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Bloxham C. of E. Primary School Tadmarton Road Bloxham Banbury

Oxon. OX15 4HP

## Minutes – meeting of the Full Governing Board Thursday 21 November 2024 at 5pm on Teams

**Governors Present:** Local Authority Governor Kevin Moyes (Chair)

Foundation Governor Stephen Craggs (SC) (Vice Chair)

Dale Gingrich (DG)

Staff Governors Sarah Marshall (Headteacher)

Louise Thomas (LT)

Parent Governor Elliot Manning (EM)

Melanie Christianson (MC)

Co-opted Governor Gillian Barnes (GB)

In attendance: Clerk Ruth Morrison (RM)

Music Lead Peter Charlton (PC) (For agenda item 6)

**Apologies:** Parent Governor Ashley Pile (AP)

Co-opted Governor Sarah Choa (SCh)

**Quorum:** The Clerk confirmed that the meeting was quorate.

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J. Mayer 28.01.2025

Item No	Topic	Minutes	Document Reference	Action
1	Welcome	The Chair welcomed MC as a new parent governor to the governing body. SC will meet with SC to support induction.		SC &MC: Induction support meeting
2	Opening Prayer	The Chair opened the meeting in prayer.		
3	Apologies for absence	Apologies had been received were accepted as noted above.		
4	Urgent Additional Items	No additional urgent items had been received.		
5	Declarations of Interests	There were no new declarations of interest.		
6	Subject Leader Presentation	<ul> <li>PC gave a presentation on Music in school. PC joined the school in September 2023 as music lead and a Year 4 class teacher. PC has tried to raise the profile of music in school for the development and education of pupils.</li> <li>Key developments: <ul> <li>iRock is coming into school, a positive development.</li> <li>Peripatetic lessons for drums and guitar.</li> <li>Partnering with the Oxford Music School. This year there will be more whole school events.</li> <li>The studio is used for music lessons.</li> <li>Collaboration with Bloxham School. There were concerts in the summer and this school can use their facilities. The collaboration will continue this year.</li> <li>A trip to the Birmingham Symphony Orchestra in February 2025.</li> <li>Weekly music assemblies, usually in the hall, with special songs.</li> </ul> </li> </ul>		



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		<ul> <li>A focus on inclusivity in the scheme of work and with pupils with Special Educational Needs (SEND). Headphones are used for the keyboard to use the sound.</li> <li>Triangle music school software is used. The trumpet is offered this year with sufficient instruments for half a class. This links to the Cornerstone curriculum and topics.</li> <li>Lesson observations have shown that pupils are engaged and rarely off-topic. Music helps develop teamwork and discipline.</li> <li>35 pupils have regular music lessons outside school, there were 15 when PC started.</li> </ul>		
		<ul> <li>Looking forward:</li> <li>More collaboration with the Oxford Music School.</li> <li>Continuing being part of the Banbury Hub.</li> <li>Expand the curriculum forward.</li> <li>More manuscript books would support music writing and reading.</li> <li>Support from governors and staff is appreciated.</li> </ul>		
		Comment: It's exciting to hear about music coming alive. It's brilliant that the take up of lessons has increased.  Q: Could the Bloxham School pupils perform for our school to inspire pupils?  A: The link was set up for Bloxham School pupils to see our pupils, rather than they perform. MC offered to help PC encourage Bloxham pupils to perform.  Q: Are there any schemes to provide instruments for pupils?  A: There is a surplus of instruments in the studio, mainly brass and woodwind. PC is reviewing their condition and carrying out a stock-take.  Comment: A community focus could be encouraged. St Mary's church have music evenings that children could be invited to. DG offered to include songs from the school in Sunday Services.		



