



St George's Primary School

Full Governor Body Meeting

Thursday 12 March 2026

Lower Site 5:30pm

Present

Community Governors

B. Clark
J. Marshall
M. Wiggins

Chair

Parent Governors

C. Lucking
J. King
J. Pollard

Staff Governors

B. Cassidy
J. Thomas

Head Teacher

Also Present

L. Binks

Apologies

C. Scott
P. Dunning
K. Choudhary

Did Not Attend

N/A

Item 1 Welcome, Apologies and declarations of AoB

- 1.1 Apologies noted and received as above.

Item 2 Declaration of any business or pecuniary interests

- 2.1 N/A

Item 3 Minutes of previous meeting and action points

- 3.1 Minutes accepted as a true and accurate record.
- 3.2 Action 5 from previous meeting is still ongoing.
- 3.3 **RESOLUTION:** K. Choudhary to address this in time for Summer Term FGB in June 2026.

Item 4 Governor Body Training

- 4.1 Papers circulated as part of the papers.
- 4.2 FGB discussed FGB training need. SLT asked if there are any further additions to the template?
- 4.3 **ACTION 1(03/26):** J. Carlson to send in updated safeguarding training record to K. Choudhary and K. Choudhary to update clerk's training log.
- 4.4 SLT discussed the school need for volunteers for training.
- 4.5 **ACTION 2(03/26):** K. Choudhary to e-mail training record and seek nominations for updated training. It is suggested that the aim should be to get at least two governors in each area.
- 4.6 FGB noted that there are specialist areas for CoG, clerk etc.
- 4.7 **ACTION 3(03/26):** SLT or school office to resend National College logins for governors on request.
- 4.8 FGB reminded that Governors can also request password reset via <https://nationalcollege.com/home> but reminded that they must use their school logins – not personal.

Item 5 Other Clerking Matters

- 5.1 Circulated as part of the papers.
- 5.2 FGB reminded about the current Parent Governor Vacancy. SLT confirmed that this will be advertised in May '26 for a September '26 start.

- 5.3 **ACTION 4(03/26):** K. Choudhary to liaise with SLT and school office regards the current Parent vacancy.
- 5.4 FGB reminded that minutes of committee meetings are uploaded to drive and website.

Item 6 White Paper and SEND Reforms update

- 6.1 Circulated as part of the papers.
- 6.2 FGB signposted to email received by school launching White Paper from Secretary of State.
- 6.3 FGB informed that there is no need for a response at this point and that there are lots of political obstacles to overcome.
- 6.4 SLT highlighted that the main points for strategy are:

Drive for local high-quality inclusion. The new investment includes:

- £1.6 bn over three years across every early years setting, school and post-16 setting, on top of existing core SEND funding.
- £1.8 bn over three years for “Experts at Hand” - every council working with Integrated Care Boards and health boards will commission local professionals for example educational psychology, occupational therapy, speech and language therapy, so they are routinely available in every area.
- Over £200 million so every community’s Best Start Family Hub provides a dedicated SEND outreach and support offer.
- £200 million to ensure all local authorities can transform how they operate in line with the reforms while maintaining current SEND services
- £200m (already announced) for all teachers to be trained to support children with SEND.
- £3.7 bn (already announced) to create 60,000 new places for children with SEND, including the 10,000 places already delivered.

Expectation of local trust status (groups of schools).

Details to be confirmed but intent is clear: *"We will finish what the previous Labour government started, and ensure all schools join high-quality trusts. Within strong trusts, the brilliant practice happening in some schools does not stay locked behind their gates — it flows to every classroom, every child, every community."*

Other Policy Announcements:

- Plans for two new area-based challenges: Mission North East and Mission Coastal, based on London Challenge.
- A commitment to reforming school funding, ‘rebalancing’ how deprivation funding is distributed to schools through the National Funding Formula (deprivation funding) and the pupil premium.
- A commitment to halve the gap between outcomes for poorer children and their peers.

