



**TOWER HILL PRIMARY SCHOOL**  
**Fowler Road, Farnborough, Hampshire. GU14 0BW**

**Minutes of Full Governing Body (FGB) Meeting**  
**held on-line on Thursday 15<sup>th</sup> October 2020 at 6:30 pm**

**Present:** Chris Caswell (CC), Heather Chapman (HC), Camilla Collins (CJC, DTG), Kieran Collins (KC), Owen Gardner (OG, **Chair**), Terry Genis (TG), Gemma McDermid (GM, **Vice Chair**), Laura Ovenden (LO, **Headteacher** (HT)), Roger Panter (RP), Nicola Ward (NW, Deputy Headteacher), Mark Whitehead (MW)

**Apologies:** None

**Absent:** Nick O'Shea (NoS)

**In attendance:** Emma Dinsdale (ED), Rachael Purvis (Clerk)

**Meeting started at:** 6:35 pm

1.	<b>Welcome</b>	<b>Action</b>
1.1	This was a virtual meeting with all participants on-line due to the Coronavirus (COVID-19). The Chair welcomed everyone and a few moments were taken to check all participants were able to hear and make contributions as needed. RP's, KC's and CJC's meeting connections were intermittent.	
2.	<b>Apologies for Absence, Declaration of Pecuniary Interests / Conflicts of Interest</b>	
2.1	There were no apologies for absence. As there had been no communication prior to the meeting from NoS he was recorded as absent. The meeting was quorate.	
2.2	There were no conflicts of interest or pecuniary interests declared in any of the agenda items.	
3.	<b>Minutes of the last meeting</b>	
3.1	The minutes of the previous meeting held on 24 <sup>th</sup> September 2020 were agreed subject to the following correction which should read as: <ul style="list-style-type: none"> <li>Item 6.1, page 5: KAD 1 (Environment) and KAD 2 (Achievement).</li> </ul>	
3.2	The minutes will be signed by the Chair as a true and accurate record when normal meetings resume.	
3.3	Actions arising from the previous meeting were reviewed and recorded on the summary table of Outstanding Actions (page 7) at the end of these minutes.	
	Matters arising from the minutes and the actions list were discussed and are summarised below:	
	<ul style="list-style-type: none"> <li><u>Governors' Annual Statement</u>: The Chair will finalise the Annual Statement and it will be published on the website in the next couple of weeks. (<b>Action 1</b>)</li> <li><u>Parent Governor Election</u>: The parent governor vacancy had been publicised in a weekly newsletter and as a result conversations had been held with two interested people. The Clerk advised that she was still awaiting guidance on how to conduct COVID safe parent elections from Hampshire Governor Services (HGS). She was aware that some schools had proceeded with parent elections devising their own procedure, however governors did not feel there was an urgent need to run the election and preferred to wait for HGS guidance to be issued. (<b>Action 4</b>)</li> <li><u>Safeguarding Audit follow up actions</u>: <ul style="list-style-type: none"> <li>CC reported that he had met with Chris Cartlidge and the HT earlier in the week and had organised the following: <ul style="list-style-type: none"> <li>Refresher safeguarding training for CC.</li> <li>Termly meetings for CC, Chris Cartlidge and the HT, for which a draft agenda had been produced.</li> <li>A Single Central Register (SCR) control check by CC.</li> </ul> </li> </ul> </li> </ul>	Chair
		Clerk

Minutes signed by (PRINT).....

Signature.....

Position.....

Date.....