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		<ul> <li>Q: How is the volume controlled when using headphones?</li> <li>A: Ear defenders are used for the volume. Teachers can see the volume set on the keyboard.</li> <li>Q: How many pupils with SEND or Pupil Premium can access music?</li> <li>A: Music opportunities are inclusive for all. All pupils can access it. Triangle software encourages all to participate in playing and listening.</li> <li>The choir has started preparing for the Christmas performance. The event will include chamber music small groups from the front gate to the hall.</li> <li>The Headteacher reported that the profile of music has increased in school and that this has had a positive impact on behaviour.</li> <li>Governors thanked PC for the useful presentation. PC withdrew from the meeting.</li> </ul>		
7	Approval of FGB Minutes	The minutes of the FGB meeting held 14-10-24 were approved as an accurate record of the meeting for the Chair to mark as signed on GovernorHub.	7.1	Chair: mark as signed
8	Matters arising not covered on the agenda	The action log was noted.	8.1	
9	Headteacher Report	The following documents were available on GovernorHub:  • 9.1 Headteacher Report November 2024  • 9.2 2024-25 CPD  • 9.3 Impact of Power Maths Report  Quality First Teaching — The Senior Leadership Team (SLT) have looked at the Rosenshine Principles of Instruction which had been suggested at a Strategy meeting. The 10 Principles ( Review, Small steps, Questions, Models, Guided practice, Check for understanding, Success rate, Scaffold, Independent practice and Review) were looked	9.1 9.2 9.3	



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		at in relation to each phase and what would fit with Bloxham's approach. The principles will be displayed in each classroom. The Headteacher explained each of the principles and will upload the information to GovernorHub.		HT: Rosenshine information to GovernorHub.
		<ul> <li>Q: Pupil numbers are down in Reception. Are there any projections from the Local Authority (LA) for future years?</li> <li>A: Nothing from the LA. Blue jumpers (Pre-school) numbers are down but will increase in January. An open evening on 6-11-24 was well attended. Positive news is being given out to help increase numbers, via Threads and the Banbury Guardian, other social media platforms are being considered.</li> </ul>		
		Comment: Attendance is strong, this is a positive which should be celebrated.  Q: Could we have some more information on the low-level disruption in some classes?  A: Miss Drysdale (Pastoral Support) and LT work with the class teachers and offer support in implementing Individual Behaviour Plans (IBPs). Behaviour can impact the morale of newer teachers. OCC have visited school to see how to support an		
		individual child in Year 1. Educational Health Care Plans have been applied for. The message to teachers is to ask for help, and support will be given.		
		Impact of Power Maths Report  Q: The percentages were lower for Year 6. Is this a symptom of the previous quality of education?		
		A: Yes, it's a legacy. The data has been drilled down with teachers. Interventions are in place and resources directed there.  Q: More time is needed for Power Maths to demonstrate its impact. Have there been		
		any changes to the approach as more is learned about the scheme?  A: Four different schemes were in place when the Headteacher started. Power Maths was brought in for consistency. Teachers stuck to the scheme rigidly but were not		