- A new attendance target to recover 20 million school days per year by the end of the 2028/29AY compared to 2023/24AY, equivalent to 100,000 more pupils attending school full time.
- A pilot of a new retention incentive of up to £15,000 for newly appointed head teachers to work for sustained periods in parts of the country that need them most.
- An increase in maternity pay.
- Plans for new 'School Profiles' which is described as an information service for every school that will act as a one-stop-shop for parents, showcasing key information around attendance, attainment and enrichment.
- A commitment to develop minimum expectations for schools around engagement with parents, for example communication and high quality transition from primary to secondary.
- Exploring a new progress measure to better capture the progress and achievements of children who start secondary school significantly behind their peers.

DfE Information papers summarising reform

- The Department has published information papers aimed at parents and those working in the sector. You may have missed this in the briefing on Tuesday, given the length of that briefing:
- Information on SEND Reform for those working in Early Years settings
- Information on SEND Reform for those leading and working in mainstream schools
- Information on SEND reform for leaders of special schools, AP and specialist post-16 institutions
- Information on SEND reform for those working in Post-16 settings

- 6.5 FGB asked SLT how long they thought the changes would take to come into force?
- 6.6 **RESOLUTION:** SLT suggested that the scale of these are significant. Even with timely legislation and implementation changes in SEND would be generation of slow changes as capacity is created and resources redirected.
- 6.7 FGB asked how the school will prepare for these?
- 6.8 **RESOLUTION:** SLT stated that the strengthened national guidance was welcome and would help with system change.
- 6.9 SLY stated that many of the aspirations of the White Paper already reflect the school's priorities. This included;
- Commitment to high quality inclusion.
 - Working with clusters of schools as demonstrated in our recent academy consultation and refreshed work streams with Wallasey Alliance.
 - Improved recruitment and retention.
 - Prioritising fundamentals such as outcomes, behaviour, attendance etc.

Item 7 DfE updates and requirements for Governing Body (in addition to items shared at committee meetings)

- 7.1 Circulated as part of the papers.
- 7.2 SLT discussed Buildings and Estates considerations and highlighted that new DfE guidance sets out how responsible bodies, including trusts, should commission and manage condition surveys for school and college estates. It explains the purpose of condition surveys, what they should cover, and how to use the findings to inform estates strategy, capital planning and compliance. The guidance is intended to help trusts secure consistent, high-quality information about the condition of their buildings.
- 7.3 FGB stated that they welcome clear guidance but also expressed concern about support for estates management and resources required.
- 7.4 SLT echoed Governor's concern and referred governors to asset management plan and budget statements. Evidence that we spend between 5-6% of our budget on estates management.
- 7.5 SLT stated that they had a recent meeting with LA building inspectors. Initial conversations taking place regarding long term estates plans and possibility of building schools for the future programme.
- 7.6 Highlighted that the split site arrangement made this proposal complicated. SLT highlighted their long term reported concerns about the viability of lower site building. Currently:
- Condition of 135-year building is a concern.
 - Site is too small
 - Communal space is particular challenge
 - No car park.
 - Fire evacuation remains as a concern (now use car park area for assembly) but a road closure would be required in event of an actual fire.
- 7.7 FGB signposted to the DfE Allergies in Schools strategy. The government has announced plans to strengthen protections for pupils with allergies. The measures aim to improve how schools prevent and respond to allergic reactions, ensuring staff are better prepared and that pupils with allergies are safer during the school day. The announcement signals clearer expectations for schools alongside strengthened guidance and potential legislative changes.

Key points include:

- The government intends to introduce stronger requirements to help schools manage and respond to pupils with serious allergies.
- Schools are expected to have clear allergy management policies, including procedures to reduce risks and respond to allergic reactions.
- Greater emphasis will be placed on staff awareness and training so that staff can recognise symptoms and respond quickly in an emergency.
- Schools are encouraged to ensure individual healthcare or allergy action plans are in place for pupils with known allergies.

