

## MEETING OF THE GOVERNING BODY

18:30 on Tuesday 20 October 2020 by Zoom

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### MINUTES

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#### 1. Apologies

Apologies were noted from Rebecca Morris.

#### 2. Service-Level Agreement with Wellington

The SLA dates from April 2019 and from the perspective of LPS was driven by the desire to work with and help another school, the opportunity it would provide for staff development, and the contribution to the LPS budget which would enable LPS to retain the additional capacity of its current management structure. Governors also saw interesting longer-term possibilities, including working with other schools in similar ways. Governors acknowledged that because of the impact of the pandemic on the 2019-2020 academic year, this was therefore an appropriate time to hold the mid-term review which would have taken place in April/May 2020.

The headteacher reported on progress to date. In terms of time, this has taken more Senior Leadership Team hours than covered by the SLA, with more time put in by the two deputy headteachers (offset by more headteacher presence at LPS than originally anticipated), and by the business manager (in part because of staff turnover in the Wellington school office and because Graham has been off sick). The SLA has allowed scope to try new things, which is good for LPS' development as well as Wellington's, though not as much progress has been made as hoped, partly because of Covid-19 but partly also because of other issues that need to be sorted.

Helen L and Helen R have invested a lot of time in teaching & learning and in safeguarding, and positive changes are now being embedded. The initial focus has been on reading, writing and maths, to improve the data, and will turn now to the broader curriculum. The sports coach has also spent time there, which was really well received by parents and children (and the Sports Premium funding had been underspent in the previous year).

Sandra has invested time in staff training and business management improvements (hampered by office staff turnover), and there remain some premises issues to address. Attention will now turn towards proactively marketing the school and ensuring that the external environment will attract potential parents, noting that already there is more Facebook engagement and there are more enquiries.

Although there is more to do, and data are not yet available to show that improvements and progress are being embedded, the staff and community appear to be supportive of the arrangement, including parents at both schools.

Governors queried whether the arrangement has a detrimental impact on LPS and acknowledged that while there could be a short-term impact given the absence of a Head of School at Wellington, but the overall impact is positive because it allows LPS to maintain its current leadership structure, and of the four SLT members there are rarely if ever fewer than three on site at LPS. Technology enables off-site 'presence', and additional training with senior Wellington staff member Jo Keeble will also result in less LPS SLT on-site presence.

Governors agreed that on balance the partnership with Wellington should be maintained, and it was therefore a question of whether to extend the SLA beyond April 2021 or to move towards a federated structure. Governors also agreed that any new SLA should focus more on the wider SLT's engagement, with the two deputy headteachers and business manager working with the school and developing a new head of school. The positive and negative impacts of these options on the recruitment of a new headteacher was discussed in some detail, and the impact on the relationship with the LA was noted.

With the abstention of June Willis and Tim Mamak, the governing body agreed that:

- it is committed to exploring the federation further and consents to considering a detailed report about potential federation at a future meeting in order to consider this in more detail;
- in the meantime it would seek Wellington's consent to extend the SLA, with a change to the current wording about the headteacher to reflect wider SLT engagement;
- this potential direction of travel will form part of the recruitment package for the new headteacher so that s/he knows that the current model may change;
- it recognises and affirms the need to engage staff, parents and the Local Authority throughout the process.

### 3. Any other business

It was confirmed parents have received a letter to let them know that Mike Hawthorne is now chair of the governing body, and Tim M will make sure that this has also been sent to all staff.

[8pm: ends]

### Actions list

Item	Action	by whom	by when	Status
<b>Meeting of 20 October</b>				
2.8	Seek Wellington's consent to extend the SLA beyond its current term	Mike	22 October	Extension approved by Wellington's governing body on 22 October
3.	Confirm that all staff are informed about the new chair of governors	Tim M	23 October	
<b>Meeting of 29 September</b>				
	No actions arising			