	Minutes	Document Reference	Action
	adapting it. Workbooks were not bought this year so it is less rigid and can be adapted to pupils' needs. Book-looks seem to show that all pupils are doing the same, so how to include challenge and the best use of teaching assistants is being looked at.  Q: Are data breakdowns for SEND and Pupils Premium generated automatically or manually?  A: The tracking system is formulated so that data entered is separated. Cornerstones does some breakdowns when staff enter it.		
Update from the Chair	There were no updates.		
School	The following documents were available on GovernorHub:	11.1	
Improvement	11.1 SDP November 2024 including Christian Distinctiveness     11.2 2024-ongoing Self Evaluation SIAMS	11.2	
	• 11.3 DRAFT Bloxham Programme of Support (POS) 24/25	11.3	
	11.4 Whole School Tracking Data	11.4	
Plan	Folder with all feedback from LA for this year	Folder	
	<ul> <li>The Headteacher gave a summary</li> <li>The POS is aligned to the School Development Plan (SDP).</li> <li>The SIAMS self-evaluation was written in consultation with Christian McGuiness (Diocesan Adviser) and Claire Swan (RE Lead).</li> <li>Christian Distinctiveness has been added to the SDP to link with work that is already happening.</li> <li>The school tracking data shows a breakdown for groups of pupils such as Pupil Premium.</li> <li>Vision – Governors discussed and agreed the proposal that the school's vision be</li> </ul>		
	School Improvement Self Evaluation and School Development	to pupils' needs. Book-looks seem to show that all pupils are doing the same, so how to include challenge and the best use of teaching assistants is being looked at.  Q: Are data breakdowns for SEND and Pupils Premium generated automatically or manually?  A: The tracking system is formulated so that data entered is separated. Cornerstones does some breakdowns when staff enter it.  Update from the Chair  School Improvement Self Evaluation and School Development Plan (SDP).  11.1 SDP November 2024 including Christian Distinctiveness  11.2 2024-ongoing Self Evaluation SIAMS  11.3 DRAFT Bloxham Programme of Support (POS) 24/25  11.4 Whole School Tracking Data  Folder with all feedback from LA for this year  The Headteacher gave a summary  The POS is aligned to the School Development Plan (SDP).  The SIAMS self-evaluation was written in consultation with Christian McGuiness (Diocesan Adviser) and Claire Swan (RE Lead).  Christian Distinctiveness has been added to the SDP to link with work that is already happening.  The school tracking data shows a breakdown for groups of pupils such as Pupil Premium.	adapting it. Workbooks were not bought this year so it is less rigid and can be adapted to pupils' needs. Book-looks seem to show that all pupils are doing the same, so how to include challenge and the best use of teaching assistants is being looked at.  Q: Are data breakdowns for SEND and Pupils Premium generated automatically or manually?  A: The tracking system is formulated so that data entered is separated. Cornerstones does some breakdowns when staff enter it.  Update from the Chair  School Improvement Self Evaluation and School Development Plan  The following documents were available on GovernorHub:  11.1 SDP November 2024 including Christian Distinctiveness  11.2 2024-ongoing Self Evaluation SIAMS  11.3 DRAFT Bloxham Programme of Support (POS) 24/25  11.4 Whole School Tracking Data  Folder with all feedback from LA for this year  The Headteacher gave a summary  The POS is aligned to the School Development Plan (SDP).  The SIAMS self-evaluation was written in consultation with Christian McGuiness (Diocesan Adviser) and Claire Swan (RE Lead).  Christian Distinctiveness has been added to the SDP to link with work that is already happening.  The school tracking data shows a breakdown for groups of pupils such as Pupil Premium.  Vision – Governors discussed and agreed the proposal that the school's vision be



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		it better aligns with the school's values and theologically rooted Christian vision than the original Joshua verse.  Q: Can it be published on Threads and the website as well as letters?  A: The Headteacher will see if it can be included in the bio on Threads		HT: Thessalonians included on Threads
		School Improvement Partner meeting - The Headteacher gave an overview of the visit which SC had also attended. The school was graded at the lower end of Good, and Outstanding in Early Years (EY). The school needs to demonstrate what it is doing, what has been worked on and the SLT support when there are visits. The school must be seen as consistently good across all areas.  Q: Is monitoring in place?  A: Phase leaders and the SLT now undertake unannounced visits as well as announced; this is from a position of support. During the School Improvement Partner visit one of the classes was not where we wanted them to be, but was much improved compared to last year.  The visit had included a deep-dive in EY. The SIP had been impressed and will use this school as an example of good practice in EY for other schools.		
12	Governor Updates Since last meeting	Reports were available on GovernorHub  Governor Reports/updates, other governor Monitoring Reports/updates, and external notes of Visit (not covered elsewhere on the agenda)		
		12.1 Governor monitoring schedule - Noted  TEACHING AND LEARNING AND INCLUSION  12.2 - Equal Opportunities Policy, Plan and Objectives 2024-2026 — Approved.	12.1 12.2	
			12.3	



