



Fulbridge Academy

Four Cs MAT



Full Local Governing Committee

4th June 2025
08:30 am
Fulbridge Academy Boardroom

Invitees:

Ben Erskine - Principal (BER)
Sam Smee - Head of School (SSM)
Karen Hingston - Chair of Governors (KHI)
David Chandler - Vice Chair of Governors (DCH)
Erum Khan - Governor (EKH)
Scott Biggs - Governor (SBI)
Kerry McMichael - Governor (KMC)
Asim Mahmood - Governor (AMA)
Farzana Perveen - Governor (FPE)
Dawn Wilson - Governor (DWI)

Ruby Beeby – Clerk

Item 8

Lewis Angier - Vice Principal (LAN)
Ali Barnes - Vice Principal (ABA)

AGENDA

- Welcome and Apologies** KHingston/R Beeby
Apologies were noted by Kerry McMichael, Erum Khan and Asim Mehmood.
- Declaration of interest** K Hingston
None
- Minutes of the last meeting & matters arising** K Hingston
The minutes were agreed as an accurate representation and all actions managed.
- Update from Senior Leadership Team** S Smee
 - SLT document has been updated. Format has changed. Broken down to each area of SLT for example: Leadership Management, SEND and Staffing
 - Graded outstanding ofsted last March - continue to drive and improve to be better.
 - Ahead of research, we visited various schools across the country who are succeeding to see how to improve and learn from them to push ourselves forward.
 - Great news - nursery grant £150,000. Increase nursery numbers from 32 to 70 children. Start early with children to be able to give them a better start for reception. Attractive nursery and reception building. New assistant principal to drive this and give a greater outcome.

- Staffing - Over the course of the year we have had leavers and starters. Do not replace like for like, highlight positions to improve.

GOV - When you went to other schools, did you update staff and give feedback?

SSM - Yes, when visiting schools we know what we want to achieve. Visited school in Tollgate, London to look into their SEND offer and how they support SEND children. We came back and spoke to SLT to discuss and plan and see how we can improve. This is then discussed with staff who were positive. LAN and BER visited Arc school and like the structure and curriculum approaches, this is then discussed and we took at ways what can benefit Fulbridge. What we have is good, but we can do better.

LAN - After visiting we bullet point certain areas we were impressed with and spoke to staff who were happy with this.

GOV - Are we doing the same? Do we have schools approaching us?

SSM - Yes, we hosted a day with all Peterborough primary school heads. Since our Ofsted report we have received a lot of interest. We have someone coming from Australia, which is very exciting.

CHAIR - Fulbridge and the local authority historically have a good relationship. Fulbridge has a lot to offer.

SSM - Ben has delivered at Peterborough Heads

CHA - Fulbridge believes in their ethos, following it works and we can see that. Recognition that not one size fits all, you have to do what's best your children within your environment and how do you utilise that to best meet what you're delivering.

LAN - Werrington struggled with their behaviour so they came to see us, this was nothing to do with the local authority visit. Our site manager offered for them to come see what we are doing, no agenda just to support. We have an open door policy which works for us.

CHAIR - Considering how big the school is and how much work gets done and for things to put in place, to show another site manager how things are done on a bigger scale shows how good you are.

5. Update from Trust

B Erskine

- Very busy term - 3 Ofsted visits in the last few months. Reports are confidential for Arthur Mellows and Manor Drive. Manor Drive secondary report is out now. All went really well.
- Head office up and running - CPD events - Annual reviews were done earlier. SLT came along and talked about what they have been doing this year and the successes, improvements.
- Did not get Great Haddon bid, awaiting feedback - Hampton Trust got this. not sure if the same process will happen, not sure we apply. Same trust should have the same schools.
- Lots of Training - last one is today.
- Recruitment roadshow - First one ran from Manor Drive secondary went well. Idea is for anyone who is interested in working at any of the schools within the trust. Lots of interest. Will be doing this next year. Positive feedback from those who approached us.
- Contracted company for PR work. Not a trust issue, it's a national issue of low birth rates and numbers of students coming through. Our budgets and finances are based on the number of students we have and if we don't fill places for Reception and Year 7 it has an impact financially. Some schools are struggling to fill - Fulbridge is full for September, however we had a low waiting list due to low birth rate.

Positive PR are in place within communities to help with parents choosing us.

- Catering - 3 year contract is ending. Started the process of tendering. We are now down to 2 caterers, will update soon.

6. Review of Self Evaluation Form/School Improvement Plan

B Erskine

- Updates in Blue - some completed, some needs refining and some are continued and moved on to next academic year.

GOV - speaking to other schools should be highlighted. Would be nice to see what star assessment looks like

7. Standards Updates

L Angier
A Barnes
S Smee

- Curriculum
 - Foundation Subject Booklets
 - LAN - Alex and Ryan (APs) title has changed from curriculum and Teaching & Learning to Education - Working together on different things.
 - We are moving towards scripted booklets for lessons. We are working to convert our current curriculum into individual lessons that are scripted. We are not changing the curriculum. Delivering content differently for the year group. We are creating an equal experience for each class. Will provide guidance with the child and teacher. Teacher booklet is what to say to the children, a child booklet is what they work through.