	<ul style="list-style-type: none"> <li>▪ CC and Chris Cartlidge to meet and look at the My Concern data. CC was keen to conduct analysis to triangulate the safeguarding data, look again at staff knowledge quizzes and establish a feel for the state of safeguarding in the school.</li> <li>• Governors considered that the need for all governors to ask key questions to ascertain if safeguarding policy was being followed would be picked up in the safeguarding development plan and regular reports to FGB by CC.</li> <li>• <b>Q: Is it still useful to collect and analyse safeguarding quizzes?</b> Yes; CC was keen to maintain these as a reflection the state of safeguarding and to allow any patterns to be discerned over time.</li> <li>• Progress reports against the safeguarding development plan will be included in the FGB HT reports. The HT reported that she and KC had updated their Designated Safeguarding Leader (DSL) training. Other staff training will be booked for the spring and summer terms when places became available.</li> <li>• It was stressed that all governors must have read Part 2 of Keeping Children Safe in Education (KCSiE) and preferably all of it. It was discussed that governors should reaffirm having read KCSiE on Governor Hub and in particular Part 2.</li> </ul> <p><b>Action 7:</b> <i>Organise additional confirmation that KCSiE Part 2 had been read by all governors</i></p> <ul style="list-style-type: none"> <li>• CC will update his knowledge of how to access all relevant safeguarding information on the Governor Services website. (<b>Action 6</b>)</li> <li>• The HT will pass national and local authority safeguarding updates to CC as and when they are issued.</li> <li>• The Development and Training Governor (DTG) confirmed that governors had completed compulsory safeguarding training in 2019 and that only CC need to update his training.</li> <li>• It was agreed that the termly safeguarding meetings superseded the need for a safeguarding strategy.</li> </ul> <ul style="list-style-type: none"> <li>• <u>Governor visits:</u> KC had emailed governors to set up meeting dates and agreed the following in the meeting: <ul style="list-style-type: none"> <li>• Health and Safety (H&amp;S) walk around: CC will combine this with the SCR check in the following week, accompanied by the Chair if available.</li> <li>• KAD 1 (Environment): Chair and NoS, virtual visit, provisionally booked for 23<sup>rd</sup> November 2020 at 1:30 pm.</li> <li>• KAD 2 (Achievement): Chair and GM, virtual visit on 25<sup>th</sup> November 2020 at 2:30 pm.</li> <li>• KAD 3 (Curriculum): RP, CJC and TG, virtual visit on 4<sup>th</sup> December 2020 at 1:30pm.</li> <li>• KAD 4 (Transition): MW and CC, virtual visit on 3<sup>rd</sup> December 2020.</li> </ul> </li> </ul>	<p>Clerk</p> <p>CC</p>
<p><b>4. Governors' Core Function 2</b> <i>Holding the HT to account for the educational performance of the school &amp; pupils</i></p> <p><b>4.1 Report on current situation</b></p> <p>The HT had circulated her notes prior to the meeting and therefore just highlighted particular issues and invited questions:</p>	<ul style="list-style-type: none"> <li>• There were currently six Education and Health Care Plans (EHCPs) in place with another one or two anticipated. The HT highlighted the number of EHCPs was a concern and something governors need to be aware of.</li> <li>• <b>Q: Safeguarding - how much of an increase is the now 12 families receiving support for mental health issues? What form does this support take?</b> Do we need to invest in additional capabilities to support the children? This was hard to estimate currently but would be clearer as the year progressed. <ul style="list-style-type: none"> <li>○ Gail Meaney and Chris Cartlidge continue to provide support to the 12 families signposting them to other services as required e.g. Divine Therapeutic Counselling Service and Child Services.</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>○ In terms of additional capabilities the Sensory Room had been an invaluable resource and was being fully used. The HT had been at a meeting at the HIVE who had been very impressed with the foresight in providing this capability.</li> <li>○ Additional support was available in the form of the Mental Health Leader, the Play Leader and organisation of visits for specific needs e.g. to the Nurture Farm one day per week.</li> <li>○ Governors expressed their appreciation for the pastoral care team and for the additional work they are taking on for families in difficult situations.</li> </ul> <ul style="list-style-type: none"> <li>• <b>Q: Quality of education - will parents be being made aware of the Google Suite offering ahead of any lockdown? Will there be any opportunity for them to check their ability to connect and access the content?</b> Parents were informed about Google Suite on 25<sup>th</sup> September 2020. ICE packs were also launched, providing 10 days of learning for children who were isolating. The children have been taught how to access Google Suite. Physical packs have also been prepared to send home with children in the event of a bubble having to close. These packs also included instructions on how to access Google Suite. Additionally resources are being put on the website and laptops would be provided where needed.</li> <li>• <b>Q: The attendance figures are hugely impressive given the current context. Would it be possible to understand what has been done to achieve this? Have there been specific activities to drive this?</b> The HT noted that COVID related absences were not counted as absences. They were continuing with their attendance reward scheme but the HT felt that more importantly parents were keen for their children to be in school and that the children wanted to be in school. Governors considered this to be a testament to the school.</li> <li>• Overall attendance was 96.71% and the HT issued a correction to the following figures: <ul style="list-style-type: none"> <li>○ Unauthorised absence: 0.31%</li> <li>○ Authorised absence: 2.71%</li> </ul> </li> <li>• Governors thanked the HT for the focus being given to staff wellbeing.</li> <li>• A Fire Alarm test had been conducted two weeks ago with an evacuation time of 4 minutes and 23 seconds. The process worked well, especially considering the additional restrictions due to COVID. The HT expressed her thanks to the Fire Marshalls and KC in particular.</li> <li>• The Leadership and Learning Partner (LLP) was scheduled to visit on 19<sup>th</sup> October 2020 and the Chair would attend the end of the session to hear their feedback.</li> <li>• Natalie Stratton and KC were congratulated on their achievements this term with regards to the moderator position and request for French planning.</li> </ul>	
4.2	<p><b>Published Admission Number (PAN) Arrangements</b></p> <p>Governors briefly discussed whether there was a need to change the current PAN arrangements.</p> <p><b>DECISION:</b> Governors agreed that the current PAN of 60 should remain unchanged.</p>	
4.3	<p><b>Child Protection and Safeguarding</b></p> <p>The HT's notes provided a picture of the current safeguarding and child protection situation.</p> <ul style="list-style-type: none"> <li>• The HT noted the opening of 2 new cases being assessed under Section 47 Child Protection (7 children, 6 at TH), and a further family escalating from Child Protection to Public Law Outline for pre-proceedings in court (4 children, 2 at TH).</li> <li>• There had been an increase in requests for emotional support, currently 6 with Emotional Literacy support Assistant (ELSA), 4 with Family Support Link Worker (FSLW), 4 with Valley Trust, 13 in Stop Domestic Abuse Workshops. In addition there are other 1 off sessions with ELSA &amp; FSLW and regular 'check ins' with other children.</li> </ul> <p>CC will provide an update to governors going forward as a standing agenda item.</p> <p><b>Action 8:</b> Email CC with suggestions / requests for information to be provided in the Safeguarding Governor updates at FGB meetings.</p>	
4.4	<p><b>Health &amp; Safety Report on Accidents and near misses</b></p> <p>The HT updated governors on the current H&amp;S situation in her written notes.</p> <ul style="list-style-type: none"> <li>• 3 near misses were reported all of which had been followed up with remedial action.</li> </ul>	All

