

**MINUTES OF THE FULL GOVERNING BODY MEETING  
ON WEDNESDAY 24 SEPTEMBER 2025; 6:45PM AT SCHOOL**

NAME	INITIAL	Governor category	Term Start date	Term Expiry date
Denzil Jenkins (Chair)	DJ	Co-opted Governor	07/12/2023	06/12/2027
Juliet Natali	JN	Co-opted Governor	23/05/2024	22/05/2028
Richard Evans	RE	Co-opted Governor	20/03/2024	19/03/2028
Fergus Cowan	FC	Co-opted Governor		
Amir Gold	AG	Parent Governor	03/07/2023	02/07/2027
Kate Prentice	KP	Parent Governor	20/02/2024	19/02/2028
Katie Malczyk	KM	Parent Governor	30/11/2023	29/11/2027
Kate Towers	KT	Parent Governor	15/07/2024	14/07/2028
Annie Ashraf	AA	Headteacher	<i>Ex-officio</i>	
Riaz Sobratty	FM	Staff Governor	21/07/2021	20/07/2025
Dawn Barnes	DB	LA Governor	23/02/2023	22/02/2027
Michelle Moss (SBM)	MM	Associate Governor	25/09/2024	24/09/2025
Rachel Gillingham (DHT)	RG	Associate Governor	25/09/2024	24/09/2025
Also, Present				
Corinne David	CD	Clerk, HEP	N/A	

**1 WELCOME /INTRODUCTIONS AND APOLOGIES FOR ABSENCE**

- 1.1 The Clerk opened the meeting and welcome everyone.
- 1.2 No Apologies for absence were received.
- 1.3 The Clerk confirmed that the meeting was quorate.

**2 DECLARATIONS OF INTEREST, PECUNIARY INTEREST OR OTHERWISE IN RESPECT OF ITEMS ON THE AGENDA**

- 2.1 Register of interests Forms  
Governors were reminded of the requirement to complete the annual register of Interest forms for 2025/26 (either through Governor Hub or forms provided by the Clerk at the meeting). Governors to note that the School has a statutory duty to publish register of interests and for this to be made available on the School's website.
- 2.2 No declarations of interests were made in respect of any of the agenda items.

**3 ELECTION OF CHAIR**

- 3.1 The Clerk sought a determination on the term of office to be served by the Chair and Vice-Chair, noting this could be between 1 to 4 years.

**AGREED The term of office for Chair and Vice Chair to be 1 academic year.**

- 3.2 To elect the Chair for the 2025/2026 academic year.  
The Clerk sought nominations for Chair for the academic year 2025/26. Denzil Jenkins was nominated no other nominations were received.

**UNANIMOUSLY AGREED Denzil Jenkins was elected Chair for 2025/26.**

The Clerk handed the meeting over to the Chair.

The Chair formally welcomed everyone and introductions were made.

**4 COMMITTEES AND LINK GOVERNOR POSITIONS**

- 4.1a Governors welcomed Riaz Sobratty to the GB as the new staff Governor.

- 4.1b Denzil Jenkins recommended the appointment of Fergus Cowan as a Co-opted Governor for a four-year term of office.

**GOVERNORS UNANIMOUSLY AGREED THE APPOINTMENT OF FERGUS COWAN AS A CO-OPTED GOVERNOR**

- 4.1c DJ recommended the re-appointment of MM (SBM) and RG (DHT) as Associate Governors for a one year term of office..

**GOVERNORS UNANIMOUSLY AGREED THE RE-APPOINTMENT OF MICHELLE MOSS AND RACHEL GILLINGHAM AS ASSOCIATE GOVERNORS FOR ONE YEAR**

- 4.1d JN informed Governors of her current intention to stand down from the GB at the end of the academic year

- 4.2 Membership of the Committees for 2025/26  
Governors noted the discussions held at the previous meeting and confirmed the Committee memberships

- 4.2.1 Learning & Communities.  
DB, RE, KP, KM, AA, RS, RG

- 4.2.2 Resources & Pay.  
DJ, JN, AG2971, AA, KT, FC and MM

- 4.2.3 Headteacher's Performance Review Panel.  
DJ, JN and DB. Noted that the Panel had already meet.

- 4.2.4 Agree provision for any Pupil Discipline Committee, Staff Disciplinary/Dismissal Committee and Staff Appeals Committee in 2025/26.  
Governors **AGREED** that should there be the requirement to convene a Pupil Discipline Committee, Staff Disciplinary/Dismissal Committee or Staff Appeal Committee during 2025/26, then the membership would comprise of three eligible and available Governors. Further **AGREED** that should there be a requirement external Governors to Tetherdown could be sought to fill positions on any Governor Panel.

- 4.3 Governors noted that the Terms of Reference for Committees must be reviewed and agreed at the next Committee meeting and brought back to the next GB for ratification; including the scheme of delegation.

