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KING RICHARD
SCHOOL

Dhekelia
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Principal: Richard Sproson BA (Hons), PGCE, NASENCO



MINUTES OF THE KING RICHARD SCHOOL
SCHOOL GOVERNANCE COMMITTEE
MEETING HELD ON THURSDAY 22ND JUNE 2023
MEETING OPENED AT 1420 MEETING CLOSED AT 1550

Attendees		Apologies
Lt Col T Wildish (TW) Mr J Walters (JW) Mr R Sproson (RS) Mr G Burvill (GB) Mr C Thomas (CT) Maj N Miller (NM) Mr D Donaldson (DD) Mrs J Stavrou-Shaw (JS) Mrs N Mahoney (NMA)	Chair Vice-Chair Headteacher Deputy Headteacher Assistant Headteacher Dhekelia Stn OC School Improvement Advisor, DCS Safeguarding Rep SGC Secretary	Mr C Pallent (CP) Mr I Hussein (IH) Mrs L Sutherland (LS) WO1 L Estwick (LE)

Item	Agenda Point	Comments	Action
1	Opening Remarks	TW welcomed all and stated that we were almost at the end of a very successful year. TW stated that KRS is central to the community and it was great that a new school site had now been agreed. TW thanked all staff for their hard work throughout the year and for putting on such great events such as Sports Day. TW discussed the unit move and that 1 Rifles were preparing for the move over to Dhekelia throughout the summer months, TW wants to ensure that people are aware of the strategic military goals of BFC and how the school plays a vital role in this. TW also reported that works are ongoing throughout the station to make it better for everyone it serves.	
2	Minutes and Matters Arising	JW went through the minutes of the previous SGC which took place on 01 March 2023. All agreed that no changes were to be made. CT and GB discussed the SEND data in detail, the main point being that KRS has made positive progress consistently and sat high against the UK figures. TW asked where we stand in the UK figures and if there was a reason we sat high. CT explained a number of factors such as the number of students, good LSA's, quality of teachers and excellent support meant we are able to offer a really good package and identify any issues early.	



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		<p>TW discussed his recent meeting with the students and how he was very impressed with them. He reported that overall, they were very positive about their school. TW explained the students raised a few points around having more benches to sit on and that all students were very engaging.</p> <p>GB discussed the book list request from the previous meeting and just reminded everyone to continue to send these in to support the schools reading list offer.</p> <p>NMA has completed some DBS checks for volunteers on station, NM & TW thanked NMA for assisting with this.</p> <p>RS stated as a school we are always happy to help the Station as it serves not only the students within KRS but the wider community.</p> <p>JW confirmed no new matters arising and that all previous actions had been completed– All agreed.</p>	
3	Strategy & Leadership Sub-Committee	<p>JW briefed.</p> <p>Explained that following the departure of Nichola Goulding there had still been no successful candidates for her position.</p> <p>JW discussed the importance of both staff and students seeing SGC presence in school where possible and that students enjoyed having them in class.</p> <p>JW reported that a new Student Leadership Team had been agreed following interviews and that plans were in place to get them started and NM agreed to meet with them.</p> <p>RS discussed the staffing levels, RS explained that authority had been given to recruit for a chemistry teacher but reminded everyone that the lengthy recruitment process continues to be an issue. It can currently take up to ten months to complete the recruitment and onboarding process.</p> <p>RS advised that since the last meeting we now have English/Drama teacher Mary Dunn and RE/SMSC teacher Hannah Derbyshire in post.</p> <p>RS also discussed that the Deputy Head position recruitment campaign had been successful and George Burvill had been appointed.</p> <p>All discussed the issues around regular staff absence not just putting pressure on teachers having to cover but also the impact on the student's education.</p> <p>All agreed that as a board with concerns around regular absence it needs to be raised to DCS.</p>	<p>Action – NM to meet with new student leadership team</p>



