

MINUTES OF THE EXTRA ST JOHN'S SCHOOL GOVERNANCE COMMITTEE
MEETING HELD ON THURSDAY 15 JUNE 2023

Attendees	
Lt Col P Francis (PF) Mr C Guyton (CG) Mrs P Demetriou (PJD) Mr R Edwards (RE) Mr R Roberts (RR) Ms N Robertshaw (NR) Ms T Chilman (TC) Mr P Dakin (PD) Mrs J Heydon-Wells (JHW) Mr S Haggarty (SH) Mrs E Ballard (EB) Mrs R Metcalfe-Tarren (RT)	Chair Headteacher Secretary to SGC Finance Sub Committee Lead Support Staff Rep Teaching Staff Rep Parent Rep Episkopi Parent Rep Episkopi Independent Rep Episkopi Student Mobility Sub Committee Lead Safeguarding Provision Sub Committee Lead Safeguarding Lead, DCS
Apologies	
Mrs J Dowlen-Gilliland (JDG) Mrs C Turner (CT) Mr M Wilson (MW) Mr D Donaldson (DD)	Vice Chair Staff Wellbeing Sub Committee Lead Attendance Sub Committee Lead School Improvement Advisor, DCS

Ser	Agenda Point	Comments	Actions
1	Welcome and opening remarks by Chair	<ul style="list-style-type: none"> PF opened the meeting at 1415 hrs and welcomed everyone present, including new governors SH and PD. Introductions were made by everyone at the table. PF announced that Andrew O'Callaghan has now been posted and has been thanked for his contribution to the SGC. PF thanked JHW who initially resigned as a parent governor but has returned as an independent governor. PF thanked everybody present at this extra meeting called because there has been so much going on that had to be discussed before the final full SGC Meeting of this academic year. The SGC meeting dates for next academic year will be confirmed at the next meeting. PF advised that the best ways of internal and external communication for the SGC will be discussed at the next meeting. It was agreed that if the SGC has a formal question for DCS that PF will submit it via DD, DCS representative for the SGC. CG advised that as 60% of our students live in Akrotiri that the school is trying to shift some of the emphasis on to Akrotiri, to help to build up good will in the community. Examples of the school's greater involvement with Akrotiri this year include: student participation in rugby coaching and work experience there, CG holds a fortnightly Headteacher's Surgery at Akrotiri Hive and our annual graduation and prize giving event will be held at the Astra Cinema on 21 June, for the first time not at the school. 	<p>PF</p> <p>PF</p> <p>PF/DD</p>

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2	Headteacher's briefing update on each of the school improvement priorities	<ul style="list-style-type: none"> • Attendance - now stands at 94.8%, a great improvement on last academic year. • Educational offer – broad quality assurance in place now as our new teaching staff have settled in to their roles, sharing expertise. • Student mobility – our Y11 students have conducted themselves impeccably, have been very committed especially in the face of substantial teaching disruption. • Our Y13 A Level students are not quite so dedicated due to UK universities making them unconditional offers, consequently affecting their motivation at school. • The school is quietly optimistic regarding the KS3 progress data which will be available at the next meeting. • Staff Wellbeing – CG has received one late resignation from English Teacher, Athy Pallas, leaving on promotion. • RE asked if there would be a plan in place to gap this teaching post? CG advised that a business case would be submitted shortly to replace this post and that fortunately we have very good English Teachers in our Supply Pool. • CG reported that the Deputy Headteacher post has been approved by DCS and advised that interviews will take place in the next 2 weeks. CG advised that he would also like to have 2 Assistant Headteachers to join the Senior Leadership Team. • PD advised that, from a parent's point of view that CG and Assistant Headteacher, Stephen Dixon, have provided a real breath of fresh air at St John's School this year. • Community Pride – it was widely agreed that Joseph was a fantastic production and congratulations were sent to everybody involved. CG reported that the school had faced a lot of difficulty getting funding from DCS for Joseph but Bev Martin loved it and offered to support further productions for the school in future. • NR thanked CG for all of his hard work this year. 	
3	Subcommittee updates on areas of responsibility	<ul style="list-style-type: none"> • <u>Safeguarding Provision Sub Committee</u> – EB stated that 'I'm not signing off the Action Plan, related to the embargoed 2021 Safeguarding Review, as there's insufficient evidence to allow me to do this. If this is to be signed off as complete, PF will need to do so as Chair of Governors. I also want it recorded in the minutes that I'm not prepared to sign the Action Plan off as complete.' • EB added that 'my recommendation is that a further full and comprehensive Safeguarding Review is conducted as soon as possible and that the findings are made available to all members of staff and governors to ensure future action plans are appropriate, actioned in a timely fashion and regularly reviewed at every governor's meeting.' CG recommended that a meeting with himself, EB and DD be arranged to review and revisit this matter. • RT joined this meeting remotely to discuss the Safeguarding Review. RT confirmed that the 2021 Safeguarding Review was conducted in response to some serious safeguarding concerns regarding the management of the school. RT also confirmed that the Action Plan is a school document and needs to be updated by the school. RT said that CG has done an excellent job of satisfying the changes required and that the original concerns have been addressed. RT regularly visits the school and works closely with CG on safeguarding matters. 	CG/EB/DD