<p>5.</p> <p>5.1</p>	<p><b>Governors' Core Function 3:</b> <i>Overseeing the financial performance of the school, making sure its money is well spent.</i></p> <p><b>Update from Finance and Personnel (F&amp;P) Committee</b></p> <p>MW (Chair, F&amp;P Committee) recommended governors read the minutes of the F&amp;P Committee's meeting on 1<sup>st</sup> October 2020 so that they were aware of the impact that COVID was having on the school's budget.</p> <p>MW stressed the importance that the November Budget Revision would have. It was possible that the school could be facing an increased deficit budget but this would only become clear once the details had been worked through. It was anticipated that there would a reduction in income but the extent to which changes, both up and down, in expenditure would balance this needed to be assessed.</p> <p>MW assured governors that the F&amp;P Committee would scrutinise the draft revision budget at their next meeting on 12<sup>th</sup> November 2020 and give the HT their full support in managing the on-going situation.</p>	
<p>6.</p> <p>6.1</p> <p>6.2</p>	<p><b>Governors' Core Function 1</b> <i>Ensuring clarity of vision, ethos and strategic direction.</i></p> <p><b>Governor Visits / monitoring plan</b></p> <p>See earlier discussion under item 3.3.</p> <p>Thanks were expressed to CJC for her support in conducting a number of visits and control checks over the last week.</p> <p><b>Policy Reviews</b></p> <p>The following policies had been drafted and sent out for review by the HT prior to the meeting. Any changes that had been made to the policies were highlighted to governors by the HT in the meeting.</p> <p><u>Off-Site Visits Policy</u></p> <p>NW had updated the policy with minor wording changes and additions.</p> <p><b>Q: Were the changes COVID related?</b> Some were COVID related. Overall the changes were to make the policy clearer and more explicit in what was required when conducting an off-site visit.</p> <p><b>DECISION:</b> The Off-Site Visits Policy was approved by governors.</p> <p><u>Pay Policy</u></p> <p>The HT provided the governors an opportunity to familiarise themselves with the Pay Policy Briefing from Hampshire County Council (HCC). A governor noted that there was a return to a national pay scale scheme and that local authority recommended pay scales were being replaced.</p> <p>The HT explained that previously the majority of teachers sat on the 12 point Main Pay Range (MPR) and received a three point increase for exceptional performance, two points for expected performance and one point for partially meeting their targets.</p> <p>The Pay award for 2020 ranged between 2.75% and 5.5% on MPR with those at the lower end receiving the higher pay award. The 12 point MPR had been replaced by a national 6 point pay scale to which Hampshire had added 0.5 scale points giving a total of 11 pay scale points this year.</p> <p><b>Q: How does someone get a half pay point award?</b> The half points are to bring alignment with the previous scheme.</p> <p>The Upper Pay Range (UPR) was similarly transformed from 5 pay scale points to a 3 point pay scale with half pay points introduced by Hampshire.</p> <p>The HT had briefed staff that there would be a change in the pay scale numbering system which at first glance, would make it appear that staff had gone down the scale. She had reassured them this was not the case.</p> <p>A pay award of 2.75% had been made for all other pay ranges including Leadership, Teachers with Leadership Responsibilities (TLR) and Special Educational Needs (SEN) pay allowances.</p> <p>The HT recommended that governors adopt the HCC pay policy as the alternative was to write their own. There was a requirement that the school inform HCC by 23<sup>rd</sup> October 2020 if they were adopting the HCC policy.</p> <p><b>DECISION:</b> The Pay Policy was approved by governors.</p> <p>The governors thanked the HT for the huge amount she had put into updating the Pay Policy to bring it to the governors at this meeting at very short notice.</p>	

