



**Chase Bridge Primary School  
Governor Day & Full Governing Body Meeting – Wednesday 16<sup>th</sup> July 2025 10am-3.30pm  
MINUTES**

<b>FGB (staff room)</b>	
<b>Welcome, Apologies &amp; Declaration of Interest</b>	
<b>Minutes &amp; Actions of the Previous Meeting</b> Minutes approved	
<b>4.1</b>	<p><b>Governance Matters</b> Feedback from the Director's Termly Briefing (10.07.25)</p> <p>CoG shared the below:</p> <ul style="list-style-type: none"> <li>- No option to do nothing with regard to the changing educational landscape, federations and MATs</li> <li>- There is a crisis around SEND and funding; but EHCPs have to be met</li> <li>- LADO said that there is an increase of allegations and complaints; they deal with allegations but not complaints</li> <li>- Emma Clarke went through the issues surrounding AI; there are serious concerns around it</li> </ul> <p>HT: Discussed the school's policy around AI and GDPR data handling and data processing Governor: Volunteered support managing AI as he is responsible for this at his school CoG: AI is a conversation for another time and needs further discussion given the changing landscape. Governor: Suggested not having a policy around AI but principles. HT: Spoke of our Acceptable Use of AI.</p>
<b>4.2</b>	<p><b>Resignation – Mike Dormer</b> CoG: Mike has resigned to avoid conflicts of interest HT: We had a goodbye breakfast for him with staff. Mike has been here for 12 years and has done a great deal of work. When he came on the board was about to be dissolved. He has done fantastic work for the school and we thank him.</p>
<b>4.3</b>	<p><b>Planning for 2025/2026</b> HT: We have pre-booked all of the windows for governor visits. There's nothing stopping governors from contacting their links now. There are no real changes to what's been happening this year. Individually, if you can get dates in your diaries as soon as possible. All meetings virtually apart from FGB. If anyone has any comments on these, please let us know.</p>
<b>5.</b>	<p><b>Committee Matters Arising from Committee Minutes</b> [05] FP&amp;P Minutes 01/04/25, [06] FP&amp;P Minutes 03.06.25 HT: We have improved a balanced budget over the past three years, considering the structural changes from draft budget. That went through three different rounds with our FP&amp;P. We are in a good financial position but only contextually and relatively. We need to make savings over the next two years to maintain our balance. Link governor visits have taken place for wellbeing and compliance for site management.</p> <p><b>[07] BAPD Minutes 02/07/25</b> Our Persistent Absentee rate is beneath the national and Richmond average. Attendance continues to rise. Decline in behaviour incidents and playground incidents. DHT: spoke about behaviour improvements across the school and with our children with complex needs from the autumn to summer, and the responsiveness of the school, including creating bespoke spaces.</p> <p><b>[08] QE Minutes 09/07/25</b> HT: KS2 outcomes are significantly higher than national and higher than Richmond in Reading, Writing, Maths for both the Expected Standard and the Greater Depth Standard. DHT: We are a Richmond school but our context is different when looking at our EAL numbers and the number of children that come to Chase Bridge but live in Hounslow.</p>
<b>6.</b>	<p><b>Final Budget 2025/26</b></p> <p>HT: We have robust systems in place for our tracking. We will have separate budgets to Orleans. As we work our way through we know that the balances will start to erode.</p>



