



**NORTH NIBLEY CHURCH OF ENGLAND (AIDED) PRIMARY SCHOOL
MINUTES OF THE EXTRA-ORDINARY MEETING OF THE FULL GOVERNING BODY**

19.30pm Wednesday 27th May 2020

CHRISTIAN VALUES FOR YEAR 2019-20: Respect, Responsibility, Justice, Thankfulness and Generosity

By Video-conference

Readers need to be aware that the minutes of a Governors' meeting detail the main aspects of discussion, but do not attempt to record, verbatim, who said what.

Minutes are written to aid recall of the factual aspects of the meeting. They may indicate decisions made, but it is often not possible to infer significance – or lack of significance – on different items from this factual record.

Item	
	<p>Present:, Sue Bradley-Jones (SBJ),(chair) Paul Batchelor (PB) (HT),, Rebecca Surridge (RS,) Fiona Yarrow (FY), Mary Blogg (MB), Emma Frith (EF),Julie Collins (JC) Tom Merrifield (TM), Peter Hall (PH) – arrived after the start of the meeting, , Mrs Juliet Mills (JM), Judith Saunderson (JS), Junior Fowlin (JF)</p> <p>Apologies: Charlotte Parker (CP) Absent: Mrs Debs Lamplugh (DL)</p> <p>In Attendance: Mrs Anne C Robinson (Clerk to the Governors) (ACR).</p>
19/20/85	<p><u>Confidentiality Reminder:</u></p> <p>Governors were reminded that the proceedings of the Governing Body are confidential until unrestricted Minutes of the meeting are formally approved.</p> <p>Governors agreed that given advice from Government, Governing Body meetings will take place through video-conferencing until such restrictions are lifted and Governors agree that face:face meetings can be resumed.</p>
19/20/86	<p><u>Apologies</u></p> <p>Apologies were received from Charlotte Parker: Mrs Debs Lamplugh was recorded as absent. The Governors consent to the absentees mentioned above and a copy of the Minutes will be passed to them.</p>
19/20/87	<p><u>Re-Opening of North Nibley Primary School</u></p> <p>This extra-ordinary Full Governing Body meeting had been called for a single agenda item namely the proposed re-opening of North Nibley Primary school. Certain documents had been previously circulated to Governors and are attached to these Minutes.</p>



PB as Head teacher provided the following resume for Governors whilst also requesting that his appreciation of the sterling efforts made by the Staff to bring the school to a point where it could open on 1st June in compliance with Government guidelines, be formally minuted;

(at this point several Governors who had visited the School, added their appreciation of Staff endeavours)

- he highlighted the difficulty of conducting a risk assessment on an unseen and unknown condition;
- that the School had taken steps to minimize risk but Staff were not medically qualified;
- predicted numbers of returning pupils were as follows:-
 - Reception: 4
 - Year 1: 5
 - Year 6: 1
 - Key Worker: As needed (numbers will continue to fluctuate)

Q. Do any of the Key Worker group overlap (*with returning years*)

A.(HT) There are Key Workers who are putting their children back into the returning Years.

Q. Will there no longer be an option for Key Workers?

A.(HT) There has to be an option so that Key Worker children in other year Groups can attend.

- Key Workers with children in Year 1 have all chosen to attend as part of the Year 1 group.: this might take the pressure off numbers.
- Key Worker children have been entitled to attend school since Lockdown but once they have chosen a year group, they can no longer change back.
- PB confirmed that he had had a conversation with the prospective returning Year 6 pupil whose parents had expressed surprise at his being the only one;
- anecdotally, there would have appeared to be more pupils planning to attend but some may be waiting to see who is going to re-start;
- if only one child returns to a class the aim of resocialisation will be defeated, and it would not be an effective use of staff resources;
- parents may need more time to come to a decision;
- certain children need to be back in school where they can share their experiences and be heard;

Q. You were originally saying you can opt in or opt out?

A.(HT) It is not a problem from a Year Group perspective: but you cannot deploy more Staff for a group with potential for more than fifteen – i.e potentially the whole Year 1 group.

Monday has been set as the jumping off point so that I can see the balance between Year 1 and Key Workers;

Q. Can you explain more fully?

A.(HT) The Government has allowed a maximum number of 15 in a group

- there are 15 in Reception so that is one group;
- there are 13 in Year 6 so that is another Group
- Key Workers is another group – demand is not yet known
- Year 1 has the potential for 18 which would mean 2 groups and a Staffing logistics problem.