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		12.3 – Disadvantaged Statement 2024 – LT reported that this document had been suggested by one of the advisors. It includes pupils in school that are not just financially disadvantaged. It has been shared with staff who work with vulnerable families.  12.4 – What do we do for pupil premium children at Bloxham – LT advised that this links with the above document and has been shared with staff to ensure that they know which pupils are Pupil Premium and that support is given to them.  Q: Are the above two documents for our approval or for information?  A: LT confirmed that they are new documents for information.  Comment: The two documents say a lot about our values, and how we have gone	12.4	
		beyond the OCC models. They demonstrate our Christian values.  12.5 SEND Learning Walk 6-11-24 GB and LT, 12.6 Governor Monitoring – SEND monitoring / Learning Walk Maths 6-11-24 GB and LT – GB and LT gave an overview of the visit. GB had been impressed with how engaged the pupils were and their enthusiasm.	12.5 & 12.6	
		<ul> <li>12.7 Governor Monitoring – Early Years 8-11-24 AP – In the absence of AP, the Chair gave a summary of the positive visit which re-enforced the view of the SIP.</li> <li>Q: The report included a question for the Headteacher regarding the level of interest in the school for new children as compared with last year.</li> <li>A: The Headteacher is not confident that numbers will increase next year due to the low birth rate. The school is doing as much as is possible to promote the school.</li> <li>Q: Is wraparound care in place and being promoted?</li> <li>A: The after-school club is managed externally, and numbers are good. Numbers are also good for the breakfast club.</li> </ul>	12.7	
		STAFFING		

Item No	Topic	Minutes	Document Reference	Action
		Action from the September meeting – Headteacher to forward report from the External Adviser for the Headteachers Performance Review to the Chair. The Headteacher confirmed that this had been completed.		
		Action from the September meeting – Headteacher to consider basic appraisal and objectives for non-teaching staff. Other issues have impacted on being able to progress this. The Headteacher plans to work with the teaching assistants to take this forward, possibly using an Excel form.  Comment – The Chair advised that some schools adopt a light touch approach and carry out informal appraisals to balance out the work load against the benefits.		HT: teaching assistant informal appraisal system
		Confirm all Staff Appraisals are complete including the HT's and effectiveness of Appraisal Policy. The Headteacher confirmed that appraisals had been completed and that the policy was effective. Objectives were aligned with the SDP.		HT/Chair: Issue
		Confirm Pay Committee has met to make/confirm pay decisions on all teachers and Headteachers and issued salary letters. The Chair confirmed that the pay committee had met on 21-22-14 and agreed the pay decisions. Salary letters will be written in time for the December pay run.	12.8	salary letters
		<b>12.8 Governor Monitoring report 5-11-24, Staff wellbeing SC</b> – SC gave an overview. During the visit SC had spoken with the SLT, teachers and office staff. Staff were very positive but working hard. Team support is there. The Headteacher advised that letters have been sent to parents about their behaviour on site and how they too must be role models to pupils.		
		FINANCE  The Chair (Finance Lead Governor) advised that the Bursar has no financial concerns.		

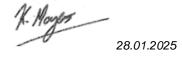
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		COMMUNITY  Cherry Tree Centre – The Headteacher reported that the school had approached the Parish Council for some funding but that this did not include for the Cherry Tree Centre.	12.9	
		<b>12.9 Governor Monitoring Report – Compliance with cost of school uniform statutory guidance, 15-11-24 KM</b> . KM reported that the school is compliant with the guidance. Lots of suppliers are offered and are in line with costs guidance; the school offers second hand uniforms.		HT: Share any survey
		Plan pupil and parent surveys – The Headteacher advised that the parent survey is usually carried out in July. The SLT will arrange a pupil survey focussing on antibullying, feedback will be given to parents via Threads. Governors asked that any survey results are shared with the governing body.		results with governors
		<b>Update on Travel Plan working group</b> – The Headteacher reported that the group had held their first meeting; attended by the School Business Manager, 2 parents, David Bunn (Parish Council) and Miss Cruse (Nurture Assistant). There are ongoing parking issues which the group is looking at addressing with the help of Cllr Kieron Mallon.		
13	Safeguarding	Any Safeguarding, Bullying or Racist incidents to report since the last meeting.  LT advised that a letter had been sent to parents following an incident of a young child being left in a car.  The Headteacher reported that one HR issue has been concluded and another will soon be concluded.  The School Business Manager is arranging for more CCTV coverage of the site. The use of bodycams is being investigated.		
			13.1	