	<p><u>Curriculum Policy</u></p> <p>The Curriculum Policy had been updated by NW to take account of changes made in response to COVID, however the ethos had not changed. The policy therefore reflected the recovery curriculum as well as Ofsted's focus.</p> <p><b>Q: What does 'develop the personal and engender respect' mean? Are there some words missing? (We already have a bullet of 'develop self esteem and understanding of respect for all').</b> NW will check this statement and amend accordingly.</p> <p><b>DECISION:</b> The Curriculum Policy was approved by governors subject to making the clarification in wording identified above.</p> <p><u>Collective Worship Policy</u></p> <p>The only change to the Collective Worship Policy was the inclusion of Zoom Assemblies.</p> <p><b>DECISION:</b> The Collective Worship Policy was approved by governors.</p> <p><u>Complaints Policy</u></p> <p>There were no changes to the Complaints Policy.</p> <p><b>DECISION:</b> The Complaints Policy was approved by governors.</p> <p><u>Attendance Policy</u></p> <p>The following suggested amendments were raised:</p> <ul style="list-style-type: none"> <li>• Top of page 4 should say 'to achieve their full educational potential...'</li> <li>• Top of page 12: Should there be a qualifying period associated with the 10 sessions?</li> </ul> <p>It was noted that the changes made to page 3 were added to promote good attendance in response to COVID and that the definition of being late had been amended to take account of the need for children to report to their classroom door, rather than the school office. In addition the school day timings had been updated by Chris Cartledge.</p> <p><b>DECISION:</b> The Attendance Policy was approved by governors subject to clarifying the two items on pages 4 and 12 listed above.</p> <p><u>Early Years Policy</u></p> <p>There were no changes to the Early Years Policy.</p> <p><b>DECISION:</b> The Early Years Policy was approved by governors.</p> <p><b>Q: How do we go about signing approval of policies?</b> The Clerk will liaise with the Chair regarding the signing of policies.</p> <p><b>Action 9:</b> Liaise with the Chair regarding signing documents.</p>	Clerk
<p><b>7. Governing Body Organisation</b></p> <p><b>7.1 Governor Training</b></p> <p>The DTG will check the timing regarding the booking of the next Whole Governing Body Training (WGBT) Session which she expects will be January 2021.</p> <p>The DTG explained that given there have not been any changes in the Governing Body since the last Skills Audit and therefore she will use that to guide her in short listing suggestions for the WGBT session next year.</p> <p><b>Action 10:</b> Shortlist suggestions for WGBT.</p> <p>The following training was confirmed as booked:</p> <ul style="list-style-type: none"> <li>• CC – Safeguarding Governor, how to monitor safeguarding.</li> <li>• Chair – Safer Recruitment.</li> </ul> <p><b>7.2 Parent Governor Election</b></p> <p>See earlier discussion under item 3.3.</p> <p><b>7.3 Ofsted planning</b></p>		DTG



