RHODES AVENUE PRIMARY SCHOOL
MINUTES OF THE FULL GOVERNING BODY MEETING

Tuesday 11th February at 6.30pm at the school

Membership:

Position	Name	Initials	Term End Date
Local Authority Governor (1)	Simon Green	SG	15/05/2027
Staff Governor (1)	Jette Raynor	JR	31/12/2026
Parent Governors (4)	Lucy Freestone - Vice-Chair	LF	01/09/2027
	Alex Morgan	AM	24/01/2026
	Christy White	CW	27/02/2027
	Rachel Ormsby	RO	03/02/2029
Co-opted Governors (8)	Shanuk Mediwaka	SM	28/03/2026
	Stephen Wan	SW	28/03/2026
	Fiona Doyle - Chair	FD	21/11/2025
	Pawan Dhir	PD	22/03/2025
	Reene Deba	RD	10/02/2029
	Vacant		
	Louise Colley	LC	29/11/2026
	Kevin Lukau	KL	17/03/2028
Headteacher	Maria Panayiotou	HT	Ex-officio
Deputy Headteacher	Cigdem Mourat	DHT	Ex-officio
Assistant Headteacher	Emel Ali	AHT	Ex-officio
Clerk	Jasbir Aujla	Clerk	n/a

*Denotes apologies ^ Denotes absence

Part 1

1. Safeguarding presentation – DHT

1.1 The DHT presented Safeguarding and highlighted the aims, KCSIE definition to identify issues when they emerge, the arrangements around safeguarding and child protection, the measures in place that Ofsted look at and the categories of abuse. Governors' role and responsibilities relating to safeguarding and the school policies to have in place were highlighted. The DHT said she will share the presentation after the meeting.

The DHT went through the process and procedure on how to raise a concern, by using the My concern platform and in person and the safeguarding contacts leaflets for Pupils, Visitors, Parents and Members of the public.

Q: What do we do and what can realistically be done with regards to non-school activities we have at the school. **A:** The DHT said it is the parents' responsibility when they are accompanying their child during the activity and when not the school needs to ensure the third party has the relevant policies and procedures in place. **Q:** What happens if school is not happy with the third party's policy and procedures. **A:** The HT explained the school does risk assessments, the checks required, are they Ofsted registered and if school is not happy can refuse and contact the Education Welfare Office to inform them we are not authorising

The FGB thanked the DHT for her comprehensive presentation. The Chair reminded all if they have not already done to update they have read and understood the KCSIE 2024 on Governor Hub. **Action:** Clerk to check and send email to any outstanding.

2. Welcome, Introductions and Apologies for Absence

2.1 The Chair welcomed all to the meeting which was quorate. Introductions took place for the benefit of Rachel Ormsby newly elected Parent Governor and Reene Deba, observer and proposed Co-opted Governor.

2.2 Apologies for absence were received and accepted from SM.

3. Governing Body membership and appointments/elections

3.1 **Parent Governor**: The FGB were pleased and welcomed Rachel Ormsby, Parent Governor with effect from February 2025 for a term of four years. Rachel said she looks forward to working with the FGB and the school.

3.2 **Co-opted Governor:** The Chair put forward proposal to appoint Reene Deba as Co-opted Governor. Reene updated on her skills and background and said is looking forward to working with the school and FGB. The FGB unanimously agreed and welcomed Reene as Co-opted Governor with effect from 11th February 2025 for a term of four years.

3.3 **Co-opted Governor:** The Chair reported Pawan Dhir's term of office as Co-opted Governor ends on 22nd March and this is his last FGB meeting prior to stepping down.

3.4 It was noted the FGB will have two vacant Co-opted governor positions.

4. Declarations for the register of interests or any conflict of interest arising from any item on the agenda

4.1 There were no declarations of interest made in relation to any items on the agenda.

5. To agree Minutes of 10th December 2024 meeting and actions/matters arising

5.1 The Governing Body **approved** the Minutes of the meetings held on 10th December 2024 as an accurate record for the Chair to sign.

