

**MINUTES OF THE FULL GOVERNING BODY MEETING
ON THURSDAY 10 JULY 2025, 6:30PM 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
Vacancy		Co-opted Governor		
Amir Gold <i>[joined remotely]</i>	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>	
Fiona Moffat	FM	Staff Governor	21/07/2021	20/07/2025
Dawn Barnes	DB	LA Governor	23/02/2023	22/02/2027
Michelle Moss (SBM) P	MM	Associate Governor	25/09/2024	24/09/2025
*Rachel Gillingham (DHT)	RG	Associate Governor	25/09/2024	24/09/2025
*Genevieve Hughes	GH	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 DJ welcomed everyone to the meeting.
- 1.2 Apologies for absence were received and noted from RG and GH. AG had joined the meeting remotely.
- 1.3 The Clerk confirmed the meeting was quorate.

2. Declarations of interest, pecuniary or otherwise in respect of items on the agenda

- 2.1 No declarations of interests were made in respect of any of the agenda items.

3. Governing Body and Committee Membership, Terms of Reference

- 3.1. DB informed Governors that the updated LCC ToR had been uploaded onto the shared drive. **Governors APPROVED the updated LCC ToR for use by the Committee.**
- 3.2 DJ confirmed that the Chairs and Vice Chairs of each Committee were happy to continue in their posts.
- 3.3 DJ confirmed that governors were happy to continue within their current link Governor positions. MM noted that there was a Health and Safety link governor vacancy and sought a volunteer from the GB. **RE agreed to oversee the Health and Safety link governor role in the interim period until a more suitable candidate was identified.**
- 3.4 Noted that this was the last meeting for FM whose term of office was concluding on 21 July. Thanks were provided to FM for her commitment to the GB during her tenure. A staff election was underway.

ACTION School to provide the Clerk with the details of the successful staff governor candidate.

4. Minutes of the previous meeting/matters arising

- 4.1 The minutes of the full GB meeting held on 14 May 2025 were **AGREED** and **RATIFIED** as a correct record; subject to the following amendment: KM was not present at the meeting.

4.2 Matters arising

4.2.1 Item 3.2 The update LCC terms of reference to be received at the next Full GB meeting.
Action completed – see item 3.1

4.2.2 Item 4.2.1 Governors to forward potential co-opted candidate applications to the Chair.
Action was noted as ongoing.

4.2.3 Item 4.2.2 MM to confirm which governors still had to undertake the required ihasco training and email those governors.
Action was noted as ongoing.

4.2.4 Item 4.2.3 Food/Catering Policy to be received at the Resource Committee.
Action was noted for the next resource Committee in October.

4.2.5 Item 6.2.1 Clerk to check if there is a requirement to share the monthly cash flow returns with governors.
The Clerk and MM confirmed that Governors only had to receive the quarterly returns and not the monthly cash flows.

4.2.6 Item 6.4 a) GH and JN to draft a letter for DJ regarding outstanding fire doors and other fire safety works to forward to the council.
The action was noted as ongoing. DJ informed Governors that there had been discussions with other Chairs regarding the council approach to Health & safety within schools. The GB suggested that the Chair also enquires with LA Officers what the current strategy was for managing school places and supporting schools with declining roles and finances.
b) letter to be sent to the following teams:

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

Action was noted as ongoing.

5. **Report From Committees**

5.1 Learning and Community Committee

Governors noted receipt of the minutes from the Learning and Community Committee held on 9 June. AA informed Governors that the school was receiving a new SIP from September.

5.2 Marketing & Funding Applications sub-committee.

No report from the sub-committee was received.

5.3 Resource Committee

There had not been a meeting since the previous Full GB meeting

6. **SBM update/School Budget 2025/26**

6.1 The SBM took the GB through the Q1 report; the highlights were noted as:

- Total overall actual income stood at 24% of the set budget.

- Applications for After School Club for September has reached over 166 for September. The school continues to review options to fulfil demand.
- £3,760 has been received through contributions from parents towards catering costs.
- Total overall actual expenditure stood at 26% of the set budget.
- Staff costs are higher in 3 areas (E03, E05 and E07) due to increased need in staffing to cover SEND pupil, long term illness cover and increase children in after school club. The after-school club expenditure will be offset by income; other staffing expenditure will come from the main budget.
- The capital carry forward funded the IT works that was delivered this finance year.
- There are 50 confirmed reception children starting in September; up from 42 the previous year.