	<p>The school and governors have received a letter from staff about the UPS cap. We know that the unions are in conversation about changes to the pay scales for teachers. This is something we also need to prepare for alongside our current pay policy as and when any changes occur. We have to make the best decision for the school about the UPS cap. It's a difficult balance and it is on this agenda as an AOB.</p> <p>Priorities: Increasing the inclusion budget The role of the SEND administrator Making sure there is a sustainable structure here in the interim period Any permanent roles, it will go to open interview</p> <p>CoG stated: the issue around the cap is looming and at some stage we are going to have to decide how we are going to address it. The more people are pressing up against the cap, the more anxious I become.</p> <p>HT: Because our staff turnover is very low, the problem has grown as staff are not moving on. Although there hasn't been pay progression, employee commitment and retention has remained.</p> <p>CoG: All we can do is review this every year.</p> <p>Formal budget ratification took place – everyone present ratified. Formal ratification of Kitchen Equipment Replacement took place – everyone present ratified.</p>
7.	<p><b>Leadership and Management (standing item)</b></p> <p>HT: Aisling our new deputy headteacher has had a very thorough induction over three days, meeting with staff, observing assemblies, having a handover with existing deputy heads, meeting with year group leaders understanding our vision, values and systems and processes.</p> <p>HT: Kath our raising standards lead will have a sharp focus on data and outcomes and work with PiXL to raise standards further. Pixl is about how we use question level analysis and pixl information to inform quality first teaching and make positive changes to our practice to accelerate progress.</p> <p>HT: We have continued to develop internal opportunities; we have a PSHE lead; we have a writing moderator. With high staff retention, opportunities can be few and far between so it's making sure that we can pull on other things. We need to keep people motivated here to work. Staff are doing NPQs. That's something we've got to continue to do. The culture shift we need to make is that CPD is not just going on a course, which is why we've designed our pedagogy. An isolated course is good to go on but the impact in a finance budget is fairly limited. NPQ will allow them to become a better senior leader.</p> <p>HT: Everything else is progressing really well. This is me day was really well received; Big Ambitions Day was really successful. We had an amazing bank of volunteers. We had people showcase their jobs, travel, the languages they speak – these two enrichment days will continue.</p> <p>Governor: The instances in behaviour that happened this Autumn, how confident are you that they won't happen again next Autumn.</p> <p>HT: We tend to see a spike in the Autumn term. With regards to our complex needs children, 6 weeks out of school will always be tricky for them. There will still be serious incidents. The threshold for incidents is very low.</p>
8.	<p><b>Looking Forward – Challenges &amp; Opportunities</b></p> <p>HT: Feels like we are entering a perfect storm over the next three years in terms of multiple variables than can affect a school. SEND changes, funding changes, increased costs, failing roles to name a few.</p> <p>CoG: It's a poly-crisis. It's all happening at once.</p> <p>HT: It's not just us; we need to be clear about this. There is concern that the Sports Premium may be taken away; this would have a huge impact. It just feels like everything could be happening at once. I can't imagine that the new SEND review will provide more money for schools. In addition, we have falling roll. Schools closing across London at an alarming rate. Our big challenges are: we won't be able to do this alone. The formal partnership with Orleans might not be enough, but it will put us in a stronger position.</p> <p>CoG: We have to put ourselves in the strongest possible position to survive.</p>



	<p>HT: What I want to stress to governors is we're in a unique situation: amazing staff, low turnover, additional revenue through SLT, Twickers Parking and wraparound care is giving us extra breathing space, but it's not going to save us to what's coming. We will continue to evolve our systems, but on it's own, it's not enough.</p>	
<b>9.</b>	<b>Policies</b>	<p>Behaviour and Anti-Bullying policy has been formally ratified</p> <p>HT: Suspensions and Exclusions has all eventualities and has been approved by the local <b>authority</b></p>
<b>10.</b>	<b>AOB</b>	<p>HT: NEU representatives (the exact number is unknown) wrote a confidential letter to governors and the headteacher. Essentially it's around the UPS cap. I don't begrudge anything in the letter and support them putting their voice forward. It's challenging because the cap is a difficult thing to keep in place, but also difficult to remove. They also spoke about the interim appointments – when these are made permanent there will be an interview process and we can address this in our response as agreed.. Tony and I are working on a response, which I'll also share with governors. The school is looking at a remuneration for staff and governors and SLT will be looking at it in the Autumn.</p> <p>Governor: It would be good if we could look at the impact of removing the cap on the budget.</p> <p>HT: This is what we do at FP&amp;P when we review the cap.</p> <p>CoG: I want to congratulate the school on this ofsted. I've never had an ofsted where there were no next steps. I also want to acknowledge we've been through a challenging situation with needing a second vote on the federation. Thank you so much and everyone have a great holiday. And thank you Caroline for how you have left the curriculum in such a great position. Thank you everybody.</p>
	<b>Next meeting: Wednesday 24<sup>th</sup> September 6.30pm</b>	