GOV - Will you be using Powerpoint?

LAN - No, visualiser. The amount of time that goes into producing slides is unnecessary. Very big task, our plan is in the next few years to move Fulbridge to direct instruction. This is the next step in our approach.

CHAIR - How do staff feel about it?

LAN - Great. We presented this to staff and it went really well because this is the next step and teachers can push themselves and be ready for the next step. Training has been based around this. Twilight introduced our first teacher techniques, we will deliver to staff and they will practice. Gives our teachers more confidence.

SSM- Currently teachers are spending too much time creating slides, however they will have these documents to use and come together to rehearse how they teach. In rehearsing how they teach, they will improve teaching.

CHAIR - It's about the personality coming through rather than the message.

SSM - We have shared research and blogs with staff.

Action - send gov's research and blogs.

GOV - If there is a chance for teachers to come together and discuss with each other before the lesson then this gives them a chance to help each other.

BER - it's been a long journey, our staff know we won't just give them information that has been given to us but know we have researched.

- We are reducing screen time by doing this which is a positive.
- Lots of research behind this. This reduces teachers' workload.

Teachers are happy to work hard and do extra hours if they feel it's beneficial.

- Direct Instruction - Benefits of starting in reception and nursery is if a child does not access learning later on in school, it is the misconception they have picked up when they're younger. We cannot control what a child has learnt at home, however we want to start at nursery and follow this through when they start school. This will have a big impact on the child.
- Government has announced they will release funding towards schools that want to teach direct instruction.

GOV - Will this give SLT more workload?

LAN - Yes, we are trying to utilise technology to support us with it. Do not want to change our curriculum, we are just converting how we deliver this.

CHAIR - Positive in this is the consistency of the same teaching across 4 classes. This gives all the children the same message and the same information.

BER - Techniques in the curriculum which we will produce will allow more children to access it through the reading approach we are going to take . This is essential for children and a lot of children with SEND needs or disadvantage, however also benefits all other children.

LAN - We wanted staff to see if it would work for them or not. We wanted the staff to be happy and the feedback was great.

GOV - Will this be something that the other schools will be doing?

BER- Yes, the idea is that over time this will be part of the Four Cs curriculum and schools can choose to take this approach if they want.

LAN- Intervention - HLTAs to become tutors in September for children who are underachieving. SEND children will be under the inclusion team for their provision. They will deliver the direct instruction - get them back into class as soon as possible. Positive feedback from staff in regards to this.

CHAIR - Nursery is the best time to start engaging with partners. Will be challenging for parents but the earlier we start, they will benefit later.

- Teaching and Learning
 - Direct Instruction
- Assessment
 - SATs
 - MTC
 - Phonics Screening
- SATS - Administration was a little stressful but very successful. All looks good. Amy.T is doing a great job in the organisation. Lesson 0 and lesson 6 for Year 6- will see impact in July. Await SATs results.
- MTC - coming up, administrating in the next few weeks. Data shows they are going well.
- Phonics Screening - **9th June** target 80%, we are at 76%. Phonics has been an issue, however we are moving forward. Year 2 phonics resists, they did better - 80%. Maths struggled however, working with Ryan and Alex to support these children in Year 3.
- Inclusion
 - SEND Report
 - Narnia 0
 - Narnia 1

- LAN - Narnia 0 started a few years ago, it is a space for children on a pathway to special school and gives them a hybrid for learning.
- Because our SEND needs are higher, we have opened a Narnia at FAH. This is for children who are not able to access the mainstream early years reception and Year 1.
 - Benefits - alleviate pressure on the classes. Children are able to learn in lessons. Also children with high needs are receiving a high standard provision. Part time basis.
 - SEND children require specialist elements in their provision. This falls on support staff who do not have the knowledge or training to do this. In September, staff in the inclusion team will now not be classroom based but will go to school classes and deliver specialist intervention.
 - SALT - children not receiving due to lack of availability and how expensive it is to have a specialist come to the school. We will now train support staff to just be experts in SALT so they are able to deliver in class.
 - Teachers should be able to teach without Support Staff, with a direct instruction approach. SEND needs are rising and we need to be able to deal with this

SSM - When starting Narnia, it was a place for children who were waiting to go to a specialist school. 24 months waiting list because all specialist schools are all full.

- There is an additional funding band for children with EHCP - Funding band £16,000 for children with specialist placement. Money has been given to school so we can keep the children and provide the support they need until a place at a specialist school becomes available.
- This can be up to 3 to 4 years. We remain inclusive. We want to trial from what we have seen at Tollgate, we are hoping to model this.

LAN - More staff in inclusion will help. We want the children to go back to the classroom.

SSM - EHCP is harder to get, parents have had to go to mediation to get them. Previous years we have been successful getting them but now struggling to get them. Narnia is not fit for purpose anymore, it needs to evolve now.

CHAIR - Going to back SALT being a challenge, is there any potential to employ a speech and language therapist?

SSM - This year MAT has provided a speech and language therapist. If the budget allows us to employ SALT then we would be able to deliver. We are heading that way.