## Outstanding Actions

No.	Date	Agenda Item	Action	Whom	Status
1	19/03/2020	3.3	Governors' Annual Statement	Chair	Complete editing Annual Statement ready for publishing <b>ON-GOING</b>
2	16/07/2020	7.6	Parent Governor election	HT	Conduct parent election process in late September/early October 2020. <b>ON-GOING</b>
3	24/09/2020	4.3	INSET Day 1 write-up	TG	Write up and circulate notes from INSET day <b>ON-GOING</b>
4	24/09/2020	4.3	Parent election process	Clerk	Get advice from HGS on the best approach to a COVID safe parent election process. <b>ON-GOING</b>
	24/09/2020	4.3	Parent election process	HT	Publicise the parent governor vacancy in the newsletter to establish if anyone is interested. <b>COMPLETE</b>
	24/09/2020	5.3	Safeguarding Audit	CC	Arrange regular meetings between the Safeguarding Governor and DSL to monitor and drive forward safeguarding including development plan. <b>COMPLETE</b>
	24/09/2020	5.3	Safeguarding Audit	All	Ask key questions to ascertain safeguarding policies are being followed and their impact. <b>CLOSED</b>
	24/09/2020	5.3	Safeguarding Audit	HT	Progress reports against the safeguarding development plan to be included in HT reports. <b>CLOSED</b>
5	24/09/2020	5.3	Safeguarding Audit	HT	Arrange staff training: Relationships, Sex and Health; Prevent duty for new members of staff; full Prevent training for Spring 2021. <b>ON-GOING</b>
	24/09/2020	5.3	Safeguarding Audit	HT	Distribute KCSiE to ALL employees and governors with sign-up of 'received' and then 'read'. <b>COMPLETE</b>
6	24/09/2020	5.3	Safeguarding Audit	CC	Know how to access, and refer to, the Safeguarding pages on the Governor Services website. <b>ON-GOING</b>
	24/09/2020	5.3	Safeguarding Audit	HT	Share national/LA updates with the Safeguarding Governor. <b>CLOSED</b>
	24/09/2020	5.3	Safeguarding Audit	DTG	Check up to date safeguarding training has taken place by Governors. <b>COMPLETE</b>
	24/09/2020	5.3	Safeguarding Audit	CC / CJC	Develop safeguarding strategy and bring to FGB meeting on 15th October 2020. <b>CLOSED</b>
	24/09/2020	5.3	Safeguarding Audit	Clerk	Add item to 15th October FGB agenda to check governors read statutory safeguarding requirements <b>COMPLETE</b>
	24/09/2020	5.3	Safeguarding Audit	CC	Organise a SCR check via KC. <b>COMPLETE</b>
	24/09/2020	6.1	Governor Visits	KC	Coordinate visits with governors and staff involved. <b>COMPLETE</b>
	24/09/2020	10	F&P Meeting	Clerk	Set up a virtual meeting link for the F&P Committee <b>COMPLETE</b>
7	12/10/2020	3.2	Safeguarding Audit	Clerk	Organise additional confirmation that KCSiE Part 2 had been read by all governors
8	12/10/2020	4.3	Safeguarding Governor Updates to FGB	All	Email CC with suggestions / requests for information to be provided in the Safeguarding Governor updates at FGB meetings.
9	12/10/2020	6.2	Policy Approval	Clerk	Liaise with the Chair regarding signing documents.

