



Fulbridge Academy

Four Cs MAT



Full Local Governing Committee

1st December 2025

08:30 am

Fulbridge Academy Boardroom

1. **Welcome and Apologies** KHI
The Chair welcomed everyone.
Apologies were received and accepted from Kerry McMichael, Farzana Akhtar, Erum Khan and Asim Mahmood.
2. **Declaration of interest** KHI
None
3. **Minutes of the last meeting & matters arising** KHI
 - Minutes from the last meeting were not saved in the folder.
 - The Chair confirmed that her term of office had been updated following the September meeting. It was noted that the Vice Chair's term of office had expired; governors unanimously agreed that David Chandler would continue in post.
 - Minutes were approved.

ACTION: Clerk to save minutes in the folder.
4. **Update from the Senior Leadership Teams** SSM
SSM provided an update covering curriculum, staffing, finance, wellbeing, and early years provision.
 - The direct instruction approach for foundation subjects continues to embed well, improving consistency in teaching and learning. Curriculum booklets are having a positive impact, although adjustments are being made to lesson pacing to reduce cognitive load for pupils.
 - The DIStar maths scheme has been introduced in Reception, informed by external visits and professional collaboration.
 - Nursery expansion plans are progressing. Remaining nursery funding will be used to improve outdoor provision, including a canopy.

- The planned closure of Barnardo's Little Bees nursery was noted as confidential. The school is working closely with Barnardo's and the local authority to support continuity of provision for affected families.
- Recruitment is underway to strengthen nursery leadership and staffing capacity.
- Staff wellbeing facilities are nearing completion.
- The school ended the previous financial year in surplus, with a planned repayment schedule in place for the SCA grant top-up.
- Interviews have been taking place for the nursery. The candidate has Nursery Manager experience.

This was agreed. A more experienced staff member which will support the additional children.

TRUSTEE - What was the reason for Barnardo's closing?

This is due to funding.

Discussion took place on the use of Community Hub and funding implications.

GOV - How have the children got on with the booklets?

LAN - It's still early to see the progress, however we have staff working on booklets

GOV - Any feedback from Staff?

- Staff meetings every week, teachers have settled and can see the benefits. The double booklet lesson is very heavy, 45min booklet in class for example History and then straight after Geography is too much for children so we are looking into this.
- Teacher appraisals and have had positive feedback.

5

Update from Trust - Trust Staff and Governing Newsletter

SSM

The Committee received an update on Trust developments, including:

- Introduction of a Trust-wide staff and governance newsletter.
- Increased collaboration across schools within the Trust.
- Appointed Nicole Dobslaw as Digital Content Lead to support Trust communications and branding.
- GOV asked whether there will be a marketing manager. SSM said this is currently confirmed as a future plan.

Governors welcomed the newsletter initiative and noted the importance of inclusivity across all Trust schools.

6.

Review of Self Evaluation Form and Ofsted Pilot

SSM

SSM reported on participation in the Ofsted pilot inspection model. Key points included:

SSM

- A greater focus on leadership, inclusion, and day-to-day practice rather than subject deep dives.
- Positive feedback on inclusive provision and curriculum design.
- Identification of writing as an area for further development, with plans for Trust-wide collaboration.

Governors were reminded of the importance of being familiar with school data and priorities in anticipation of inspection activity.

7. **School Targets**

Annual performance targets were reviewed. Governors noted that outcomes remain above national averages, with writing identified as the current priority for improvement.

8. **Standards Updates**

Curriculum & Teaching and Learning: Scott Biggs (Governor)

- Governors noted improved clarity and consistency in curriculum delivery, supported by the implementation of structured booklets. Further visits are planned to evaluate impact on pupil outcomes over time.
- Governors noted improved clarity and consistency in curriculum delivery, supported by the implementation of structured booklets. Further visits are planned to evaluate impact on pupil outcomes over time.
-

SBI
KMC
FAK
EKH
KHI
DCH

Assessment: Farzana Akhtar (Governor)

- Assessment systems were confirmed as comprehensive and progressive from Early Years to Year 6, providing leaders with reliable information to identify gaps, plan interventions and monitor progress.
-

SEND and Inclusion: Erum Khan (Governor)

- Early intervention strategies were highlighted as a strength, particularly in phonics, reading fluency and SEND provision. Governors recognised the proactive approach to identifying needs at the earliest opportunity.
- SEND provision continues to develop positively, with increased capacity, enhanced specialist spaces, and strengthened staffing expertise. Governors acknowledged that the school is well positioned compared to national practice.