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3	Subcommittee updates on areas of responsibility	<ul style="list-style-type: none"> • JHW asked if anybody else was aware of the 2021 Safeguarding Review? RT advised that only particular personnel had access to this review but that the SGC had been made aware of it. • PF asked for a full, fresh safeguarding review to make sure that we are all on track. PF asked for Safeguarding Review to be an agenda point for the next full SGC Meeting. • <u>Attendance Sub Committee</u> – no report has been received and MW was unable to attend this meeting. • <u>Finance Sub Committee</u> – RE has not yet submitted a report but has a finance meeting scheduled next week. RE will report back to the next full SGC meeting. • <u>Student Satisfaction Sub Committee</u> – no report has been received as PD has been recently appointed to SGC. • PD felt that the NACE Award seemed to drive results forward in the past, was very popular with students. CG said we may look into NACE again in future. • <u>Student Mobility Sub Committee</u> – SH reported that several key themes are evident that both have a negative impact upon the learning potential of students and on their ability to develop a healthy sense of mental well-being, both socially and psychologically. The key themes are a physical separation between the Episkopi and Akrotiri camps, limited public transport, a high turnover of children and the absence of a presence of an educational psychologist. • PF advised that public transport off camp is in the process of being arranged as well as possibly 3 mini buses within the BFC community to help improve matters. Also, led by CG, now that the school buses are the responsibility of St John's, arrangements are being made for Episkopi students to be able to visit their friends in Akrotiri by school bus. • <u>Educational Offer Sub Committee</u> – JHW reported that since the last SGC meeting that they have been focussing on plans for the Sixth Form; plans to increase GCSEs from 8 to 9; improvements to the curriculum and external moderation; accuracy of assessment procedures; more-able students; foreign languages offer, particularly Spanish; the impact of staffing issues on attainment; student voice re educational offer; questions/clarifications arising from the DCS Paper Rose report relating to the educational offer. • JHW stated that in order for CG to meet his educational offer targets, that DCS need to support him both financially and strategically. If CG does not receive this support, some of the targets set by DCS are unlikely to be achievable in the time frame requested. Specific questions around wider issues affecting CG's educational offer targets have been submitted to Andy Yeoman at DCS via DD although JHW has not yet received a reply. The SGC will be updated at a future meeting when a reply from DCS has been received. • CG said that he has just attended a 2 day MOD Schools Finance meeting at HQ DCS where the schools have been told that they need to make cut backs. CG said this his job is to improve the quality of education in the school, not to fill in business cases. PF mentioned that BCs are part and parcel of trying to attain money from the MOD and all departments have this issue. • JHW said that CG is trying to do his best but that DCS is undermining this. 	<p>PF/CG/ RT/PJD MW</p> <p>RE</p>

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4	Station Commander Update on Programme Apollo	<ul style="list-style-type: none"> • PF reported that there is no aspiration for one collective secondary school for BFC. Suitable potential new school sites in Episkopi and Akrotiri are still being looked at, including currently the old Space Theatre site where there is less of an environmental impact to build the school there. However, PF advised that a school rebuild is still being reviewed for multiple reasons by all stakeholders. PF said that on current Pg APOLLO timelines no ground will be broken at Epi Station until at least Apr 25. This should not distract from the SGC tasks and won't stop the school chasing its goals. • RE said that DCS need to stop referring to the new 'Lionheart School' if a decision has not yet been made regarding the exact location of this. • CG reported that April 2025 is the earliest date he has been given for a move to a new school although 2027 is most likely to be more feasible. In reality, however, CG said that we need to keep going, business as usual. 	
5	SGC Question and Answer on Previously Circulated Documents	<ul style="list-style-type: none"> • <u>Team Around the Sixth Form</u> – CG said that he does judge the Sixth Form to be inadequate and that DCS agreed to his request to hold a meeting with all stakeholders present to discuss the main priorities concerning this. DCS has now approved some funding to improve the Sixth Form which will be relocated upstairs from July 23 where the Library and Resources were located before. This is quite a big move within the school and there are some logistical challenges to be faced on a low budget. RE asked CG to email him regarding the electrical sockets that will need to be fitted and he will try to help with this. • CG advised that we want to make our Sixth Form an attractive option, to break that cycle. We are also looking at offering scholarships to some high achieving students in the RoC as we lose a lot of these kind of students and this will be good for the school and the local community too. • EB asked why does the St John's School budget have to pay for some of our UKBTs' children's boarding school education? CG replied that historically the headteacher of each school had the say regarding this but recently it has been announced that Bev Martin will evaluate each boarding school application. RE advised that this also happens in other units and that SCV and GYH flights also come out of unit budgets. CG added that support staff and teacher pay rises have to also come out of school budgets. • <u>Paper Rose Report</u> – the inadequate assessment of our sixth form provision was discussed. CG stated that he is positive that we can head in the right direction only with the support of DCS. • PF asked the SGC to please keep providing the evidence to show examples to DCS of what isn't working. This evidence is valuable and is being used. EB asked how is CG expected to deliver all of these things without support from DCS? Who are DCS accountable to? PF mentioned that DCS sit within Regional Comd. CG and all the staff need answers. PF said that he is working with BFC to improve the information flow and communication with DCS. • PF said that we need to understand what DCS do to support the schools, including transparency. Action – DCS to be 	<p>CG/RE</p> <p>PF/DD</p> <p>PF/DD</p>