Matters Arising

Item	Action	By whom
3.2	Committees and Link Governor roles – Item on agenda. **Completed.**	FGB, Clerk
3.3, 3.5	Complete declarations relating to: • Register of Business Interests • KCSIE – all present 11/2 received update and need to declare read and understood. Training received. Clerk to send reminder to those that have not done their declaration since September 2024.	FGB Clerk
4.1	Safeguarding presentation - Item on agenda. **Completed.**	DHT
5.3	KS 2: look at angled solar panelling. SG to speak to AS – Haringey considering. Ongoing.	AS, SG
6.4	CM to also check governors DBS records – being done on a rolling programme. Ongoing.	CM
7.1	PE Sports Premium Strategy – Spring 2 C/F	SBM
10.1	HEP Training package – see item 10 below**. Completed.**	HT
13.1	Next FGB will take place on Tuesday 11th February 2025 at **6.30pm** start due to Safeguarding training. Item on agenda. Done.	Clerk

6. Chair's Item

6.1 Committees and Link Governor roles

The Chair updated she has set up a short exercise and has put up posters on the walls listing the roles and remits of each of the three Committees, Link roles and Communication working party and asked governors to look at each and to add their names onto those roles they are interested in. The outcome of the exercise was agreed as follows:

Resources, Finance and Health & Safety Committee

Membership: Simon, Stephen, Alex, Lucy, Louise, Maria and Emel

Co-Chairs: Operating a Co-Chair model as previous and agreed co-Chairs as: Simon and Stephen

Curriculum Committee
Membership: Rachel, Reene, Christy, Fiona, Kevin, Lucy, Cigdem,
Chair: Christy

Equity, Diversity & Inclusion Committee
Membership: Jette, Simon, Rachel, Alex, Christy, Cigdem, Kevin
Chair: Rachel

Link Governor roles:
Safeguarding - Lucy
GDPR - Simon
Mental Health & Wellbeing- Rachel
EYFS – Christy
Inclusion/SEND – Stephen
Racial Equality – Alex
The Chair said she will put each in touch with previous link governor.

Comms Working Party
Membership: Rachel, Fiona, Louise, Lucy, Christy, Simon, and Maria.
Chair: Agree at first meeting.

6.2 Governor Conference

The Chair updated the Governors' Conference was really good and worthwhile attending, it was held at Earlham Primary school a great venue and was attended by a good mix of governors from secondary and primary. The presentation slides from the event will be shared with all.
Action: Clerk.

6.3 Chairs Forum

The Chair updated on the Chair's Forum and the item discussed were school rolls and SEND. Governors asked if SEND pupils can be refused a place, the school responded no cannot refuse a place, parents can choose whatever school they want their child to attend, EHCP cases go to tribunal, explained the process and work involved as well as how the funding stream operates and that the school has to take the pupil/s. It was noted Rhodes Avenue has a good reputation, is full and this is in a good position to be in.

7 Headteacher's Items

7.1 HT Report

The HT took the FGB through her report circulated in advance of the meeting and highlighted as follows:

Context: School is at full capacity and waiting lists for all year group The change in childcare funding to 30 hours will impact the Nursery from September 2025.
Staffing: Over budget on some lines due to employing additional support to support children with EHCP and some without EHCPs.
Engagement: Parents attended the 3Discovery 'Keep Your Children Safe Online` event and webinar sent out to those that were unable to attend in person. Coffee Mornings are working well.
EYFS: Kirsty Spittle is undertaking setting-to-setting workshop at Lee Valley school. Request from Highgate School to come in and look at EYFS provision.
Teacher training: begun hosting Initial Teacher Training placements from Hertfordshire University in Reception and two Schools Consortium in Year 2. Ofsted undertook a monitoring visit and all went well.
Catering: went through joint tender process with 3 other schools. Taster sessions for parents start in April.
Beyond Gender stereotype: With other schools in our Network Learning Community trialled and evaluated resources on challenging gender stereotypes.

Attendance: The AHT referred to the Attendance reports circulated and said have seen an increase in unauthorised absence and asked if anyone had any questions. **Q**: Can school achieve 96% attendance. **A:** Yes have previously achieved and currently at 95.8%.
Staff sickness Absence: The anonymised absence Information shared is for all staff absence up to October 2024. Haringey has changed the informal absence trigger point from 8 days to 6 days. It was reported the school has a lot of support staff, the job role has changed and some support staff work one-to-one with more than one child on a day. Have to pay for additional staff to cover any absence. The data is RAG rated, and the HT said pointed out this does not include special leave days and the measures in place. 3 referrals have been made to Occupational Health.
School Development Plan: The FGB received the SDP circulated in advance of the meeting. The HT highlighted the actions and objectives, making lots of progress with the whole school priority areas for 2024-25 and went through some of the completed actions.
School Improvement Partner/External review: School will be having its first Racial Equity Review (Marva Rollins) on Thursday 13th February 2025, and she would like to meet with some governors. The School Improvement partner will be coming in and focus in KS1. Schools Partnership Programme (SPP) review will be held after half-term undertaken by Mandi Howells, Headteacher, Muswell Hill Primary School.
Data predictions: Went through the Year 6 cohort information and explained the send support for the benefit of the new governors.
DBS: Checks ongoing.
Policies: The HT said she and the Chair met and the schedule of policies for the autumn/spring terms have been allocated as listed in her report.
RAPS: HT is liaising with RAPS Chair to discuss fund raising/money generation.