6.2 Q: *Announcement from DfE is an increase of 4% for teacher pay; how does this affect the budget?*

A: 4% has been profiled within the budget; a salary grant will be received; although not for the full amount. This means the budget is in a slightly better position. However, support staff pay uplift is unfunded, which in part is offset by the position in teacher salary budget

6.3 Q: *A shortfall in trip income; at what point does a trip become unsustainable?*

A: The school will consider cancelling trips if the cost of the trip is not covered as there is not the capacity to cover any shortfall. There is a continuous dialog between school office and class teacher to know where funding levels are. It also signifies that the school is undertaking prudent school management. Review of trips is undertaken to make best use of the resources available within the local area and in London. Governors discussed a communication strategy to make it clear that although contributions are voluntary; if the cost isn't covered then the trip will be cancelled

ACTION

- 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.

6.4 Q: *How will the funding gap for catering be covered?*

A: The current contributions are supporting the school; however, any shortfall will have to be covered by the school

ACTION

- a) Resource Committee to receive a catering funding gap analysis at the next meeting.
- b) School to place a reminder in the newsletter about the positive contribution of the donation for school meals.

6.5 Noted that the school does not run any clubs on the first or last week of term. This allows clubs to make up sessions if they had to be cancelled during the term. There has been 150 applications for a place at after school club from children within the current reception to year 5 classes. There has been 26 from the incoming reception cohort. The school will have to increase staffing provision and is reviewing options to accommodate all of the demand. Noted that there are concerns about the dilution of the quality of provision for after school provision with a 50% increase. Noted income from the potential increase in children hasn't been profiled within the budget yet. AA raised concerns about the governments incentive for free breakfast provision for all in regards to accommodating potentially the whole school and the cost for staffing and food.

The Full GB APPROVED the quarter 1 budget for submission to the LA.

6.6 Cleaning Contract Tender

Tetherdown is leading on the re-tendering of the cleaning contract with 6 other Haringey schools. Presentations from the shortlisted companies will take place on 11 September from 9am until 2pm. MM sought a Governor to join in the cleaning contact tendering panel.

AGREED for either DB or DJ to join the panel.

6.7 The school will be lodging a formal complaint about the auditor, the significant amount of information requested and the process they have followed. Noted that initial feedback suggests there are no concerns about the school's processes.

6.8 One SARS and FOI has been requested and completed within the prescribed timeframe.

7. Headteacher's Report

AA took the Headteachers report as read and provided the following highlights:

- Four teachers, 1 HLTA and 2 SNA's have been appointed. The school was able to appoint strong candidates.
- Two ECTs have passed. The school will be recruiting a further ECT for next year.
- A lead practitioner in school life (managing events, timetable, calendars, assemblies etc) and a lead practitioner for OPAL and upper phase.
- For the year 18 children left and 42 joined the school.
- The summer 2 term attendance stood at 96.15%. Authorised absence stood at 3.2% and unauthorised 0.43%.
- Fifteen children were classified as Persistence Absence. There are termly meetings with the EWOs.
- An overview of external challenges that will affect the school was provided, ie falling pupil numbers, SEND funding pressures, new Ofsted framework.
- An overview of internal challenges facing the school was detailed and included: reduced leadership capacity, 5 new teaching staff members, pupil mobility, increasing pupil need, declining budget.

7.2 End of year Test Results

The Headteacher informed Governors that the provisional results were in line with nationals:

- EYFS: % of pupils reached a Good Level of Development.
- 100% of pupils passed the Phonics Screening in Year 1.
- KS2
 - Reading: ARE 95% GD 70%
 - Maths: ARE 88%. GD 57%
 - SPAG: ARE 90%. GD 57%

ACTION Governors to receive the 2025 in depth results at the next LCC.

7.3 School Development Plan and next year focus.

AA took the GB through the rag rated SDP. The highlights were noted as:

- Priority 1: Raise standards for groups: EAL, SEND and GD using oracy and Technology was rated amber. Work has been undertaken on this aspect of priority; further work will be undertaken in 2025/26.
- Priority 1: Focus on raising writing standards for EAL (code C-E) was rated Green. Noted that there had been a significant amount of work undertaken on this aspect of the priority.
- Priority 2 was rate completely green. Significant work has been undertaken on GD descriptors. Noted that with 5 new staff starting in September; SLT will work with staff to ensure consistency and quality of lesson delivery across the curriculum.
- Priority 3 was rated completely amber. Work will continue

- Priority 4 was rated completely green.
- Priority 5 was rated completely green.
- Priority 6: improve outdoor environment was rated green. A significant amount of funds has been raised and received to enhance the outside play space; include the development and roll out of OPAL.
- Priority 6: improve indoor learning was put on hold. Noted that there have been challenges securing funding for indoor capital improvements. Governors suggested that there could be potential for a campaign to raise funds for toilet improvements.