- The announcement builds on existing provisions allowing schools to hold spare adrenaline auto-injectors for emergency use.
 - DfE will work with health partners, charities and campaigners to strengthen guidance and ensure schools have the information needed to keep pupils safe.
- 7.8 SLT stated they will report back on update procedures and training. Already action the key points in this announcement. No significant challenges for us but we will have to ensure careful implementation.
- 7.9 SLT discussed the DfE strategy on The Role and Experience of Support Staff in Schools. This DfE-commissioned research explores the role and experience of support staff across primary, secondary and special schools. It is intended to provide part of the evidence base that will inform the work of the School Support Staff Negotiating Body (SSSNB).
- 7.10 There were over 9000 support staff represented in the survey data and just 32 school leader interviews, 13 of which work in trusts. There is no indication that any of those 13 leaders interviewed hold central team posts or are accounting officers – they are described as ‘school leaders’ in the report. We think this is a significant gap in the research that needs to be filled. It is, of course, important to seek the views of support staff but it is also important to seek employer views too as this might yield important insights about the factors affecting support staff roles and conditions. We shall continue to make this point to the department.
- Key findings include:
- 72% of support staff are dissatisfied with their salary (rising to 85% among TAs). Over half do not know their pay scale, and leaders report low pay as a key barrier to recruitment and retention.
 - Job satisfaction has declined over time. 63% report being satisfied (down from around 78% in the 2004–2008 DISS studies), and perceptions of being valued have also fallen.
 - While 57% say workload is manageable, around a quarter do not. 80% say they undertake tasks beyond their job description.
 - SEND support is a major and growing element of the role. 85% of staff who work with pupils support those with SEND, and for 20% this is their main focus.
 - Career progression pathways are seen as limited and unclear.
 - Retention concerns are emerging. 22% are considering leaving the state sector within a year (excluding retirement), citing pay (73%), lack of progression (50%), workload (45%) and pupil behaviour (39%) as key drivers.
- 7.11 SLT shared this announcement with updated figures on teacher recruitment.
- 7.12 SLT stated that the school continues to use staff surveys and updated consultation to benchmark staff feedback for all staff team. Whilst the figures are much more positive than national benchmarking many of the issues cited are challenges for our staff (pay, working hours, career development etc).
- 7.13 SLT stated that the school is experiencing recruitment challenges.

Item 8 Budget Update

- 8.1 Circulated as part of the papers.
- 8.2 SLT delivered an initial update on funding for 2026-27 and suggested that that the school is facing increasing budget pressures and see the next financial year as a real terms decrease of over 1.5%
- 8.3 SLT explained there is ongoing confusion regarding budget figures. 2.1 was the funding announcement but budget allocation shows an increase of less than 1% (including increase in NoR of 10 pupils).
- 8.4 FGB informed that the school has reached out to LA team for clarity on budget allocation but discussions with LA officers had not demystified this.
- 8.5 FGB informed that S. Jones will be holding further discussions.
- 8.6 SLT stated that there will be tough decisions ahead but no short term implications for 2026-27.
- 8.7 **ACTION 5(03/26):** SLT to update governors and if required FGB to write to DCS and DFE regarding funding concerns.

Item 9 Admission Details

- 9.1 Circulated as part of the papers – and on school site
- 9.2 SLT outlined admission numbers and continued popularity of school. Stressed that this was reliant on out of zone applications.
- 9.3 FGB informed of final opening date and admission processes for F1 as per [school's F1 admissions policy](#).
- 9.4 FGB informed that the school is full in F1 and F2 for next academic year.

Item 10 DPO GDPR Report

- 10.1 Circulated as part of the papers.
- 10.2 FGB informed that there has been:
 - One minor data breach. Parent sent wrong admission form. No harm reported.
 - 2 SAR requests
- 10.3 SLT stated that the school continues to commission Judicum as DPO for UK GDPR expectations.
- 10.4 FGB thanked DPO for clear reporting.
- 10.5 FGB held a discussion regarding capacity and demands in responding to these.

10.6 FGB are pleased to see school systems working so well.

Item 11 Updated Policies

11.1 Circulated as part of the papers.

11.2 SLT highlighted the following:

Uniform Policy

- FGB informed that this is new following DfE updates and has been ratified in line with new DfE regulations.

2025/28 Accessibility Plan (updated after LA visit)

- SLT explained new guidance under three headings in report.
- Governors asked if there was DDA funding for any aspects of this.
- **RESOLUTION:** B. Cassidy stated that he and S. Jones were exploring this with AL officer and grant bids.

Social Media Policy

- Explained that this was for the new Charitable Foundation. FGB welcomed the clarity on usage and controls.

Prevent Policy

- FGB informed that this has been updated.

Safer Recruitment Policy

- FGB informed that this has been updated.
- B. Clark explained that he had led two governor visits looking at safer recruitment.
- Welcomed updated policy and clarity on roles and responsibilities.
- SLT advised that M. Barker, school's HR officer had also audited policy into practice.

