

# St Mary's CE Primary School, Rectory Gardens, N8 7QN

## GOVERNING BODY MEETING

22 February 2023

6.30 pm – on Zoom

| Foundation Governors – 7   | Representative Governors - 5   |
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| <b>The Rector of Hornsey (1 governor)</b><br># Father Bruce Batstone Ex Officio                                      | <b>Parents (2 governors)</b><br>* Dr Angela Loulopoulou 25/03/2024<br>* Mr Paul French 14/11/2026                            |
| <b>Hornsey Parochial Church Council (2 governors)</b><br># Ms Jess Smart 22/03/2026<br>• Ms Becky Wildish 11/10/26   | <b>Staff (2 governors)</b><br>• Mr Calvin Henry Headteacher Ex Officio<br>• Ms Harriet Frohock 15/12/2024                    |
| <b>West Haringey Deanery Synod (2 governors)</b><br>• Mrs Charlotte Adlam 1/04/2024<br># Mthr Mitzi James 1/7/2024   | <b>Local Education Authority (1 governor)</b>  |
| <b>London Diocesan Board of Schools (2 governors)</b><br>• Dr Venetia Brown 17/02/2027<br>• Mr Aaron Khan 17/02/2027 | <b>Associate Members</b><br>* Dr Feyisa Demie<br>• Ms Alice Greenwell<br>* Mr Ian Blaney<br>* Javi Punzano<br>* Eileen Clark |
| * Governor present<br># Governor absent  |  |

**In attendance:** Sally Moore (LDBS), Malcom Willis (HEP); Chris Lambert (Clerk)

### Part One

1. **Prayers** – opening prayers led by Ian Blaney
2. **Notified Absences** – apologies received from all those absent, as recorded.
3. **Late agenda items** - none
4. **Governors' declarations of interest**
  - a) Declarations of any interest specific to this agenda – none
5. **Chair's Introduction**  
 Two new Associate Governors Javi Punzano and Eileen Clark were introduced to the GB. More formal introductions would be made at the next FGB on 29 March, at school.

### 6. **Chair's Items**

#### 6.1 **Greig City Trust**

Governors noted that since the former Chair had stepped down from his role on the Greig City Trust in October 2022 the school had no formal representation. It was proposed that as Chair, Charlotte Adlam be asked to take the representative role on behalf of the GB:

**Proposed:** Venetia Brown; **Seconded:** Aaron Khan with unanimous approval from governors

**Action: CA was confirmed as the GB membership appointment to the Greig City Trust**

## 6.2 Governor Re-appointment

It was confirmed that LDBS had confirmed the re-appointment of both VB and AK as representative governors to the GB for a further four-year term to 17 February 2027.

Governors were asked to confirm these appointments

**Proposed:** CA; **seconded** AL and with unanimous approval both VB and AK were re-appointed to the GB

6.3 It was noted that due to a change in personal circumstances AK would be stepping down as a governor at the end of the summer term 2023. AK had indicated a wish to retain a role supporting the GB in some capacity after July 2023.

**Action: CA and AK to discuss options for AK to retain a role on the GB for 2023 – 2024.**

## 7. Headteacher's Recruitment

7.1 CA reported on recent discussions held with SM (LDBS) and the outcome of SM's discussions with the DfE.

- The Academy Revocation Letter has not yet been issued to the DfE
- The receipt of the Headteacher's letter of resignation had changed the DfE focus of attention
- The DfE was more cautious about discussing a revocation of the Academy Order given the potential key leadership gap created by the HT's resignation from September
- The DfE was risk averse so the HT's resignation would prove to be problematic
- This situation was most unusual and required careful review and consideration

7.2 CA suggested that as it was now very unlikely the DfE would grant a revocation of the Academy Order (AO) she proposed the school seek approval from the DfE to pause the AO for six months. This period of respite would enable the governors and school to review all the options:

- Appoint a new HT on a like for like basis
- Consider another Leadership model such as an Executive HT and Head of School
- Consider the case to now enter a Partnership or Federation (this might also strengthen the case with the DfE to revoke the AO)

7.3 Governors noted that several of the options to be considered would change the recruitment programme. As an example a Partnership Agreement with another school would create a vacancy for a Head of School. Governors questioned the timeline to secure a new person in post for September and noted that a current HT has to give a term's notice (by end of Spring term) and a current deputy HT or senior SLT member seeking to move into a HT role would have to resign by 31 May 2023.

