



## Minutes for the Extraordinary Full Governing Body Meeting Held on Sunday 3 January 2021 at 4.30pm

Attendance			
Karen Donald (KDO)	✓	Rachael Wheeler (RW)	✓
Louise Druce (LD) - Headteacher	✓	Simon Williams (SW)	✓
Viv Gery (VG)	✓	Helen Vidal (HV)	✓
Stuart Getty (SG)	✓		
Susie Hayward (SH)	✓	<b>In attendance</b>	
Rebecca Jennings (RJ) - CoG	✓	Jo Lee (JL)	✓
Kate Kellett (KK)	✓	Vicky Swann (VS)	✓
John Mackintosh (JM)	✓	Kathryn Dray (KD)	✓
Vicky Sumner (VSU)	✓	Louise Wheatley (LW)	✓

The meeting began at 4.45pm

	Agenda Item
1.	<p><b>Apologies</b> There were no apologies for absence.</p> <p>The Chair of Governors expressed thanks for attendance at short notice.</p>
2.	<p><b>Declarations of interest</b> There were no declarations of interest.</p>
3.	<p><b>School Staffing</b> LD presented governors with the background for the convening of the meeting. LD outlined that the risk assessment had been updated for Tier 4 arrangements, prior to the announcement in the new year of all schools in London closing. LD outlined Surrey's guidance from the Primary Council and the various trade unions. It was noted that trade unions were offering varied advice to their members.</p> <p>LD shared that one teacher was quarantining, one teacher self isolating, one teacher clinically extremely vulnerable, four teachers clinically vulnerable with trade unions advising that they should not be going to work. In addition to this, 19 members of staff have indicated they will not be at work tomorrow, 14 of whom are teachers. This is due to the Section 44 letters of the Employment Rights Act 1996 from Unions regarding Health and Safety concerns due to the prevalence of COVID-19.</p> <p>LD also shared that staff had reassured her that the school could not have done more to support and protect staff but high transmission rates are beyond the school's control.</p> <p>RJ summarised that staff were not saying they wouldn't work, they would work from home, but under section 44, the work place was not deemed to be safe.</p> <p>RW shared that the numbers for Epsom and Ewell were in line with other London boroughs and more than Brighton and Hove who were closing. LD emphasised it was not a willingness not to work.</p> <p>JM asked what the options were. LD indicated that the question was whether the school could operate without 14 teachers and whether it could be opened safely tomorrow and secondly, if the school can't open safely, can it open for critical key worker children and have a partial closure.</p> <p>RJ asked how many would attend? LD indicated that planning in the autumn term, for another lockdown had accounted for a class per year group so there would be more space and less children</p>

per class and would allow for learning to continue. RJ asked about the criteria for key worker. LD responded that government guidance would be followed but the school would endeavour to ensure that an adult was not at home who could safely care for the child. The school would however be sympathetic where necessary but try to be fair to everyone.

JL asked of the 19 staff would some come in for key worker children. LD responded that the letters from NEU staff indicated that those teachers would come in for key worker children and almost all teachers would come in, unless CEV, CV or quarantining.

SW indicated that the school should close as it couldn't operate safely and protect staff. SH indicated that it would be important to identify what measures would be used to deem it safe to return. LD indicated the decision to partially close would be reviewed on Friday

RJ indicated that the school could not operate safely and therefore the decision should be made by the governing body to close.

SH indicated it would be important to keep an eye on more vulnerable children and LD indicated that digital surveys had taken place to ensure digital access.

KDO asked if it was possible to get 14 supply teachers. LD indicated she had explored all options including supply and utilising TAs but this wouldn't work due to availability and number of people needed for operational reasons.

JM asked what would be the key workers and procedures for tomorrow. LW summarised the procedures with the childcare. VG expressed concern for those parents who would be reliant on school and the requirement so last minute and indicated the need to outline very clearly the reasons for the steps taken to parents/carers.

It was unanimously agreed to the school partial closure for children except for those vulnerable children and key worker children and school will provide remote learning for other from tomorrow. VS outlined changes to the key offer for children at home. Food hampers would also be provided for those eligible for free school meals.

LD shared a draft letter that would be sent this evening to all parents/carers. SW suggested indicating that the website was not working. VG suggested giving an update regarding the Remote Learning offer so innovations were promoted.

SG asked how the local authority would be notified. JL indicated this would be through a DfE return.

**DECISION:** Governors agreed that with effect from Monday 8 January 2021, there would be a partial school closure due to not being able to operate safely due to a lack of staff available. This would be reviewed on Friday 8 January 2021.

SW left the meeting 5.43pm. Extended Services Sunrise and Sunset provision was discussed although this would remain closed and reviewed at a later date.

The meeting ended at 5.42pm.