Safeguarding: Karen Hingston (Chair of Governors)

- Safeguarding arrangements remain effective, with appropriate systems in place and increasing alignment across the Trust to ensure consistency and clarity in reporting.

Admissions: David Chandler (Vice Chair of Governors)

- Admissions oversight arrangements were confirmed, with responsibility transitioning to the Vice Chair of Governors.

Clerk

It was agreed that a standardised template for Link Governor visit feedback would support consistency and clarity.
Governors were reminded to communicate directly with their allocated senior leaders when undertaking Link Governor activity.
National SEND policy developments will be reviewed once published.

Action: SEND White Paper summary to be shared at a future meeting.

Action: Clerk to provide a template for future visits

Action: Clerk to resend senior leader contact details to governors.

LAN - Introduced separate student and staff capture using Classroom Cloud. Safeguarding Lead will be overseeing student captures so he will be able to see what children are looking at online and action.

SSM - Other schools in the trust will be moving to Bromcom, MIS. So there will be a similar process for Safeguarding.

9.

Resources Updates

LAN
ABA

LAN provided a detailed update on site, premises, health and safety, and capital development.

- **Site and Premises:** Hot water systems are currently functioning, with plans in place to replace the boiler. Nursery facilities, including toilets and intimate care spaces, are fully operational. Six intervention rooms have been completed and are in use.
- **Capital Development:** Energy efficiency improvements are planned, including replacement of lighting. Building fabric works are ongoing, with further updates expected regarding roof repairs. Boundary safety has been addressed through removal of an unsafe wall and installation of new perimeter fencing.
- **Premise and Health and Safety Report:** Fire risk and water risk assessments are being monitored, alongside asbestos management and remedial site works. Security enhancements include magnetic locks to improve controlled access.
- **Swimming Pool and Sports Facilities:** The school swimming pool project has received all required approvals. A phased trial will begin with pupils in Years 4–6, subject to parental consent.

- **Staffing report (ABA)**

ABA provided an update on staffing.

- Nursery Deputy Manager appointed and seeking further Nursery Assistants.
- Leavers and destinations were advised.

Governors noted the scale of improvement works and sought assurance that statutory checks and risk assessments remain up to date as well as staffing levels across school.

SSM

10.

PE and Sports Premium

Governors received the annual report on PE and Sports Premium expenditure. Significant investment has been directed towards the school swimming pool to support statutory swimming requirements and water safety.

11.	Policy Updates • Critical Incident Policy (ABA) • Assessment Policy (ABA and NMA) • Feedback and Marking Policy (RWO ABAI) • Leave School Alone and Collection from School Policy (LAN) • Responding to Prejudice - Related Incidents (DME) • Mobile Phone Policy (LAN) • Attendance Policy Karen to hand over to DCH. He will update us for our next meeting. The Chair raised concern that younger children are arriving at school on their own. LAN confirmed that Strong Start are closely monitoring this and that pupil safety remains top priority. GOV noted that other schools use passwords or code word systems for child collection. LAN explained the school's system records which adults are authorised to collect children, so a code word is not required. GOV asked whether the Mobile Phone policy covers other technology, such as smart watches. LAN confirmed this can be added to the policy. ACTION: - DWI to update Mobile Phone policy ACTION: Letter to parents regarding changes to walking home arrangements to be issued in the summer term (Year 6 only).	KHI
12.	Governor Training It was confirmed that all governors have completed safeguarding training via The Key.	Clerk/D WI
13.	AOB Discussion took place on GOV Hub and whether or not this can be accessed to facilitate logging visits, training and attendance actions ACTION: Clerk to consider and make recommendations following discussion with the Trust.	KHI
14.	Date of next meeting • 02/03/26	Clerk