- 4.4 Link governors' positions for 2025/26  
All Governors agreed to continue within their link governor positions from the previous year. FC would become the Health and Safety link Governor.  
**ACTION** RE to meet with FC and undertake a hand over of the H&S link Governor role.

- 4.5 Fund raising committee/working group.  
KM confirmed the working party currently had all the required support from the GB and school. Once the group had met the minutes would be circulated to the Full GB. KT agreed to join the working group to support its remit.

- 4.5.1 AA further noted that there was a SNAC group which was working with the catering company. KT **AGREED** to join the SNAC group.

- 4.6 Governors' Code of Conduct.

Governors reviewed and **AGREED** the Governor Role Profile and Code of Conduct for Tetherdown GB for 2025/26.

**ACTION** Governors to sign the confirmation on Governor Hub.

- 4.7 The GB debated the pros and cons of the school counter signing official documentation such as passport applications. **AGREED that the Headteacher to make a determination on which applications to sign on a case-by-case basis.**

**5 PUBLIC MINUTES OF THE PREVIOUS FULL GOVERNING BODY MEETING**

- 5.1 The public minutes of the Full Governing Body meeting held on 10 July 2025; were agreed and ratified as a correct record, subject to the following amendment: The particulars of the school's financial situation were recorded within the confidential minutes.

5.2 Matters arising.

- 5.2.1 Item 3.4 School to provide the Clerk with the details of the successful staff governor candidate.

Action completed. See item 4.1a

- 5.2.2 Item 4.2.2 Governors to forward potential co-opted candidate applications to the Chair.

Action completed. See item 4.1b

- 5.2.3 Item 4.2.3 MM to confirm which governors still had to undertake the required ihasco training and email those governors.

All Governors have been sent new training links at the start of the new academic year.

- 5.2.4 Item 4.2.4 Food/Catering Policy to be received at the Resource Committee in October.

Noted as a Resource Committee item.

- 5.2.5 Item 4.2.6 a) GH and JN to draft a letter for DJ regarding outstanding fire doors and other fire safety works to forward to the council.

b) letter to be sent to the following teams:

- Council's Legal Team
- Council Insurance Team
- Cllr Brabazon
- Jane Edwards (Deputy Director)

GH had sent further questions and points regarding all fire safety works.

**ACTION** DJ, JN, MM & AA to determine next steps

c) Chair to enquires with LA Officers what the current strategy was for managing school places and supporting schools with declining roles and finances

Action was completed. Questions were raised with the council. Noted that there has been some two school closures and other school have reduced their PANs mainly in the Tottenham area.

Governors noted that there was a requirement to look in the Muswell Hill area to ensure the future sustainability of all schools. Further noted that the education strategy had been published the previous week.

- 5.2.6 Item 6.3 a) On future trip letters make it explicit that if contributions are not made to cover the cost, then the trip maybe cancelled.  
b) School to investigate the possibility for parents to contribute to another child's school trip or to a joint fund.  
Both actions were noted as on going and closed.
- 5.2.7 Item 6.4 a) Resource Committee to receive a catering funding gap analysis at the next meeting.  
  
Action was noted as a Resource Committee action.  
b) School to place a reminder in the newsletter about the positive contribution of the donation for school meals.  
  
Action was completed.
- 5.2.8 Item 7.2 Governors to receive the 2025 in depth results at the next LCC.  
  
Action was noted as a LCC action.
- 5.2.9 Item 7.3 Marketing & Funding Applications sub-committee to review opportunities to raise funds for pupil toilet improvements.  
  
Action was noted for the Marketing & Funding Applications sub-committee and closed from the Full GB.
- 5.2.10 Item 10.1 AA to communicate the detail and the expectation of families with the Attendance Policy and Pupils' Personal Electronic Devices Policy to the parent community.  
  
AA informed the GB that details would be circulated to the Tetherdown community by the end of the week. Action was closed.

## **6 SAFEGUARDING**

- 6.1 Teresa McMeakin, provided Governors with a presentation detailing the changes and updates to Keeping Children Safe in Education (KCSIE) 2025. The school currently has 3 DSL staff members a reduction of 1 from 2024/25. Within KCSIE there are three new terms: misinformation, disinformation and conspiracy theories. An overview of what each new term means. An overview of generative AI within the context of KCSIE was provided. Governors discussed the use of AI within the school and how it has evolved.
- 6.2 *Q: Is Chat GBT filtered within the school?*  
  
A: There is filtering and teachers are being careful in what they are searching for. There will be significant training for teachers in AI use and application within school.
- 6.3 *Q: How is the school tackle conspiracy theories once notified?*  
  
A: The majority of work and support is provided through Prevent, which will try to help to support families and schools.
- 6.4 An overview of Haringey's primary Alternative Provision support was provided and noted as: Nurture Hub (with limited places), behaviour support, tutoring, limited

educational psychology support. Tetherdown has one child entering the nurture hub. There are limited number of children receiving tutoring support.