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5	SGC Question and Answer on Previously Circulated Documents	<p>invited to come on island to brief at a future SGC on how they operate, can help move us forward and build more trust with the SGC. PF/DD to get confirmation from Andy Yeoman as to whether this would be possible.</p> <ul style="list-style-type: none"> • EB asked if the OC of the Overseas Welfare Funding know anything about education? • <u>Health and Safety Audit</u> – CG discussed this recent review which was very supportive and positive. DCS felt that we did not quite meet all 5 expectations but this is being addressed and all outstanding jobs will be completed by the end of the summer holiday and business cases submitted where needed. CG added that Jeremy Grant, DCS has been very helpful and he felt that the review team listened to us. CG agreed to send EB an annotated version of this so that she can see what has been addressed. • RE advised that for movement of heavy pieces of unwanted D & T machinery (currently in a caged area) that CG needs to approach Epi Station and PF as HoE. 	<p>CG/EB</p> <p>CG/PF</p>
6.	Headteacher Brief to Governors	<ul style="list-style-type: none"> • <u>Pupil Attitude to Self and School Survey</u> – CG reported that we received disappointing results from this, particularly regarding student relationships with their teachers. CG is very happy to use this data to probe deeper. • EB said that Akrotiri and Episkopi students should have the same questions to answer. • <u>HMI Consultant Visit</u> – CG said that he worries that we cannot have external assurance. CG advised that DCS have now approved a visit from Helen Reeves, HMI Consultant, to visit St John's to do a review in the Autumn term 2023. • TC and JHW both advised that, as parents, they felt that the school needs to have an independent review. JHW felt that the school is quite vulnerable without external validation. • RT advised that because Ofsted cannot enforce UK legislation overseas that DCS have broken this down and have made sure that overseas schools all have regular internal reviews instead. RT added that since 2019 Ofsted completely changed their framework to not include overseas schools. RT advised that Ofsted could visit the school but would only be able to submit a 'light touch' rather than an in-depth review. Also, Ofsted would have to give a lot of notice prior to their visit, so it would not actually be accurate or of any value to us. • EB asked if the actual cost of Ofsted is the problem? PF said that he did not think that cost was the prohibitive factor but may have an impact. • PD asked if the money received by DCS from fee payers could be used to pay for Ofsted inspections? • TC said that it is always vital to maintain high standards at all times whether we have Ofsted inspections or not. • <u>School Values</u> - CG reported that we have recently done a review of the values of the school as it was decided that it was time to revisit these and to realign them with the 3 Services and the Civil Service. A final working party regarding these values will be held next week. 	
7.	Update on Absence and Recruitment of an Educational Psychologist	<ul style="list-style-type: none"> • SH advised that the schools would historically have had to refer to an EP to assess student supportability in BFC but unfortunately there is nobody to go to for this advice now that this post is gapped. SH said that he is concerned that DCS do not really understand the importance and the role of 	

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7.	Update on Absence and Recruitment of an Educational Psychologist	<p>the EP for BFC.</p> <ul style="list-style-type: none"> • CG agreed and said that fortunately the previous EP has given very useful in training to the school's Pastoral staff and this helped a lot with some students who were self-harming last year. CG said that we have had to try to work with what we have, to make do in a less than ideal situation. 	
8.	Date of Next Meeting	<ul style="list-style-type: none"> • Wednesday 12 July 2023, Teaching and Learning Room at 1000 hrs. 	