10	12/10/2020	7.1	WGBT	DTG	Shortlist suggestions for WGBT.	
11	12/10/2020	7.3	Ofsted Planning	KC	Use HC's question templates to prepare and distribute questions to governors.	
12	12/10/2020	9	Meeting time	Chair	Liaise with governors about meeting timing.	
13	12/10/2020	9	Parents' Evening Questionnaire	Chair	Liaise with KC regarding the Parents' Evening Questionnaire format and distribution application.	

### Governor Visit Timetable 2020/21

(Control Check visits also recorded in tables attached to F&P and Premises Committee agendas / minutes)	Governor(s)	Date and Status re Visit /Report to FGB	Report Status For Governor Records
<b>INSET Day 1 &amp; 2:</b> Induction – Safeguarding, H&S Procedures, Staff Well Being & School Organisation/ Routines	TG	3 <sup>rd</sup> September 2020	
<b>COVID catch up:</b> Risk assessment, COSHH, Working at Height, Legionella, First Aid, Pond, Fire Safety	MW, CJC, TG	To be scheduled for October	
<b>KAD 1:</b> Monitoring Visit 1	NoS, OG	Autumn 2	
<b>KAD 2:</b> Monitoring Visit 1	GM, OG	Autumn 2	
<b>KAD 3:</b> Monitoring Visit 1	RP, CJC, TG	Autumn 2	
<b>KAD 4:</b> Monitoring Visit 1	MW, CC	Autumn 2	
<b>INSET 3:</b> Child Protection Training	MW / all invited	2 <sup>nd</sup> November 2020	
<b>Safeguarding:</b> SCR check	CC		
<b>IT Assets Check</b>	tbc		
<b>Finance:</b> Income, Purchase Card and Petty Cash Checks	MW		

