda item: Head Boy and Girl</b>  |  |  |  |
|               | <p>CLM and R outlined their initial planning around their two main priorities, School Recycling and Student Mentoring</p> <p>Over the summer, they have been thinking and discussing ways to ensure that recycling across the school is sustainable. A company has been approached who will pay for recyclable metals, with a view to this supporting the recycling of other materials. Are also keen to ensure that local companies are used, to keep all arrangements within the SW.</p> <p>Have been talking to various interested parties, regarding mentoring across year groups. Using the incentive to use the scheme as a helpful revision tool, to encourage upper year groups (eg Year 13) to mentor lower ones (Year 12) as will serve as a reminder of work, ahead of exams.</p> <p>Governors keen to hear about progress at the next meeting.</p> <p>C congratulated on selection for National Youth theatre, and R for her achievement in national Engineer of the Year awards.</p> <p>Both left the meeting 18:14</p> |  |  |  |
| <b>1702.4</b> | <b>Agenda item: Minutes of previous meeting</b>  |  |  |  |
|               | Minutes of meeting 1615 12.07.17 agreed and signed<br>Prop: PS; Sec: TA; carried unan  |  |  |  |
| <b>1702.5</b> | <b>Agenda item: Matters arising and not on the agenda</b>  |  |  |  |
|               | None   |  |  |  |
| <b>1702.6</b> | <b>Agenda item: Policy review</b>  |  |  |  |
|               | AH circulated options paper following the outcome of negotiations on national teaching pay awards. All Devon schools were advised to budget for 1% pay award; negotiations have resulted in 2% for mainscale teachers, and 1% for upper scale and special responsibilities. Three options have been provided, with governing bodies required to adopt  |  |  |  |

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|               | <p>one of these.</p> <p>A decision outside the options provided, would mean further negotiation with trade unions and would leave the school sitting outside agreements as we enter the MAT.</p> <p>AH explained there will be no additional money to cover the award, and circulated information on the impact on the budget, for each of the options.</p> <p>Governors asked many questions, and challenged the Principal and SBL on affordability, and how options could be funded:</p> <p>SJ: We are looking again at the budget, and the Curriculum will probably be the place we have to look first and hardest</p> <p>Governors debated the merits and disadvantages of this, requiring explicit answers in respect of what might not be provided in order to fund each option.</p> <p>Governors also asked what the other secondaries in the Dartmoor MAT are doing.</p> <p>AH: Holsworthy have gone for Option 3, QE for Option 1, Okehampton are considering this evening</p> <p>Governors discussed the merits and drawbacks of each option, noting that creating differentials in pay between mainscale staff would not be helpful. Also that, retaining good staff will in some part mitigate against cutting resources (although there is a fine balance).</p> <p>SJ informed governors of intention to revise the pay policy to strengthen the expectations to be placed against staff on upper pay scales. Changes will require JCC negotiation, but clear performance expectations are an important part of progression.</p> <p>After some further discussion, governors were content that a balanced budget might still be achieved, and went to a vote for preferred Option 1<br/> Prop: PS; Sec: CJ carried (JSol abstained from vote)</p> |  |  |  |
| <b>1702.7</b> | <b>Agenda item: MAT update</b>   |  |  |  |
|               | <p>SJ and RC provided update. Co-operative Principles have been enshrined within a Memorandum of Understanding which sits alongside the Articles, and within the revised Scheme of Delegation, which will be circulated. Inclusion has been welcomed by all Trustees, and in particular by Diocesan schools.</p> <p>Pace continues, with staggered entry to enable some schools to better prepare. Tavistock moving towards a January 2018 conversion.</p> <p>Consultation period now open, with letters out to all stakeholders this week. Will continue for 5 weeks</p>  |  |  |  |