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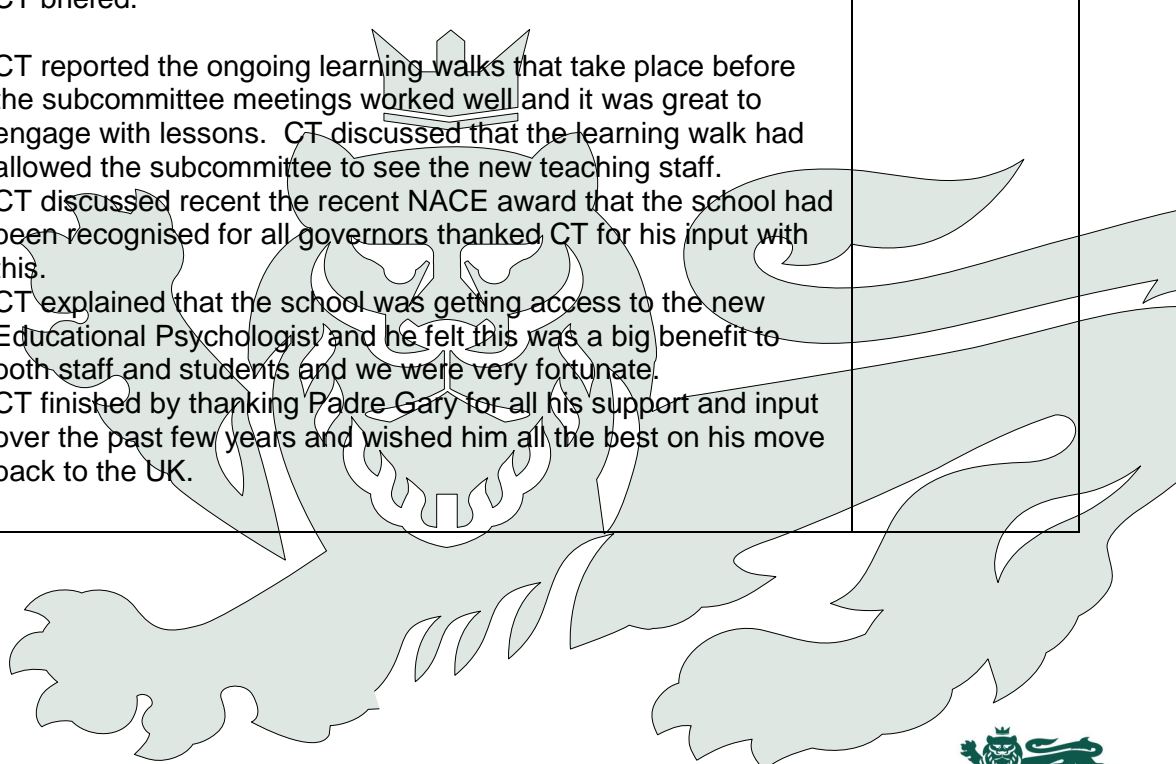
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		<p>RS reported that as previously discussed due to ill health we have one teacher who has left and awaiting final confirmation of ill health retirement.</p> <p>RS explained that Jane Goddard a previously displaced member of staff from AYN had been offered the position of music teacher without any interview process, RS explained that the process was not how he would have liked it to have been and although Jane would have been a strong candidate he would have liked the opportunity to ensure robust processes was followed.</p> <p>However, RS explained this was out of his control and that he was working with both Jane and DCS schools to ensure that the transition to music teacher in a secondary setting is as smooth as possible and does not impact the students negatively.</p>	
4	Teaching and Learning Sub-Committee	<p>GB Briefed</p> <p>GB discussed the policies that the subcommittee had reviewed, he stated that two of the policies were sat with the RE/SMSC teacher for review.</p> <p>GB reported that his sub committee did a walk round school which was very positive.</p> <p>He stated that the younger students seemed to articulate themselves better than the older students.</p> <p>Overall this was very positive and teachers took the time to speak with them during the walkaround.</p> <p>No further actions following this meeting.</p>	
5	Pastoral and safeguarding	<p>CT briefed.</p> <p>CT reported the ongoing learning walks that take place before the subcommittee meetings worked well and it was great to engage with lessons. CT discussed that the learning walk had allowed the subcommittee to see the new teaching staff.</p> <p>CT discussed recent the recent NACE award that the school had been recognised for all governors thanked CT for his input with this.</p> <p>CT explained that the school was getting access to the new Educational Psychologist and he felt this was a big benefit to both staff and students and we were very fortunate.</p> <p>CT finished by thanking Padre Gary for all his support and input over the past few years and wished him all the best on his move back to the UK.</p>	