ACTION Marketing & Funding Applications sub-committee to review opportunities to raise funds for pupil toilet improvements.

7.3.1 AA informed Governors that the New Ofsted framework will be issued in November. An example of Ofsted's five-point scale and the potential 8 areas of focus in an inspection were provided.

7.3.2 2025/26 focus
 AA noted that with reducing budget and staff resources, places further pressure on the balance between the ambition to drive through rapid change and what can be achieved within the resources available. AA noted that for next year there will be a focus on the Arts. AA noted that the SDP would be updated and refocused with an Ofsted focus. The GB provided their support for the proposed reformatting and focus of the SDP and priorities.

8. Chairs Items

8.1 The Chair noted that the updated Haringey Education Strategy was to be released imminently.

9. Governors' Visits & Training

9.1 Governors' Visits.

No Governor visits were reported.

9.2 Governors' Training.

No Governor reported attending any training.

9.2.1 The Clerk noted that the new HEP training scheduled for 2025/26 was to be released shortly. Governors were encouraged to attend the training

10. Policy Ratification/Reviews

10.1 The GB received the following policies noting that the policies have been available for review and comment by Governors prior to the meeting reviewed. **The following policies were RATIFIED for use by the school:**

- Haringey Model Policy: prevention of Sexual Harassment.
- Bereavement Policy.
- School Visits Policy.
- Attendance Policy. Noted that if a child is absent within a 10week period and for more than 5 days without a merited reason then the threshold for issuing a fixed penalty fine has been reached. There is now a move away from this being at the discretion of the school.
- Pupils' Personal Electronic Devices Policy. Noted that all teachers have now been issued with school mobile phones to use relevant apps and take pictures. The school has signed up to smart phone free childhood. Governors discussed the communication strategy with the parent community. Noted that the school will send families the information and require confirmation of compliance within the home-school agreement. Exceptions were note for children that use smart phones for: translation, dyslexia and diabetes monitoring.

ACTION AA to communicate the detail and the expectation of families with the Attendance Policy and Pupils' Personal Electronic Devices Policy to the parent community.

11. Dates of Future GB Meetings

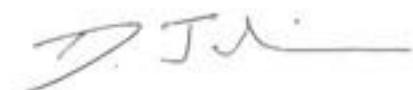
11.1 The dates for the autumn term 2025 were noted as

- Full GB: 24 September and 8 December 2025. Face to Face starting at 6:45pm
- Resource: 17 October 2025. Teams at 8:15pm
- LCC: 10 November. Teams at 6pm

12. Any Other Business

12.1 Led by DJ, Governors provided thanks to both Fiona Moffatt and Genevieve Hughes for their work and dedication to Tetherdown and the GB.

The Chair thanked everyone for attending. Part 1 of the meeting finished at 8:35pm



Sign: Date: ...24 Sept 2025.....
Denzil Jenkins Chair of Governors

Item	Action	Lead
3.4	School to provide the Clerk with the details of the successful staff governor candidate.	MM/Clerk
4.2.2	Governors to forward potential co-opted candidate applications to the Chair.	All
4.2.3	MM to confirm which governors still had to undertake the required ihasco training and email those governors.	MM
4.2.4	Food/Catering Policy to be received at the Resource Committee in October.	Clerk/School
4.2.6	<p>a) GH and JN to draft a letter for DJ regarding outstanding fire doors and other fire safety works to forward to the council.</p> <p>b) letter to be sent to the following teams:</p> <ul style="list-style-type: none"> • Council's Legal Team • Council Insurance Team • Cllr Brabazon • Jane Edwards (Deputy Director) <p>c) Chair to enquires with LA Officers what the current strategy was for managing school places and supporting schools with declining roles and finances</p>	GH&JN DJ DJ
6.3	<p>a) On future trip letters make it explicit that if contributions are not made to cover the cost, then the trip maybe cancelled.</p> <p>b) School to investigate the possibility for parents to contribute to another child's school trip or to a joint fund.</p>	School School
6.4	<p>a) Resource Committee to receive a catering funding gap analysis at the next meeting.</p> <p>b) School to place a reminder in the newsletter about the positive contribution of the donation for school meals.</p>	MM/Resource School
7.2	Governors to receive the 2025 in depth results at the next LCC.	LCC
7.3	Marketing & Funding Applications sub-committee to review opportunities to raise funds for pupil toilet improvements.	M&F Committee
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