### Schedule of Tower Hill Primary School Governing Body Meetings 2020/21

*All meetings are on Thursdays and start at 6:30 pm unless otherwise specified*

Autumn Term 2020		Spring Term 2021		Summer term 2021	
Start of Term Thurs 3 <sup>rd</sup> Sept 2020		Start of term Mon 4 <sup>th</sup> Jan 2021		Start of Term Mon 19 <sup>th</sup> April 2021	
<b>FGB</b>	24 <sup>th</sup> Sept 2020	<b>FGB:</b>	4 <sup>th</sup> Feb 2021	<b>F&amp;P</b>	13 <sup>th</sup> May 2021
<b>Pay</b>	1 <sup>st</sup> Oct 2020 (6 pm)			<b>FGB</b>	27 <sup>th</sup> May 2021
<b>F&amp;P</b>	1 <sup>st</sup> Oct 2020 (6:30 pm)				
<b>FGB</b>	15 <sup>th</sup> Oct 2020				
Half Term: 23 <sup>rd</sup> Oct to 2 <sup>nd</sup> Nov 2020		Half Term: 12 <sup>th</sup> to 22 <sup>nd</sup> Feb 2021		Half Term: 28 <sup>th</sup> May to 7 <sup>th</sup> Jun 2021	
<b>Premises</b>	5 <sup>th</sup> Nov 2020	<b>F&amp;P</b>	4 <sup>th</sup> Mar 2021	<b>Premises</b>	10 <sup>th</sup> Jun 2021
<b>F&amp;P</b>	12 <sup>th</sup> Nov 2020	<b>Premises</b>	11 <sup>th</sup> Mar 2021	<b>F&amp;P</b>	24 <sup>th</sup> Jun 2021
<b>FGB</b>	26 <sup>th</sup> Nov 2020	<b>FGB</b>	25 <sup>th</sup> Mar 2021	<b>FGB</b>	15 <sup>th</sup> Jul 2021
<b>Pay (HTPM)</b>	3 <sup>rd</sup> Dec 2020				



Last Day of Term Fri 18 <sup>th</sup> Dec 2020	Last Day of Term Thurs 1 <sup>st</sup> Apr 2021	Last Day of Term Fri 23 <sup>rd</sup> Jul 2021
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### INSET Day Timetable 2020/21

Date	Focus
3 <sup>rd</sup> & 4 <sup>th</sup> Sept 2020	<b>INSET 1 &amp; 2</b> Make the school ready for the children's return, conduct Safeguarding and Health & Safety (H&S) training, introduce the new School Improvement and Development Plan (SIDP) and focus on mental health and wellbeing.
2 <sup>nd</sup> Nov 2020	<b>INSET 3</b> Meet with the local cluster, arrangements for this and the theme yet to be confirmed.
19 <sup>th</sup> April 2021	<b>INSET 4</b> Outdoors Learning. This session will replace the session cancelled in 2019/20 due to COVID-19.
28 <sup>th</sup> May 2021	<b>INSET 5</b> Report Writing training day. This session will replace the session cancelled in 2019/20 due to COVID-19.

### Membership of Tower Hill Primary School Governing Body 2020/21

MEMBERSHIP 2020/21				Committees				
Governors (13) – HT / 1 Staff / 1 LA / 2 parent/ 8 co-opted			Full GB & Leads	Finance & Personnel	Premises	HTPM Panel	Pay	Pay Appeal
Chris	Caswell	Co-opted	Safeguarding Governor		√		√	
Heather	Chapman	Staff		√				
Camilla	Collins	Co-opted	Designated Training Gov	√		√		
Kieran	Collins	Co-opted		√	√			
<i>vacancy</i>		<i>Parent</i>						
Owen	Gardner	LA	<b>Chair</b> Allegations against HT		√		√	
Terry	Genis	Co-opted	Forum Rep		√ <b>Chair</b>			√
Gemma	James-Moore	Co-opted	<b>Vice-Chair</b> <b>Safer Rec</b> SEND Attaining Highly	√		√ <b>Chair</b>		
Laura	Ovenden	Headteacher	<b>Safer Rec</b> Safeguarding	√	√			
Nick	O' Shea	Parent	Sports Premium		√	√		√
Roger	Panter	Co-opted	<b>Safer Rec</b>	√				√ <b>Chair</b>
Nicola	Ward	Co-opted		√	√			
Mark	Whitehead	Co-opted	Pupil Premium	√ <b>Chair</b>			√ <b>Chair</b>	