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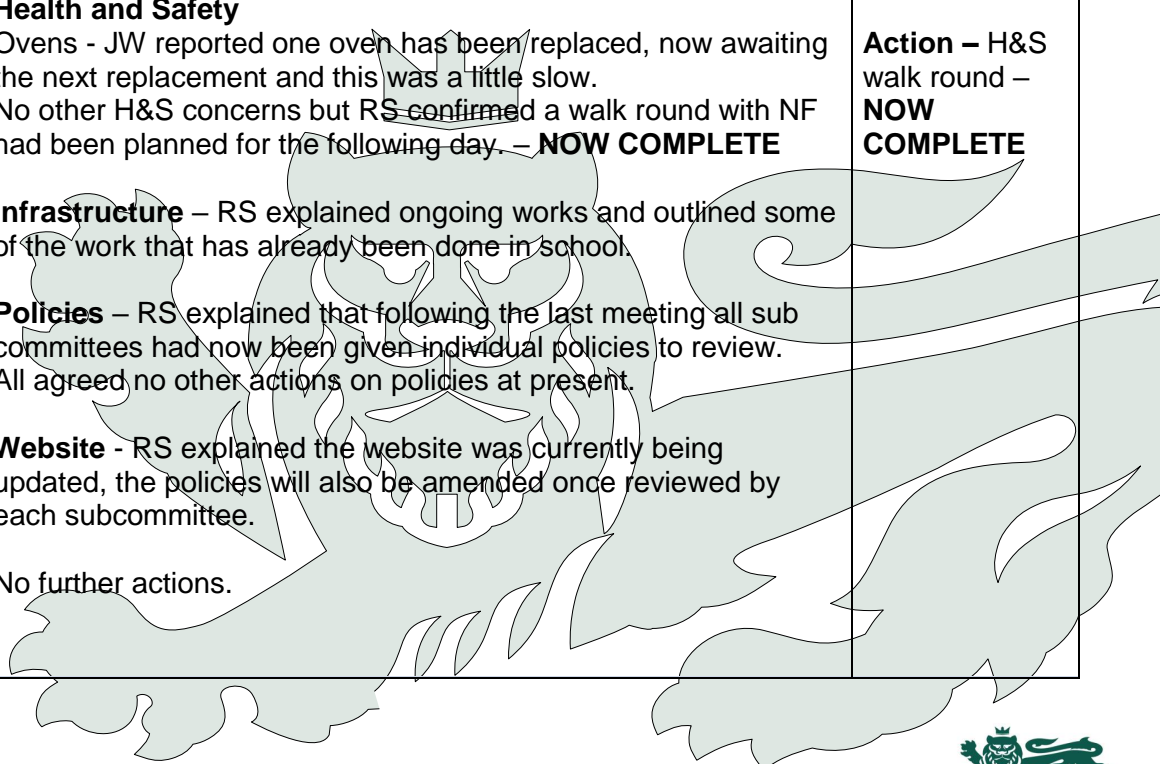
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6	Enrichment and Co-Curricular performance S-C	<p>CT briefed.</p> <p>CT thanked LE for helping build connections around the base and wished him well for the future.</p> <p>CT thanked NM for his help at events and offered support from KRS to the station for any future events.</p> <p>CT showed the updated list of after school clubs on offer and all agreed it was great to see such a wide range of clubs and that some were student and parent led.</p> <p>RS & CT wanted to thank a parent Claire Lawrence for offering an after-school dodgeball club.</p> <p>RS thanked NM for his assistance with allowing the school to use the gym for a dedicated hour each week.</p> <p>TW explained the planned upgrades for the gym and how he hoped this would also benefit KRS and the wider community, he also confirmed the track upgrade had been approved along with the outdoor pool being upgraded to have heating to allow for use all year round.</p>	
7	Key functions	<p>JW briefed.</p> <p>Budget An overview of the budget was provided, JW discussed the issues around things hitting the budget later due to it being centralised. Despite the difficulties he reported that Anna had done a great job balancing this. RS confirmed he was awaiting the new budget for AY23/24.</p> <p>Health and Safety Ovens - JW reported one oven has been replaced, now awaiting the next replacement and this was a little slow. No other H&S concerns but RS confirmed a walk round with NF had been planned for the following day. – NOW COMPLETE</p> <p>Infrastructure – RS explained ongoing works and outlined some of the work that has already been done in school.</p> <p>Policies – RS explained that following the last meeting all sub committees had now been given individual policies to review. All agreed no other actions on policies at present.</p> <p>Website - RS explained the website was currently being updated, the policies will also be amended once reviewed by each subcommittee.</p> <p>No further actions.</p>	<p>Action – H&S walk round – NOW COMPLETE</p>