Q. As far as Year 6 are concerned could you say that Year 6 do not start on the 1st June? And 2 weeks might see changed numbers.?

A.(HT) Yes and some of that could be the positive experience of other schools.



Q. are you open to that?

A.(HT) Yes I am – to seeing what happens – I can see the difficulty in making decisions. (*parents perspective*)

Governors discussed the following:-

- should the Year 6 group re-open for 1 child;

Q. What is the Staff view on the numbers coming back and the small numbers from an education perspective

A. (RS) We were expecting 6 in Reception and Year 6 and then 12: we were OK with that: it is not easy teaching children in such a group. It is very intense but not very efficient. A group below 5 becomes very demanding

Q. Do you feel your value for teaching Year 5 online is deflected by teaching one child in Year 6 and is not reasonable?

A.(RS) Yes I agree

A.(HT) I think the issue of a single Year 6 will disappear.

Q. if you have to wait to see more Year 6, the Year 5 will not get attention?

Q. Do we set a cut-off date rather than wait until Friday?

A.(HT) We have set a Friday deadline – I think we will get children in on a weekly basis. It is a restricted option that we don't know the shape of. I am reluctant to say change the deadline.

19.49 PH joined the meeting.

A.(HT) For additional information, I have spoken to the Local Authority regarding Year 6 – one child and they have said it is entirely our decision. I have been looking at a number of other schools and there are a number of permutations. As a minimum number I am not comfortable with fewer than 5 – there is a risk to adults as well as children and is not viable.

Q. Would that be 5 of each year group?

A.(HT) That would be 5 of each eligible year group.

Q. If you opened for one year Group with 5, would you still open for that number?

A.(HT) The cleaners and Support Staff are coming in anyway

Q. Would it make a difference if you delayed by one week?

A.(HT) I would be guided by parents.

Q. There are some parents who are keen to get (*their child*) back into school environment: if you made an offer to go back and then backtracked on that, they would not be happy.. I understand the mechanics but if you are expecting to go back next week and then you are not, that is not a happy feeling.

A.(HT) I would not start a group until it was around 5.

Q. Reception has only 4?

A.(HT) I thought there were 5.

- the need to send a clear message that a group would not start with fewer than 5 (*pupils*);
- that parents understand the risk and the need for a decision;
- that if parents want the child and normality back and then it is put on hold, that is painful to swallow....
- the decision should be made before the letter is sent to parents.

Q. For Reception and Year 6, what is happening for a child which does not go back as far as on-line learning?

A.(HT) A letter will go out with detail.



Q. If we offer on-line learning – will that encourage parents not to send their children back?

A.(HT) It may do. Communication has stipulated “IF” and “WHEN”: I get the anxiety of parents if they need to send children back – it is about getting routine but I have not made any promises.

- the Government has said shops can open on the 15th, that schools will open on the 1st is forgone conclusion in my opinion;
- the Health secretary has encouraged children to be sent back to school;
- talking to one teacher in another school, 95% of children in eligible year Groups are going back and even 100% in one case.

Q. What is the driver?

A.(HT) There is a fear factor in North Nibley and there has been positive provision of Home Learning.

- the tendency to keep children at home and safe;
- the actions of another local school in delaying the start;
- the technical responsibility of the Head teacher to decide balanced against Governor viewpoint
- that Governors as employers have a duty of care to Staff including Staff workload;
- the need to balance the needs of children to go back with small numbers and those remaining at home;
- the duty to consider the welfare of all pupils;
- the huge efforts made by Staff to prepare the school;
- understanding that re-opening must be viable for all learners;
- the decision which Governors must make as to whether the School should to re-open or needs more time;
- that the school will be a friendly environment but will behave differently;

Policy Adjustment document: this had been previously circulated to Governors and minor amendments made.

Decision: To approve the Policy Adjustment document as attached to these Minutes.

Governors continued their discussion as follows:-

- the question of what happens if a child has an illness other than Coronavirus;

Q. The Action Plan - are there any phases to stop the school opening or will they be resolved?

A.(HT) Everything in progress will be done but not necessarily until needed e.g. I won't be putting up barrier tape until 8.00 am Monday morning. Other things will not necessarily need to be in place until Monday morning.

Q. Is there any obligation to monitor child safeguarding when not in school?

See Confidential Minute

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Q. What is happening with Superstars?

A.(HT) That is not happening because one cannot keep them in separate Groups.