- 6.5 The school uses the Edukey platform to record and track safeguarding incidents. An overview of safeguarding incidents by area of concern was shared. Overall, there were 85 individual children and 159 incidents. The highest recorded incidents were child on child abuse. The details behind each case were unpicked with staff during September inset. There are new protocols for staff to record and follow up a concern.
- 6.6 Details and examples of differences between behaviour concerns and safeguarding concerns was provided. Noted that if a child has SEND and presents with challenging behaviour that becomes a safeguarding concern to other children or adults then it becomes a safeguarding concern and is logged on Edukey. The school reviews records from both Edukey and Arbor [behaviour record logs] in cases to ensure a fuller picture when a child is discussed. Noted any incidents that are reported to the school including: online, at home or outside of school, is logged and investigated.
- 6.7 An overview of safeguarding training the staff have undertaken was provided. Further noted that the information within the safeguarding leaflets has been updated and posted around the school.
- 6.8 Governors were reminded that they were to read KCSIE 2025, which had been uploaded onto Teams and complete the declaration on Governor Hub.

Governors thanked Teresa McMeakin for her presentation and was invited to leave at 7:30pm.

## **7 HEADTEACHERS UPDATE**

- 7.1 The Headteacher provided Governors with a verbal update, noting that a written report will be provided at the following Full GB meetings: Autumn 2, Spring 2 and Summer 2. The following highlights were noted:
  - a) There is a new Minister for Education.
  - b) The SEND white paper will be published shortly.
  - c) The School Bill, is currently going through parliament.
  - d) Haringey Council is experiencing financial trouble.
  - e) Moving forward all families on universal credit will be eligible for pupil premium.
  - f) The London Mayor has indicated continued support for universal free school meal funding.
  - g) Haringey SEND team will be providing more services for children with ASD and exhibiting Emotional Based School Avoidance behaviours. Staff will be receiving a variety of SEND focus training over the course of the year.
  - h) The start of school has gone smoothly and children have settled in well.
  - i) Family meet and greets have gone well
  - j) The class champion meeting has taken place. The volunteers recognise the balance the school has to tread.
  - k) There are 50 children in the reception cohort. The children are currently exhibiting challenging behaviours; staff are working with the children to support positive behaviour exchanges.
  - l) Requests for wrap around provision have increased, all submitted applications have been offered. Noted this has increased the use of classrooms after class hours; which impacts teachers use of their classrooms in the afternoon. Solutions have been found.

- m) Friends of Tetherdown have two co-opted chairs with children in Year 1. There is an identified treasurer, with the search for a communication person on going. All positions will be confirmed at the AGM.

## 7.2 Staffing update

The staffing update was noted as:

- a) Three new Mandarin teachers have all settled in well.
- b) One new HLTA. Expectation is a reduction in the cost of teaching supply.
- c) Four new teachers; 3 teachers are maternity covers, 1 is replacing Carmelia and another is replacing a parttime position.
- d) The Year 6 and Reception cohort don't have any new staff.
- e) An overview of the new senior and middle leadership team, with roles and responsibilities was provided.
- f) Noted that with a reduced capacity there was an increasing awareness of the SLT wellbeing and workload balance.

## 7.3 School Performance Results for 2024-25

An overview of the school's outcomes from the summer were provided and noted as:

- a) EYFS: 79% of pupils reached a Good Level of Development.
- b) 100% of pupils passed the Phonics Screening in Year 1.
- c) KS2
  - Reading: ARE 92% GD 68%
  - Writing: ARE 78%. GD 17%
  - Maths: ARE 85%. GD 55%
  - Combined: ARE 73%. GD 17%
  - Science outcomes are strong

- 7.3.1 Reading and Maths continues to be a strength. There will be a focus on writing particularly for GD for 2025/26; Stanley Road will be used to support writing across all year groups. SEND pupils have performed well at all levels except in writing at GD. Outcomes for disadvantage pupils vary, however there are a small group of pupils. The only identified gender gap was in EYFS. EAL children have achieved well at ARE. Tablets and other devices have been received and will be deployed to support learning and interventions.

- 7.3.2 Attendance stood at 94%; above national and borough average. Persistent absence stood at 5%; above national and borough average.

## 7.4 Updated SDP for 2025-26

The SDP will be updated in light of new Ofsted framework which will be launched on 10 November. Noted that the SDP was a three-year plan. Governors went through the rag rated Year 1 goals with commentary from AA; noted that the school's focus was on the Year 2 goals. The SDP priorities will be grouped under the new Ofsted judgement criteria. AA noted that the priority details were subject to further work following Ofsted inspection announcements and deficit recovery feedback.

