



FULBRIDGE ACADEMY
MINUTES FOR PERSONNEL COMMITTEE
17th September 2019 10.15am
BOARDROOM

Present: Ben Erskine, Charles Swift, Helen Bath, Satwinder Sahota

Apologies: Karen Kingston

Absent: None

Clerk: Fiona Pais

1. Welcome & Apologies

The Chair welcomed everyone to the first meeting of the academic year and note the apologies.

Meeting was rescheduled from 16th September at 3.30pm due to lack of attendees and the meeting would not have been quorate.

2. Declaration of interest

None were declared

3. Matters Arising & Minutes from Previous Meeting

Clerk has added the additional areas to the SCR Audit Form and they will be on the next SCR audit.

Staff survey results - Principal detailed the results from the survey. All of them are very positive. A couple of big improvements seen since last years which is encouraging

GOV - Are some of staff feeling they are not having enough training because they don't attend the training offered?

Principal - Some staff just sit back and wait for training to be offered to them whereas others are pro active in wanting to complete training and gain further qualifications. I believe this is where the difference occurs.

4. Election of Chair of Committee

HB proposed Satwinder remains as Chairman of the committee for this year

CS seconded the proposal and the remaining members agreed.

Satwinder agreed to continue as Chair of the Personnel Committee for the 2019/20 academic year.

5. Review of Terms of Reference

All members agreed that no amendments were required.

6. Staffing Update

The MAT Staffing update report was sent to all Governors prior to the meeting



The report was overviewed by Principal.

GOV - Are all new staff fitting in well?

Yes all new teachers have settled in very well and are embracing the new way of teaching that we have at Fulbridge.

We do now have temporary staff as we have students doing an apprenticeship with us for a set amount of time.

We have a number of staff undertaking new roles. We will sit down in the next week or so to go through and review their new roles with them.

We are currently advertising internally for a new member of the Care Team. The new Reception intake have quite a few children with high level needs so an additional member of support staff is required. It is medical needs that they need additional help with such as changing or feeding.

7. Staff Sickness for Summer term

Staff sickness figures for the summer term compared to 2018/19 were distributed to the Governors prior to the meeting.

There has been a big improvement in comparison to last year. A lot less sickness and absence overall.

GOV - The only increase is that "other absence paid" has increased.

Principal advised that this was mainly medical appointments. We did have 1 member of staff on long term sick last year which would have decreased the number but significant improvements on last year.

8. Update on support plans

There are currently no staff on support plans

9. Any other business

None

Date of next meeting

25th November