Q. In terms of risk assessment there is a lot about a child who potentially has the virus, but how do you handle a child with a different incident – do normal policies apply? How close can you get if a child needs comfort or a plaster?



A.(HT) The guidance talks about Covid symptoms. If a child hurt their knee, Staff would need to check for potential virus and then they can don PPE (Protective Personal Equipment) if they have it and want to use it and would be encouraged to talk to the child.

Q. In day to day matters the Reception teacher would be close to pupils?

A.(HT) I am going to try and emphasis the social distancing practice but I know that it will not be successful all of the time.

A.(HT) school is either ready or will be ready to open on the 1st. The concern is for low numbers – do I think numbers will go up by Friday evening?

Q. If you didn't have an issue do we think the school has done what it needs to do to re-open?

Q. Of the children coming back, are there siblings in other year Groups that can't come back – that may impact on a decision?

A.(HT) That is a possible barrier you have identified. We have not contacted families in non-returning classes it is a thing for many parents: I do not have an answer.

Q. If numbers are low could you add Reception and Year 1?

A.(/HT) If the Year group grows that enlarges the mix of children It is not a policy I would want to continue. It looks good in the short term but would cause problems in the long term.

If numbers were not a concern the School could re-open on Monday

We could open for everyone other than Year 6 and try and grow the numbers and try again from the 8th June.

Governors discussed:-

- any decision must be right for the school and parents will be upset either way;
- some Staff want to come back and other are coming back with some trepidation;

Q. Bearing in mind the conversation about Staff contact, i.e. with younger children how do they feel about the risk level?

Q. Children are generally not seen to be at great risk and nationally 2 children in the UK have died without underlying health conditions - we need to talk about facts

Q. We do not understand how much a carrier they are to adults.

A.(RS) Staff are apprehensive about the social distancing part: we would never stay away from a child if a child needed us – the child comes first.

Q. Is that a risk you are prepared to take?

A.(RS) It is a risk I would take. As with a nurse and patient so with a teacher and a child. If a child is hurt in the playground, I won't have PPE – someone will have to get it but I won't watch a child in pain.

Q. Reading letters from various bodies, we have a responsibility to Staff. Therefore, we as Governing Body need to think if we are prepared to put Staff into that position.

Governors discussed:-

- the obligation and risk placed on Staff;
- the effect between numbers and risk;
- whether any delay will positively affect risk;
- the clinical evidence for Coronavirus to be symptomatic;
- the need to consider the whole school community
- the need to ensure premises are safe to reopen on the 1st June
- the appetite of Staff for the risk;



	<ul style="list-style-type: none"> – the fact that Staff who are risk averse will not be timetabled for contact but will support on-line learning – the balance of prejudice in terms of risk and small numbers; – whether more knowledge will be gained by Friday; – the fact that some parents have let the children make the decision; (this illustrates the dilemmas parents face) – the mental health of Staff being kept away from work; – the likelihood of numbers increasing – the experience in other countries; – the option of delaying Year 6 start until 8th June if numbers rise; – the need to issue a caveat on numbers <p>RS abstained from the decision-making.</p> <p>Decision: The School will re-open from 1st June for Reception and Year 1 and Year 6 provided than in the latter case, the number of pupils are at least 5 and if fewer than 5, then Year 6 will not start.</p> <p>Governors discussed:-</p> <ul style="list-style-type: none"> – the amount of notice needed by parents; – the need for parents to know by 4th June if Year 6 are to start on 8th June; <p>Q. What if current parents sending children back change their mind? A. (HT) Anything could happen but if a Group drops to 3, I would have individual chats with parents as I do not believe it would be helpful for the child.</p> <p>Governors agreed that the content of the communication is a Head teacher decision.</p> <p>Governors requested that their appreciation of the efforts of the Head teacher and Staff be formally minuted.</p>	
19/20/88	<p><u>Next Meeting Date</u></p> <p>The next meeting date is scheduled to be Wednesday 15th July 2020.</p>	
	<p>The meeting closed 21.00</p>	
	<p>Signed by the Chair as being a true record of the meeting</p> <p style="text-align: right;">Date</p>	

List of Attachments to the Minutes of the Full Governing Body dated 27th May 2020

Policy Adjustments During the COVID-19 (Coronavirus) Pandemic, and Subsequent Partial Lifting of the Lockdown.
 Proposed 'Reopening' of School from 1st June
 Reopening School - Action Plan 25/05/2020