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|               | <p>until 20th Oct.<br/> Staff will be consulted on TUPE issues, nearer to 20th October; MAT solicitors Mitchelmores will support the school during the process. Information on pension impacts for non teaching staff, will be covered at the same time.<br/> All feedback from consultations will be collated for governors in advance of special meeting 15th November, where vote to proceed will be required. Due Diligence checks are continuing for Finance, Performance and Buildings. All schools are participating openly with the process. There will be a DD meeting on 31st October. Governors are invited to attend to look at issues of DD, ask questions and challenge as appropriate. Those interested to let RC know.<br/> Central Recharge Scheme is being fleshed out; latest version will be circulated and comments welcome. Appears to be a fair scheme, offering some significant opportunities in some areas such as, SEND.<br/> Plans to appoint an external CFO have been shelved, and existing staff will fulfill the role between them, using existing expertise and strengths. This arrangement will probably be reviewed in a year's time.<br/> Governors thanked RC and SJ for fighting to retain Co-operative values.<br/> SJ noted this hasn't been a battle, just about being very firm.<br/> RC added, all about FGB being clear about what they want. That makes it easy for SJ and RC to know where that firmness is required.<br/> All governors urged to read latest documents as they are circulated, and table and questions with RC as soon as they can.</p> |  |  |  |
| <b>1615.8</b> | <b>Agenda item: Learning Outcomes</b>  |  |  |  |
|               | <p>Latest data Story circulated and read in advance of the meeting<br/> SJ underlined that no way to compare trends, and data will not be validated until January.<br/> Exam results put us around mid-table for most areas, and the Progress measure does not put us in the danger zone. English has out-performed most Devon schools. There are some areas where there are differences between expected and actual outcomes, for example PE, where there is still work to do to identify underlying causes.<br/> The basic pattern supports the need to focus on AGT and Disadvantaged students; these are already identified as the priorities for improvement this year.</p>   |  |  |  |

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|        | <p>Governors challenged SJ and BM in a number of areas, including:</p> <ul style="list-style-type: none"> <li>• How is the set variation in the English gender gap being addressed</li> </ul> <p><i>Will be putting strategies into place to accelerate boys' progress, without impeding girls. We will encounter similar issues in other subject areas as the new exams roll out</i></p> <ul style="list-style-type: none"> <li>• What is the post-exam follow-up with HoF</li> </ul> <p><i>Regular meetings with their SLT line manager, where results are being examined with all HoF in terms of breakdown by, year group, teaching groups, micro cohorts, etc.</i></p> <ul style="list-style-type: none"> <li>• If using targets rather than predictions as a more useful way of progressing students, when are targets set?</li> </ul> <p><i>Use the Fisher Family Trust ranges, which are constantly refined and updated as children move up through the school</i></p> <ul style="list-style-type: none"> <li>• What should the Curriculum Committee be focusing on monitoring</li> </ul> <p><i>How weak minor cohorts are being accelerated.</i></p> <p><i>Teasing out remaining issues, such as, PE</i></p> <ul style="list-style-type: none"> <li>• How are you accelerating a weak minor cohort within a faculty?</li> </ul> <p><i>Faculty reviews will be an important way for governors to ask questions such as, who are your high achievers, what are you doing for them, how is the curriculum being adapted, what's the impact, etc.</i></p> <ul style="list-style-type: none"> <li>• Is there an impact on resources, would you be expecting the Curriculum Committee to be moving resources in any way?</li> </ul> <p><i>There may be an impact on the budget, but teacher aspiration is the key element, which is cost neutral.</i></p> <ul style="list-style-type: none"> <li>• What does cutting the curriculum mean in reality?</li> </ul> <p><i>Inevitably, reducing the offer at K Stage 5 from Sept 18 will be the starting point</i></p> <ul style="list-style-type: none"> <li>• Are children leaving this school with a good well-rounded education that fits them to go into the real world to live and perform well as a useful member of society?</li> </ul> <p><i>With a very few exceptions, Yes. We have to rely on pastoral and extra-curricular activity, despite being forced into Progress 8 which has probably narrowed the opportunities for some</i></p> <p>Governors continued their discussion on each point and response, until satisfied they understand the process, implication and impact of the above.</p> |  |  |  |
| 1702.9 | <b>Agenda item: Governance issues / Ofsted</b>  |  |  |  |
|        | RC outlined work on new governor induction  |  |  |  |

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|                | <p>process, and governor appraisal process.</p> <p>School calendar being worked on by TA<br/>AJa suggested that for future webinars, one governor participate and feed back to rest.</p> <p>All encouraged to attend training, list has been circulated. Annual Safeguarding training now due; reminders issued to read Keeping Children Safe in Education document, and complete Level 2. BM running refresher on 19th Oct, all invited to attend.</p> | ALL | 19.07.17 | End<br>October |
| <b>1702.10</b> | <b>Agenda item: What I have done in or for the school</b>   |     |          |                |
|                | <p>RC: MAT meetings, Updates with SJ<br/>AJa: Results day in school<br/>JSol: Borneo trip, results day<br/>TA: Sorting school calendar<br/>JS:DT Faculty review, Schools Direct trainees<br/>AR: Moving towards meeting with TF re community engagement<br/>PS: Keeping abreast of MAT developments, Chair PEX panel<br/>AW: Working on Co-op Principles and MAT Articles / Scheme of Delegation, PEX panel<br/>NL-W: PEX panel</p>                     |     |          |                |

**Meeting Closed: 19:42**