

THE GOVERNING BODY OF FLOCKTON CE (C) FIRST SCHOOL

Minutes of the meeting of the Governing Body held at 6.30 pm at the School on Monday, 29 April 2019

PRESENT

Mrs H Boyle (chair), Mr R Michael, Mrs S Pearson, Rev V Keating, Mrs S Rawling, Mrs L Burnett and Mrs J Metcalfe

In Attendance

Mrs A Sahota (Minute Clerk)
 Mr Rupert Madeley (Diocese Advisor)
 David Raven – Hill (Kirklees Learning Partner)

Item	Minutes	Action
2774. APOLOGIES FOR ABSENCE, CONSENT AND DECLARATIONS OF INTEREST	Apologies for absence were received from Mr N Cappleman (consent) , Mrs L Coates (Consent) , Mrs E Hurst (consent), Mrs R Woods (consent) and Mrs S Latham (consent) There were no declarations of interest.	
2775. RECRUITMENT & SELECTION PROCESS FOR APPOINTMENT OF A NEW HEAD TEACHER:	David Raven-Hill, Kirklees Learning Partner and Rupert Madeley, Diocese advisor were introduced and welcomed to the meeting. Governors were thanked for attending this special meeting. (i) <u>Definition of the needs and vision for the school</u> Mrs Boyle advised governors that she had looked at the schools Mission Statement and also the summary of the SWOT analysis pulled together, following the all school training day held 18 months ago. It was felt both of these could be used in determining the vision alongside the ethos and aims statement within the SDP. Mr Raven-Hill highlighted that the vision of the school was very important in determining how it operated and these values underpinned everything a school did, particularly in a church school. Q: Have the governors considered other options and structures of Leadership eg federation /academisation ? A: Although not recently (18 months ago) the governors did carry out some due diligence with a local MAT and explored other options too this involved a SWOT analysis being carried out. It was	

established that the current management structure worked well and everyone was happy with this and because the school was still financially viable a decision was made to maintain the status quo. It has not been felt necessary to revisit this.

The key elements for governors to consider when pulling together the needs and vision were highlighted as follows:

- Governors having a clear sense of “*who are we as a school*” would determine what type of person governors wanted as a leader for the school.
- What is the school about? – this is what matters to us, this is what drives our school
- the roots the school has within the Christian environment, church and community
- the changes which will affect the school in the future
- What makes Flockton Special and an attractive next step for the type of leader the governors wish to employ
- Flockton is a key part of the community
- The intensity and complexity of this small organization
- The type of person who may apply – potentially will attract someone stepping into 1st headship
- There were three simple statements which could be used as a starting point for governors to determine the vision:
 - “Our School is”? (How did governors see the school at the moment)?
 - “We want a Head teacher who is”?
 - “What kind of person do Children want as a head teacher”? – Engage pupils as part of the process and let them have ownership ...What is important to them and What do staff want?

It was felt brainstorming some of these points would be a good starting point and the responses to these used to pull together the needs and vision, advert, the JD and information towards the candidates

Governors discussed and shared the following ideas of how to get a flavour of the school across:

- In the advert to include “*our Children say*” which would make the advert different to some examples
- It was felt the feedback from the recent pupil and parent survey could be used
- It was felt important to include how staff were valued at Flockton and the importance staff wellbeing, promoting that Flockton school was a caring, nurturing and supportive school
- The proudness of the history of the school
- Include the following sentence from the SDP aims statement: “*we create a happy safe, secure environment for our learner to grow and achieve their full potential....*” It was felt this summarised the school and what the current heads aim had been
- challenge and potential future growth of the school and the right people being able to access the

school

- Showing that all stakeholders involved are proud of the school for some of the reasons discussed above
- What are our needs?— what type of person do we need?— the following was highlighted:
 - Establish a list of what the current head teacher does
 - Need a person who is Visionary
 - Someone with good communication skills and adaptable to needs
 - A person who can maintain stability whilst dealing with what governors expect will be a significant amount of change in the future
 - someone who is able to engage with the community and get them involved
 - someone who can shape the school, not be afraid of the challenges that lie ahead and sees this as an opportunity
 - someone able to deal with complex problems
 - team player
 - approachable
 - compassionate
 - dynamic
 - calm
 - someone who would be able to positively promote the Christian values, ethos and visions of a church school

Mr Raven-Hill highlighted that the advert would need to be concise however the candidates pack could contain more detailed information such as a welcome letter, information about the school, vision and values and any other helpful information to attract the right person.

It was highlighted that some good ideas had been expressed by governors this evening which could all be used by the selection panel when pulling the information together. It was agreed that the panel would use the aims statement identified from within the SDP and build on this by incorporating some of the ideas expressed this evening and also include the views obtained from the pupils and staff.

Q: Where does the Definition of the needs and vision for the school come, is it for the panel to use to know what they are looking for or is it to use for the advert and JD?

A: Both. The Personnel specification is used as the criteria to judge therefore these values have to be at the core of it and needs to come through somewhere amongst the interview process

Item	Minutes	Action
	<p>(ii) <u>Deletion – See Minute 2777</u></p> <p>(iii) <u>Deletion – See Minute 2777</u></p> <p>(iv) <u>Deletion – See Minute 2777</u></p> <p>(v) <u>Deletion – See Minute 2777</u></p> <p>(vi) <u>Deletion – See Minute 2777</u></p>	
2776. ANY OTHER BUSINESS	There was no other business	
2777. AGENDA, MINUTES AND RELATED PAPERS – SCHOOL COPY	<p>RESOLVED: That Minutes 2775 (ii), (iii), (iv), (v) and (vi) be excluded from the copy to be made available at the School and in addition Minute 2775 (ii), (iii), (iv), (v) and (vi) be excluded as confidential under Regulation 15 (3) School Governance (Roles, Procedures and Allowances) Regulations 2013 from the copy to be made available to the staff governors and observers.</p>	<p><i>H. Boyle</i></p> <p>Chair</p> <p><i>13/5/19</i></p> <p>Date</p>