### 7.4.1 Achievement

- a) Raising standards in writing.
- b) Develop Greater Depth in Foundation Subjects

### 7.4.2 Curriculum and Teaching

- a) Oracy approaches are fully embedded and demonstrate positive impact on pupil outcomes.
- b) Teaching and learning in the arts reflects improved pedagogical practice with evidence of enhanced pupil engagement, creativity and achievement.

#### 7.4.3 Developing Teaching

- a) Teaching is consistent within and across year groups. Learning trios will be used throughout the year with groups of three staff working on pedagogy areas of their choice.

#### 7.4.4 Inclusion

- a) Strengthen provision for SEND, EAL and GD pupils through high quality teaching, consistent practice and effective use of inclusive strategies and technology.

#### 7.4.5 Personal Development and Wellbeing

- a) Community links are strengthened with increased opportunities for pupils to engage with local organisations, businesses and wider community initiatives.
- b) The OPAL programme is embedded, leading to improved quality of play, social interaction and wellbeing. Noted OPAL will be moving into its second year; the expectation is accreditation will be received at the end of the year.
- c) A whole school climate change action plan is developed and implemented, with measurable steps taken towards sustainability and pupil led eco initiatives.

#### 7.4.6 Leadership and Governance

- a) Financial deficit and recovery plan.
- b) Marketing strategy to promote the school. The FoT raised over £100k through fund raising activities last year.

**The GB APPROVED the 2025/26 SDP priorities as detailed in 7.4.**

### **8 CHAIR'S ITEMS**

- 8.1 No Chair's items were received.

### **9 SBM UPDATE**

- 9.1 Governors noted receipt of the SBM's update report; the following was noted:

- a) The licence deficit plan has been agreed by the finance team. The plan still requires approval from Director of Schools and Learning.
- b) Parents have been emailed to join the SNAC group.
- c) The wrap around provision is currently staff by supply staff. Measures are ongoing to on roll the staff members onto Tetherdown's pay roll.
- d) Vacancies are concentrated within KS1. School has secured 20 new starters before October census.
- e) There were 2 serious incidents. An overview of each incident was provided.

**ACTION** a) Resources Committee to receive the forecast saving and implications of new cleaning contract.

b) Resource Committee to receive the income difference between the Wrap around care and subject club incomes.

### **10 GOVERNORS' VISITS AND TRAINING**

#### 10.1 Governors' Visits.

No governor visits were reported. Governors were reminded to write up their visits when undertaken.

#### 10.2 Governors' training

No Governor training was reported.

- 10.2.1 Governors noted receipt of the HEP Governors training programme.

**11 POLICIES**

**11.1 Governors APPROVED the following policies for use by the school:**

- Safeguarding Child Protection Policy.
- Safeguarding leaflet.
- Governors allowance Policy.
- Haringey model Pay Policy.

**12 DATE AND TIME OF FUTURE MEETINGS**

**12.1 Governors noted the dates for the Governing Body & Committee meetings during the autumn term 2025 as:**

- |             |   |
|-------------|---|
| • LCC       | 13 November 2025 at 1pm. [Teams]          |
| • Resources | 17 October 2025 at 8:15am. [Teams]        |
| • Full GB   | 8 December 2025 at 6:30pm. [Face to Face] |

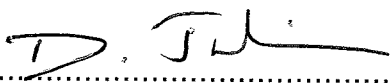
**12.2 New LCC dates**

13 November 2025 at 1pm [Teams]  
12 March 2026 at 1pm [Teams]  
18 June 2026 at 1pm [Teams]

**13 ANY OTHER URGENT/CONFIDENTIAL BUSINESS**

**13.1 No AOB items were received.**

The Chair thanked everyone for attending. Part 1 of the meeting finished at 8:40pm

Sign:  Date: 8/12/25  
Denzil Jenkins Chair of Governors



## ACTIONS

Item	Action	Lead
4.4	RE to meet with FC and undertake a hand over of the H&S link Governor role.	RE & FC
4.6	Governors to sign the Governors code of conduct confirmation on Governor Hub.	All
5.2.3	All Governors to undertake safeguarding ihasco training.	All
5.2.5	a) GH and JN to draft a letter for DJ regarding outstanding fire doors and other fire safety works to forward to the council. b) letter to be sent to the following teams: <ul style="list-style-type: none"> <li>• Council's Legal Team</li> <li>• Council Insurance Team</li> <li>• Cllr Brabazon</li> <li>• Jane Edwards (Deputy Director)</li> </ul>	DJ, JN, MM & AA
9.1	a) Resources Committee to receive the forecast saving and implications of new cleaning contract. b) Resource Committee to receive the income difference between the Wrap around care and subject club incomes.	Resources  Resources

