



FULBRIDGE ACADEMY
MINUTES FOR PERSONNEL COMMITTEE
25TH NOVEMBER 2019 3.30pm
EPCOT MEETING ROOM

Present: Helen Bath, Charles Swift, Satwinder Sahota
Apologies: Karen Hingston
Absent: None
Clerk: Fiona Pais

Meeting started at: 3.35pm

1. Welcome & Apologies

Chair welcomed everyone to the meeting and noted the apologies.

2. Declaration of interest

No declarations made

3. Matters Arising

None

4. Minutes from Previous Meeting

The minutes were agreed as a true representation of the last meeting.

5. Staffing Update

MAT Staffing document was distributed to the Governors prior to the meeting.

Staff Gov - overviewed and highlighted:

RM returning as Vice Principal to support Fulbridge and give additional support to the additional schools that are joining the MAT.

CSuch is joining as Assistant Principal. He has a great skill set and vast knowledge which will be very useful at Fulbridge.

FH joined on an apprenticeship and this is paid for by the Government.

CS - Teach East Trainee, moved from previous school as didn't get on well with previous placement. He is improving here at Fulbridge but still a long way to go.

We have appointed a new member of staff for After School Club due to higher numbers.

GOV - It is great that these numbers are increasing

STAFF GOV - Yes when it started there the numbers were quite low but this has now increased to over 30 children per day. All the staff wages are covered by the money that is paid by the parents for them to attend.



We have also appointed an additional care assistant as the need in Reception is growing which will be heightened even further by a local school who failed their Ofsted inspection. We have parents who are wanting their child to come to Fulbridge because of the offering we have for the children who need additional help in this area.

The meetings have started about Manor Drive Primary Academy. Scott Biggs has been put forward as Principal assuming that all goes well over the next few years.

AB is now Place and Time lead as CS is a phase leader and was unable to continue with both areas.

PH is leaving this week moving onto work in a special school which is part of her job that she has been doing here in Year 5.

We have also started recruiting for next September - worked for us previously in getting in early with the best staff.

GOV - Teach East works well for us and is great in encouraging good teachers.
STAFF GOV - Yes we have good links with them and we have been able to recruit some good teachers from them in the past.

6. Personnel update

Personnel update distributed to Governors prior to the meeting

The document was overviewed by Staff Gov:
Appraisals are all completed and no staff currently on a support plan although one member of staff is being closely monitored.

7. Appraisal of Principal and Targets

The Principals appraisal form was distributed prior to the meeting for the Governors to review.

GOV - Are you happy with the reviewed being conducted by Mike Sandeman now?
Staff GOV - Yes - I feel it is more appropriate, it is more data driven and includes MAT targets rather than just specifically Fulbridge which is what my role is now.

GOV - Are you happy with the targets? Are they challenging enough?
Yes there is 1 target for SATS, 1 for HV 1 for Discovery and 1 for the new school. This gives a good variety.

GOV - Do you feel this year 6 will be better than last year?
Yes we are expecting results to improve for this year 6 as they have had 3 years of the new approach.



We expect the KS1 results this year to be the best we have ever had as the current Year 2 started at Fulbridge with the explicit learning approach and the results are looking good.

GOV - Do we still have the same amount of children moving in and out of the school as in previous years?

Recently there has been a lot of mobility but no more than normal. It goes up and down depending on the local and national situation. With the initial Brexit decision, we saw a number of children leave and go back to their country but this has settled down slightly.

8. Staff Sickness figures

Last terms figures compared to the same term last year were sent out prior to the meeting for the governors to view.

GOV - Looking at the comparisons, the numbers are much better this year with a lot less sickness.

Staff GOV - There was 1 long term sick last year and we have just had a member of staff who has gone off onto long term sickness for this year which will show on the next meeting details.

GOV - Do Rawlinsons have a benchmark on attendance? It would be interesting to know to compare against other schools?

STAFF GOV - This may be something that we will look out for on the next reports

GOV - Since we have cracked down on additional leave are we getting more requests for unpaid leave?

BEN - we had an immediate reduction when it was introduced and haven't seen the rise back to the previous levels.

9. SCR Audit

Completed by Keith Sharp on 4th November 2019 with DW - no issues were highlighted

10. Any other business

None

Meeting concluded at: 4.05pm

Date of next meeting

4th March 2019