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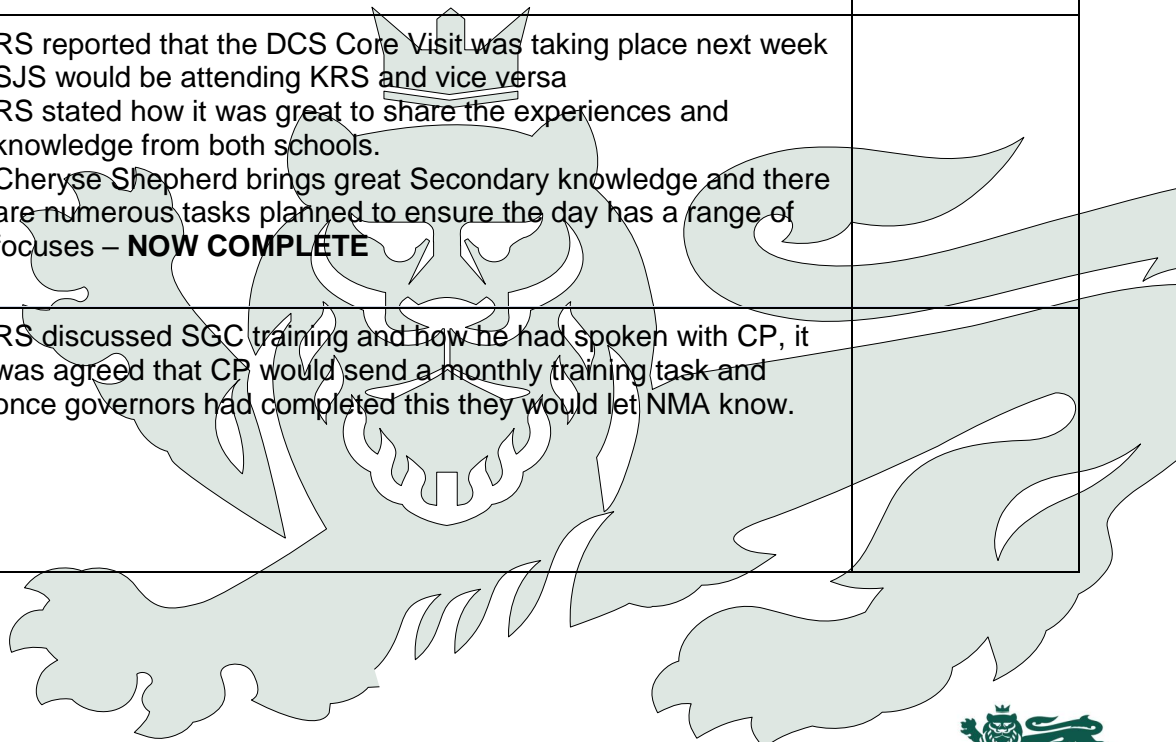
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8	HT Report	<p>RS Briefed</p> <p>RS discussed the NACE accreditation, he reported the lady suggested there was a magic within KRS and she believed we should be a NACE ambassador. RS went on to thank CT for all his input and the work he has done with NACE.</p> <p>RS discussed that following recent allegations of cyber bullying within Year 11, email from a parent had been sent to TW. RS stated that school had done everything they could to assist including meeting with parents, police, students and sending an email letter out to all parents. It was agreed this letter would be re sent before the summer term ended.</p> <p>TW thanked the SLT for how they dealt with this.</p> <p>NM asked if anything was in place during the summer holidays RS explained that he does check emails and can signpost however, they are the parent's responsibility when the school is closed so we must remember that.</p> <p>RS discussed project Lionheart and that due to the Sixth Form growing this next academic year this would strengthen the requirement for a sixth form provision within KRS.</p> <p>All agreed the loss of the sixth form would impact the community and the Cyprus offer for military.</p> <p>RS confirmed no new resignations from the teaching staff.</p>	<p>Action – Send parental letter</p>
9	Ay Nik Parent Feedback	<p>In DP absence NMA reported the feedback given was that the AYN community would like events to be held there maybe once a term.</p>	
10	DCS Core Visit	<p>RS reported that the DCS Core Visit was taking place next week SJS would be attending KRS and vice versa</p> <p>RS stated how it was great to share the experiences and knowledge from both schools.</p> <p>Cheryse Shepherd brings great Secondary knowledge and there are numerous tasks planned to ensure the day has a range of focuses – NOW COMPLETE</p>	
11	SGC Training	<p>RS discussed SGC training and how he had spoken with CP, it was agreed that CP would send a monthly training task and once governors had completed this they would let NMA know.</p>	