11.3 **DECISION TAKEN:** All Policy's **ratified**.

Item 12 Website Audit and Publication Compliance

12.1 Circulated as part of the papers.

12.2 FGB informed that the annual website audit completed.

12.3 FGB reminded that this is a key part of FGB publication responsibilities.

12.4 FGB welcomed clear reporting and links provided in audit.

12.5 SLT asked that governors to check pages and send in any observations/improvements to K. Choudhary or the school office.

Item 13 Local Authority School Improvement Reports

- 13.1 Circulated as part of the papers.
- 13.2 FGB signposted to:
 - [LA Review \(School Assurance Professional\) Report](#) which was deferred from CPC due to delay in publication.
 - [LA SEND Review 03.03.2026](#)
- 13.3 FGB welcomed independent reviews.
- 13.4 SLT suggested that both reports had no surprises. Strengths and areas for all improvement were already highlighted.
- 13.5 FGB commented on the effective approach with LA officers and the importance of governor involvement in both reviews.
- 13.6 FGB were confident that all development points were already addressed in school improvement plans.
- 13.7 FGB would like to thank all staff for such positive participation in both reviews. They are aware of the current time constraints on staff and appreciate staff taking on extra duties and for their hard work and support in all aspects of school life.

Item 14 Hi Impact Technology Audit and Report

- 14.1 Circulated as part of the papers.
- 14.2 SLT highlighted the Annual Hi Impact Technical report on infrastructure and hardware, suggesting that the school can anticipate significant investment moving forwards.
- 14.3 FGB informed that cyber security issues are going to have to be factored into future investments. Once devices are not updated, they are not safe for network usage.
- 14.4 SLT assured FGB that the school will be updated on 160 I-pads and their future usage.
- 14.5 FGB asked if they could be sold?
- 14.6 **RESOLUTION:** SLT advised that could be explored but the update and security issue would also make them vulnerable in home networks.
- 14.7 FGB welcomed clarity of reporting on statutory filtering and content controls.
- 14.8 SLT highlighted complexity with sourcing a cost effective back up line with limited local networks and high cost.
- 14.9 Currently using 5G back up for administration but this is clearly limited.
- 14.10 FGB assured that this plan fed into budget planning.

Item 15 Minutes from Committee Meetings

- 15.1 Circulated as part of the papers.
- 15.2 FGB signposted to CPC and RPC minutes.
- 15.3 These were noted and welcomed with no outstanding issues highlighted for FGB.

Item 16 Good News Items

- 16.1 Circulated as part of the papers.
- 16.2 SLT highlighted:
- Silver Award for My Happy mind Accreditation and ambassador role.
 - Malta Visitors feedback.
 - [Residential Education](#) (all sourced and planned internally to ensure quality and dramatically reduce costs). Over 90% attendance

Y4	Conway Centre	March 2026
Y5	York	May 2026
Y6	London	March 2026

- Family Engagement and Aspiration Events
 - Enrichment Offer
- 16.3 FGB stated that there was wonderful participation from staff and children in World Book Day - an impressive variety of colourful costumes making the day very special.

Item 17 AOB

- 17.1 N/A

Item 18 Date of next meeting

- 18.1 Thursday 18 June 2026, 5:30pm
- 18.2 Meeting finished at 7:00pm

Item	Summary of actions from meeting	Whom	Date to be completed
4.3	ACTION 1(03/26): J. Carlson to send in updated safeguarding training record to K. Choudhary and K. Choudhary to update clerk's training log.	FGB K. Choudhary	April '26
4.5	ACTION 2(03/26): K. Choudhary to e-mail training record and seek nominations for updated training. It is suggested that the aim should be to get at least two governors in each area.	FGB K. Choudhary	April '26
4.7	ACTION 3(03/26): SLT or school office to resend <u>National College</u> logins for governors on request.	SLT School Office	March '26
5.3	ACTION 4(03/26): K. Choudhary to liaise with SLT and school office regards the current Parent vacancy.	K. Choudhary SLT School Office	April '26
8.7	ACTION 5(03/26): SLT to update governors and if required FGB to write to DCS and DFE regarding funding concerns.	SLT	April '26