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		<ul> <li>13.1 Section 175/157 Annual Safeguarding Report for the academic year 2023-2024  – LT had completed the report in consultation with GB (Safeguarding Lead governor).  LT gave an overview:  • Induction – The school is looking into having a general video for induction plus a more personalised element.  • Prevent Risk Assessment – This is new this year and must be specific for this school and Oxfordshire; this is being worked on.  • Action plan – There will be a mini action plan from this report to avoid duplication of the ESAT action plan  • Antibullying appendix – The report template did not include an antibullying appendix, possibly due to this information now being consolidated into the report.  Comment – The report shows that safeguarding is robust in school and that it is a continuous process with new requirements.  Approval – The governing body approved the report to be submitted to the local authority.  13.2 Actions from ESAT (Education Safeguarding Advisory Team) Safeguarding Review 2024 – LT advised that there are no red flags and that some items can now be moved to green.  13.3 Governor Monitoring, Anti-bullying week – discussion with pupils and governor 15-11-24 GB – GB had been impressed with pupils' knowledge and understanding of bullying. Pupils were enthusiastic about teaming up with author Nick Perrin and writing a poem about animals.  13.4 Report on review of off-roll pupil cases – LT advised that there was no report on this as off-rolling does not happen at this school.</li> </ul>	13.2	LT – Submit Section 175/157 report

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		<b>Update on school bus issue</b> – The Headteacher reported that the bus situation is much improved. The school office continues to monitor this.		
14	Health and Safety	Health and Safety incidents – The Headteacher gave summary information on a pupil injured in class. Advice had been sought from OCC and followed.  Yellow forms continue to be completed when pupils physically assault staff. The LA is working with the school on how to support an individual pupil and procedures to follow.		
15	GDPR	The Headteacher advised that there had been no GDPR breaches or subject access requests since the last meeting.  Complaints -The Chair reported that there had been some complaints which had been allocated to individual governors to investigate in line with the complaints procedure. No further details were shared.		
16	Governor Business	Confirm recording from previous FGB meeting has been deleted – The Headteacher will send the link to MC before deleting the recording.  GOVERNOR VACANCIES  Parent governor – MC was welcomed as the new parent governor.  Co-opted governor – The Chair has advertised the vacancy. Governors were asked to send the Chair any suggestions they have for filling the vacancy.  Foundation governor – Rev Gingrich is working to fill the vacant position.		HT: Forward link to MC and delete recording  Chair: Co-opted governor
		<b>16.1 Governor meeting schedule 2024-25</b> – Governors noted that this had been updated with the subject lead presenters for each meeting.	16.1	<b>DG:</b> Foundation Governor

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17	Governor Training Update	<ul> <li>17.1 Governor training – The updated training tracker was available on GovernorHub.         There were no updates from governors on recently attended training.     </li> <li>Cyber Security training – The Chair advised that there is now a requirement for all governors to undertake this training. The Clerk will share the link</li> </ul>	17.1	Clerk: Cyber Security training link. Governors: Complete training
18	Policies Review/for approval (as per policy)	<ul> <li>18.1 Policy and key documents Schedule – Governors noted the updated document.</li> <li>Governors approved the following policies:         <ul> <li>18.4 Mental Health and Wellbeing</li> <li>18.5 Lettings Policy</li> </ul> </li> </ul>	18.1 18.4 18.5	
		Governors agreed to approve the following policies on GovernorHub in advance of the next meeting. The Chair will upload them.  • Special Educational Needs and Disabilities  • Early years Foundation Stage  Governors agreed to approve the policies below (due for renewal) below in their current form (or if a model policy superseded by the revised model policy from OCC) for another 2 months – review to be completed and policies approved no later than 15th January  • Data protection  • Teachers' pay  • Early Career Teachers (ECT)  • Charging and remissions  • Capability of staff  • Disciplinary  • Grievance		<b>Chair:</b> Upload policies to GH