7.4 Governors recognised that the new information set up a range of options and possibilities, each requiring more time and discussion to evaluate each on both merit and suitability for the school and a stay of the AO would support this process. It was noted should a stay of the AO be approved by the DfE they would not endorse a new HT being appointed to replace CH from September and they would push the school towards a Partnership / Federation model arrangement.

**Action: CA to discuss with DfE means of staying the Academy Order**

7.5 It was noted that there was no obvious Federation for the school although local Church schools - St Michael's and St James were in a soft partnership with an Executive HT and two heads of School; it was uncertain if this arrangement could be extended wider or was even a possibility.

7.6 Governors agreed that the new information required further consideration to generate options and determine implications. Governors agreed that as part of the review process meeting a CEO of an existing Academy and with an Executive Head of a Federation could provide more information and a broader perspective on the options under consideration.

7.7 MW and SM both recommended the GB pause to take a broad range of advice and opinion to support its decision-making process. They recommended the GB consider establishing a working group with delegated authority from the GB to undertake the detailed work required to finesse final recommendations that would be presented to the GB.

7.8 Governors noted the comments from both the Staff Governor and the HT who both described how this new information could destabilise the staff and school community after what had already been a most challenging year. CH described the key issues facing the school and asked governors to acknowledge the need for a strategic lead in post in September. It was suggested that recruitment could proceed providing the context facing the school was fully reported to all candidates. SM suggested that further advice would be sought before such a move was recommended for action and CA agreed that this was sensible to ensure all parties were aligned.

7.9 Governors noted that the next steps should be:

- a) to ask DfE for a stay of the AO for six months
- b) a working group be established representing the GB and reporting to the GB
- c) this group and SM to meet with the DfE
- d) governors to pose any further questions to SM, by email

7.10 CA asked for expressions of interest in joining her in the Working Groups and the following volunteered:

- Becky Wildish (BW)
- Harriet Frock (HF)
- Venetia Brown (VB)
- Aaron Khan (AK)
- Malcolm Willis (MW) representing HEP
- Sally Moore (SM) representing LDBS

CH offered to review all the options under consideration to help stabilise the school ready for the Autumn term 2023.

CA thanked the volunteers and confirmed that she would make contact in due course.

**Action: CA /SM will consider the communication strategy to ensure all governors are kept informed on the work of the working group**

8. There being no further business the meeting closed at 7.37pm
9. Date of next FGB meeting: Wednesday 29 March at 6pm, at Rectory Gardens

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Signed  
Charlotte Adlam  
Acting Chair of Governors

Date

**Actions arising from the meeting of 22 February 2023**

- 6.1 CA was confirmed as the GB membership appointment to the Greig City
- 6.3 CA and AK to discuss options for AK to retain a role on the GB for 2023 – 2024.
- 7.4 CA to discuss with DfE means of staying the Academy Order
- 7.9
- a) to ask DfE for a stay of the AO for six months
  - b) a working group be established representing the GB and reporting to the GB
  - c) this group and SM to meet with the DfE
  - d) governors to pose any further questions to SM, by email
- 7.10 Working Group established:
- Charlotte Adlam
  - Becky Wildish (BW)
  - Harriet Frock (HF)
  - Venetia Brown (VB)
  - Aaron Khan (AK)
  - Malcolm Willis (MW) representing HEP
  - Sally Moore (SM) representing LDBS
- 7.10 CA /SM will consider the communication strategy to ensure all governors are kept informed on the work of the working group