8 **Finance:** see item 8 below.

9 Report from Working Groups and Committees

9.1 EDI Committee – CW

Meeting on 28th February -2025.

9.2 Resources, Premises and H&S – 7th February 2025 – PD & SG

The Co-chair reported the Committee received updates on:

- Loan repayment position
- Operational basis deficit not withstanding HT and initiatives in place.
- Budget operational deficit not withstanding number of initiatives school has in place.
- Lettings doing well
- Cashflow
- Catering contract
- Tax strategy school trips
- Tax-Free Child-Care strategy in relation to residential school trips
- SG premises nothing to report but leaking roof and floor repairs, liaising with contractors.

9.3 Curriculum Committee met last week – LF

Not met since last FGB meeting. This term will do a Learning Walk and look at English Curriculum Year 2.

10 **Link Governor:** See item 5.1 above.

11 Governor Development and Training

11.1 HEP Training package

The HT said she has sent all the log-in details for School Bus and NGA. For HEP Governor Hub access the school pays £150 annually and with regards to training have only spent £300 to date, this may be because Governor note the charge for each course and maybe not pursue but need to as it is important for CPD. It was agreed for all to look at the HEP training offer and highlight what training they would like to do so as a FGB can decide whether to purchase the training package or pay as you go.

12 Policies to agree/note

12.1 The FGB received the following policies. The DHT updated the policies listed are new and have been taken form the School Bus

- Child on Child Abuse Policy 2025 - **Agreed**
- Intimate Care Policy Autumn 2024 - **Agreed**
- LAC and PLAC Policy 2025 - **Agreed**
- Prevent Duty Policy 2025 - **Agreed**
- Whistleblowing Policy – **Agreed**

Discussion took place about including QR codes in the Whistleblowing Policy to increase accessibility, it was noted this would mean people having mobile phones out. The DHT said she will consider this and will upload policy to My Concern for staff to confirm as read and understood.

13 Any Other Business

13.1 KS2 temperature

LF updated on her meeting with the parents that had raised the issue of high temperature in KS2 area. They said regarding contacting MP and LF pointed out we are the tenants and not owners of the building the landlord is Haringey Council. LF advised them AS is looking into this issue and encouraged them to work with school and agreed appropriate channels for communication. The Chair thanked LF for meeting with the parent and her update.

13.2 Coffee morning

The Chair updated at the Coffee morning some parents feedback they want to get to know governors better. Chair said she is happy to attend the coffee mornings but need to clarify it is a coffee morning and not a surgery. Parents want a session where they can ask questions for example prior to parent governor elections about that role and the role of the governing body. It was agreed for the HT to advise when the next Parent meeting is so governors can be present dependant on availability to answer any questions.

13.3 Oak Tree Planting

The Chair reported she attended the English Oak Tree planting event in memory of Adrian Hall, it was a lovely event and encouraged all to visit.

13.4 Pawan Dhir

The Chair reported this is Pav's last FGB meeting and thanked him for his knowledge and financial ecommerce advice, he will be missed and wished him well. Pav thanked the Chair and said it has been a privilege and honour working with the school and the FGB, been through challenging and emotional times, the school has many strengths and great educational quality, has a good team in place and will continue to grow and to contact him if needed.

14 Date of next meeting

14.1 The next meeting of the FGB was **agreed** to take place on Monday 28th April 2025 at 7pm.

There being no further Part 1 business, this section of the meeting closed.

I, Chair of Rhodes Avenue Primary FGB, approve these minutes as an accurate representation of the meeting.

Chair's signature: _____ **Date: _____**

Fiona Doyle

ACTIONS LIST

Item	Action	By Whom
1.1	KCSIE 2024 to confirm read and understood on Governor Hub. Clerk to check and send email to any outstanding. **Done**	Clerk

6.2	Governor presentation slides from the event will be shared with all. **Done.**	Clerk