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		<ul> <li>Update on work towards:         <ul> <li>Communication Policy – The Headteacher and SC will give an update at the next meeting.</li> <li>Long term Vision (3 and 7 years) – The Chair advised that the school is starting to think about this; it is not urgent. Consideration will be given to evaluate and develop the school. An update will be given at the next meeting.</li> <li>Transport Plan – See final point in minute 12 above. The Headteacher will be part of the Travel Group.</li> </ul> </li> </ul>		HT/SC: update on communication policy HT/Chair: update on Long Term Vision HT: update on Transport Plan
19	Community Communicatio n	<ul> <li>19.1 Governor communication 14-10-24 – Governors noted the communication which had been sent to staff and parents.</li> <li>Governors considered what the communication from this meeting should include. Points raised included: <ul> <li>The presentation by the music lead and the increased profile of music in school. Some of the initiatives in music were in response to comments made in a parent survey.</li> <li>Antibullying week.</li> <li>Welcome to our new parent governor.</li> <li>The positive monitoring visits by governor and external visitors.</li> <li>The positive report regarding EY.</li> </ul> </li> </ul>	19.1	<b>Chair</b> - Write message
20	Non-Standing items for the next FGB meeting	<ul> <li>Headteacher</li> <li>Update on Long-Term vision and plan</li> <li>Termly report to include school admin data, attendance, incident report, review progress of SDP</li> <li>Report on the effectiveness of assessment procedures</li> </ul>		



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		<ul> <li>Data pack and groups data: review pupil progress and attainment, including reporting on vulnerable groups</li> <li>Mid-year review of PE &amp; Sports Funding Plan</li> <li>Equality Plan updated information on meeting objective under the Equalities Act</li> <li>Report on links with Pupil Parliament</li> <li>Report on working hours audit and stress and wellbeing survey results</li> <li>Complete asset management plan</li> <li>Budget Statement</li> <li>Review net capacity of the school</li> <li>Review staff structure</li> </ul>		
		Review and approval in the next two months:		
		<ul> <li>Data protection Policy</li> <li>Teachers' Pay Policy</li> <li>Early Career Teachers (ECT) Policy</li> <li>Charging and remissions Policy</li> <li>Capability of staff Policy</li> <li>Disciplinary Policy</li> <li>Grievance Policy</li> <li>Drugs Education Policy</li> </ul>		
		<ul> <li>Chair</li> <li>Complete and agree the Schools Financial Value Standard</li> <li>Finance monitoring report</li> <li>Review systems and procedures for monitoring Health &amp; Safety including risk assessments</li> </ul>		

Item No	Topic	<ul> <li>Minutes</li> <li>Health &amp; Safe</li> <li>Gill/Louise</li> <li>Mid-year revi</li> <li>Mid-year revi</li> </ul>	Document Reference	Action			
21	Meeting Impact	How the work vision. This was curriculum where was a subject Leader made.     Switching the flexibility.     Hearing about back to our Clean the school has and challenger.					
22	Dates of next meetings	Date Tue 28 Jan 2025 Tue 11 Mar 2025 Tue 29 Apr 2025 Mon 19 May 2025 Mon 14 Jul 2025	Start 17:00 17:00 17:00 17:00 17:00	End 19:00 19:00 18:00 19:00	Location Online School Online School School		



The Chair thanked all for their contribution. The meeting closed at 6.57pm