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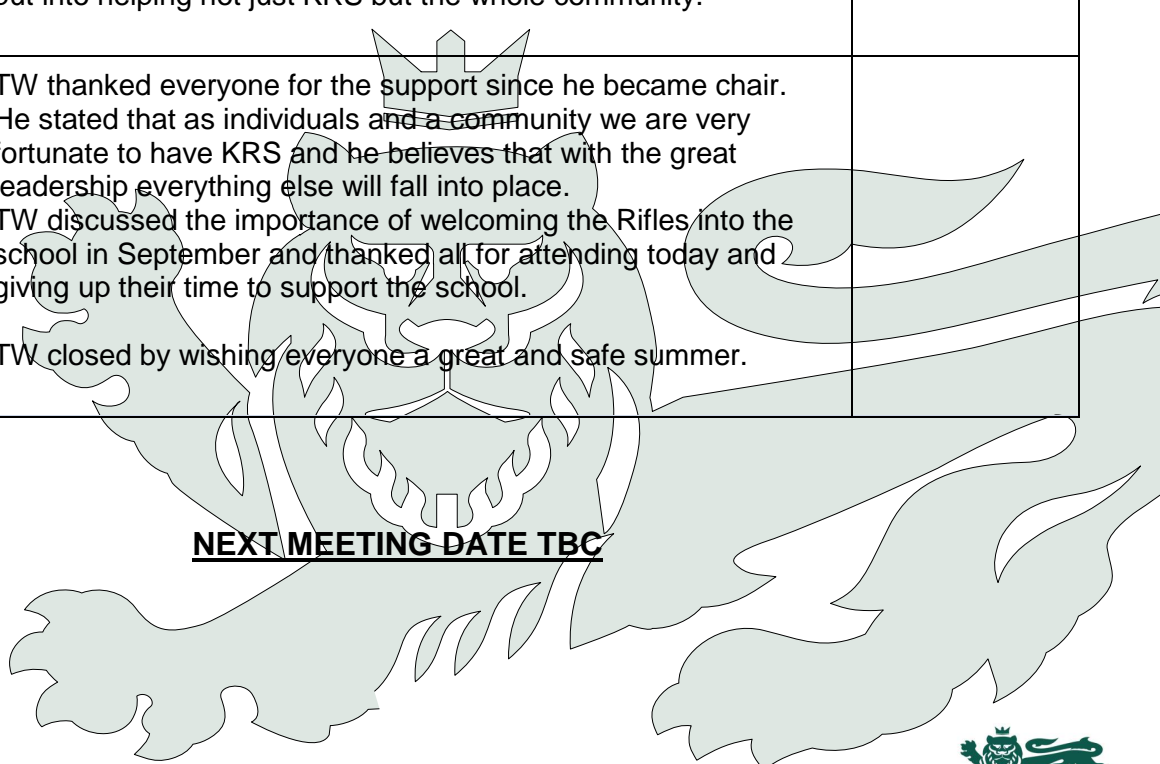
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12	SGC Links – Visibility in school	RS thanked all governors for taking the time to come into school and meet with staff and students. RS & JW suggested that a template is used for each visit so that it is standardised for everyone. RS suggested everyone could have a look at the template and offer input for changes then this would be voted on All agreed	Action – Template to be sent
13	Staff Wellbeing Survey	RS discussed the well-being survey results. All agreed that based on the feedback that the following would be looked at <ul style="list-style-type: none"> • Duties • CPD Professional development • Remove the ‘neither agree or disagree’ answer • More work around well being DD & RS to discuss further after core visit has taken place.	Action – Look at feedback
14	6 th Form Uniform	All agreed that due to some resistance the uniform letter & policy will be sent out before the end of the summer term.	Action – Send policy & letter
15	AOB	GB thanked station & Dhekelia Water sports Centre for the use of the centre for Prom and activities week. TW thanked Padre for his support and valued the time he had put into helping not just KRS but the whole community.	
13	Closing Remarks	TW thanked everyone for the support since he became chair. He stated that as individuals and a community we are very fortunate to have KRS and he believes that with the great leadership everything else will fall into place. TW discussed the importance of welcoming the Rifles into the school in September and thanked all for attending today and giving up their time to support the school. TW closed by wishing everyone a great and safe summer.	

NEXT MEETING DATE TBC



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