CHAIR - From an early years perspective, a trained SALT who is able to work in a school and support the children on the waiting list as well as support staff will benefit us.

BER - Louise to introduce Julie Fisher. Research 'interact and interfere', she just lets children play. Children don't pick up language from each other, they will be learning from the adults who will interact and model. This is going to be a national change.

ABA - a national programme to improve speech and language within the nursery. We will have a training day in September for staff.

BER - unless you can read, you will not be able to succeed in secondary education. SALT comes first, you cannot access phonics without it.

- Safeguarding Summary
- Attendance was down in term 1 - as of now we are sitting above where we were last year. national average.
- Lots of work with attendance with Sharon Delegete and Donna
- We meet weekly to discuss this - VC meeting - we discuss how to improve attendance.
- Waiting list is not as long as previously. Admitting children in the middle of the year. No concerns
- suspensions and exclusions - fixed term suspensions. one off incidents

8. Resources Updates

- Risk Assessment (LAN)
- No Change

- Capital Development (LAN)
- Premise and Health and Safety report (LAN)
- Heating and hot water: 2 pumps, however one pump on the boiler has gone which will cost £4000. It is currently running one pump. Plumber to come and look at this.
- MAT SCA grant next year, that we can use.
- TMB replaced and serviced.
- Energy management - Energy efficient bulbs. Replace all halogen with LED lights. Lights will turn on and turn off with sensors in the classroom.
- Year 6 - roof has been completed. leaks came elsewhere in other roofs.
- Forest school huts need re-doing. Site will start on this, felt has been donated.
- Front roof - solar panel issue. Council came and did an assessment, the report said solar panels are not the reason water is coming through. They may come back and may remove solar panels and fix the roof. Purchased safety mesh panels to stop tiles slipping.
- Year 3 classrooms have finished.
- Started on the swimming pool - currently working on this. Concrete based to hold a pool. Sep/Oct will be ready for use.

- Health and Safety
- Excalibur - trim trail at the back needs removing as not in a good state. Plan is in place.
- Asbestos - near the out of hours door on the floor. This was discussed with a company. Removal will cost £6000 but we have decided to seal it.
- Fire doors - SCA verbally approved £22,000. £1000 per fire door.
- Cleaning - no update. Going very well, cost increased due to original cleaner taking up care assistant role. Thorokleen will employ one of their own staff on a lower salary.
- Site team had successful training

- Staffing report (ABA)
- 3 new teachers starting in September.
- Site Officer vacancy advertised
- Apprentices coming to an end but new ones starting.
- 2 new members have started from Werrington.
- Finance (SSM)
- Surplus this year £76,500. Weekly meeting with the trust finance team.
- Experienced Early Years AP will make sure the budget is managed.

L Angier
A Barnes
S Smee

- Teachers and support staff salary increases. This is coming from us and not from the government. We are finding this difficult to afford.

GOV- Will you get more funding for the extra room for inclusion?

SSM - Yes, we do get more money from having more EHCP children in the school, money comes with them but it's harder to get the EHCP.

9. Pupil Premium and Sports Premium Update B Erskine

SSM- Sports Premium - Tom has added some of the figures for the swimming courses. The government had promised in September to have an online portal for sports premium. Not had confirmation, waiting on this.

10. Policy Updates K Hingston

- Collective Worship Policy
 - Wording has changed - Ethics has now changed to PSHE and Faith and Belief is now called Religious Education.

- Fire Management NEW

- GOV - Page 5, states evacuation point but does not say where evasion point is.

Action - evacuation point needs adding to policy

- British Values Policy

- GOV - media is missing on webpage

Action: website needs updating

- Minibus Policy
 - Format needs changing as pages are not matching up

Action: change format

- Little Oak Nursery
 - 30 hours is now available
- Behaviour Policy
 - home school agreement - content is all there but we have shorted it.
- SEND Policy

11. Governor Training R Beeby

- Termly Trust training for Trustees and Governors
- None

13. AOB B Erskine

- Nursery Update - Numbers and Building Work
 - Original Architect is unable to support us. Looking for a new architect. Subcontractors are ready to go, we are waiting for official drawings.
 - Numbers - Year 1 of nursery we are looking to take 50 children, currently have 34 FTE. Nursery will take 70, depending on interest and staff ratio.
 - Marketing on the school website.

CHAIR - target of 50 is that the start of September or end?

SSM - Not specific. As the waiting list grows, then we can support.

LAN - Our outdoor area is going to make our nursery unique.

CHAIR - Parents who are new to the area, they probably don't know about the nursery but marketing will show what the school has to offer.

- Learning Walks (LAN)
- You book it with the AP directly to come and look at a specific area. Governor will link you to an area e.g. behaviour,
- Date and time can be made public so other governors can attend too.

GOV - Liaise and arrange it directly is more flexible. More tailored.

- Governors Meeting Day
- Move to a Monday as Wednesday is our leadership meeting. Agreed by all.
- Invitation to governors for Performances and Summer fete

14. Date of next meeting

- September 2025 - date TBC

R Beeby