

ΠΑΝΤΑ ΙΣΧΥΩ ΕΝ ΤΩ ΕΝΔΥΝΑΜΟΥΝΤΙ ΜΕ
ΧΡΙΣΤΩ ΙΝΑ ΑΡΙΣΤΕΥΩ
I AM STRONG THROUGH JESUS CHRIST

TO  THE BEST THAT I CAN BE

Headteacher: Mr Christopher Vradis

Deputy Headteacher: Mrs Angelina Adrien

ST CYPRIAN'S



GREEK ORTHODOX PRIMARY ACADEMY
CO-EDUCATIONAL SCHOOL FOR CHILDREN AGED 3-11

Ακαδημία Άγιος Κυπριανός

SPRINGFIELD ROAD, THORNTON HEATH, SURREY, CR7 8DZ Tel: 020.8771.5425
e-mail: office@st-cyprians.croydon.sch.uk website: www.stcypriansprimaryacademy.co.uk

Minutes of a Meeting of the Governors of the Full Academy Trust Board (FATB) on the 4th October 2022 at 7pm at the School

Present: Chris Vradis (CV), Arthur Broadberry (AB) (*Chair for items 1-3*), Angelina Adrien (AA) (*Deputy Headteacher*), Peter Tragoulis (PT), Rianne Darko (RD), Andrew Mantillas (AM), Zoi Iliokaftou (ZI), Nicole Tsiamas (NT), Naghmana Gani (NG), Sophie Tsoukka (ST), Phil Prodomou (PP), Adrian Prescod (AP) – *Vice-Chair*, Aredi Christou (AC) – *Vice-Chair items 1-5, Chair from item 6 onwards*

Also present: Ric Euteneuer (Clerk to Governors – Chair for items 4 and 5)

- 1. Prayer & Welcome:** The Chair led the Governors in prayer and welcomed Governors to this meeting
- 2. Apologies:** His Eminence, Ehimwemna Oisogbare, Fr Christodoulou, Aredi Christou for lateness
- 3. Declarations of pecuniary interest and Code of Conduct (CoC):** None. ST asked if "Governors" could be inserted on the cover. The Clerk clarified the role of His Eminence, and the complaint procedure. It was **AGREED** to review the CoC (**ACTION: Chair/Clerk/All Governors**)
- 4. Election of Chair:** Aredi Christou was nominated as Chair and elected unopposed for a term of one year
- 5. Election of Vice Chair:** Adrian Prescod was nominated as Vice-Chair and elected unopposed for a term of one year
- 6. Minutes of the meeting held on the 19th July 2022:** These had been circulated to Governors. These were agreed as a true and accurate record and signed accordingly. It was **AGREED** to circulate minutes from the 5th April 2022. (**ACTION: Chair/Clerk/**)
- 7. Matters arising from previous minutes of the meeting held on the 19th July 2022**



Flagship School

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a) Item 4: ACTION: Minutes of the meeting held on 5th April 2022 to be circulated to the Governing Body after the meeting. Clerk confirmed minutes were available and AGREED to circulate minutes of 5th April 2022 with the minutes of this meeting This item was therefore CLOSED (**ACTION: Clerk**)

b) Item 6: The decision on who will be carrying out the independent review of governance will be made by the Governing Body through correspondence: This item is still open (**ACTION: All Governors**)

c) Item 7: ACTION: The role of Governance Training Officer needs to be addressed. The meeting AGREED with AC that circulation of the URL link to Octavo training would be sufficient This item was therefore CLOSED (**ACTION: Chair**)

d) Item 9: ACTION : CV to circulate multiplication results. (**ACTION: Head**) – *Post meeting note - the Head Teacher circulated the results after the meeting.* This item was therefore CLOSED

e) Item 10: ACTION : These policies will be checked and signed. (**ACTION: Chair**) – *Post meeting note – AC signed the policies after the meeting.* This item was therefore CLOSED

f) Item 10: ACTION : ZI to be provided with the incident report relating to a child who exited the building. (**ACTION: Head**) *Post Meeting note - ZI confirmed that she had received the report* This item was therefore CLOSED

Supplementary ACTION: RD requested that the operational report be circulated to all (**ACTION: Head**) – *post meeting note - The report was circulated.* This item was therefore CLOSED

g) Item 10: ACTION: A panel is to be formed to draft a redundancy policy. AP was requested to write a policy by AC, AP confirmed that he would do this. (**ACTION: AP**). The Head offered to obtain a copy of a model redundancy policy from the on-line governor service “The Key” to support AP (**ACTION: Head**). This item was therefore left OPEN

h) Item 7 Governor needs to volunteer for the Training Governor role. RD advised Governors to contact Octavo to go on email list. Item had been actioned.

i) Safeguarding Summary – NG had sent this out - This item was therefore CLOSED

j) Gifted Greek group

Q. ST asked how many were non-Greek?

A. The Head agreed to this information to ST (**ACTION: Head**)

k) Policies to be signed – Point 10. AC to visit school to sign (on Friday 7th) (**ACTION: Chair**)

PP left the meeting at 1935 due to a work commitment. The meeting remained quorate.

l) ST asked if we subscribed or were members of the NGA – the Head to check and join if not members (**ACTION: Head**)

m) Complaints policy has not so far been updated (**ACTION:AM**)

8. Headteacher's verbal update: The Head thanked Angelina Adrien for covering his paternity. Governors congratulated the Head.

- *The school's new staff settling in well*
- *The school had achieved very good Greek results – 14 children took this – most children ever. 10/14 passed (71%). The Head had challenged Elias to double this next year. A number of non-Greek origin children passed*
- *The new Library is in use*

- The entrance area will be finished physically at the end of this week, and will be ready for use after half term
- Peripatetic lessons have begun for Music (Years 2 to 6)
- The Greek teachers the same as last year
- Two new admin staff have been employed full time
- Numbers on roll – there were 366 last year, there are 370 this year
- Safeguarding review due from Croydon (Catherine Bennett will be doing this)
- External Learning review – practice for Ofsted
- 16th October 2022 is Pupil Census day
- Governors requested to move meetings to 6.30pm – this will be reviewed, but **AGREED (ACTION: Chair/Head/Clerk)**

9. Finance update

a) Budget update: Utilities had been budgeted for. Pay rises were budgeted for 4%. Teachers and TAs got different pay rises – 8%-9%. School are 4.5% out, so 10% is £200k short. The budget difference is substantial, and is unfunded, so the school is £87k short, and the budget was already tight. Head outlined 3 scenarios

- For the school not pay any or all of the award – this was not advisable – this carried the risk of industrial action and staff discontent
- For the school to stay at 2FE but move Mr Loizou from Y6 to Y3 (would save around £43k, rest from reserves) – this would not be able to sustained long term. There was a risk of ESFA intervention if this decision is taken
- For the school to move as many classes as possible to 1.5FE (i.e. 3 x Y5/6 classes) – it was noted that St Chad's have done this. This could potentially save up to £150k. This option would also require SLT to teach as well

Q. AC asked for PT's perspective as Finance Lead.

A. He felt that the school needed to review staffing.

There was an discussion, including the optics of a reduction to 1.5FE. The Head said that this was a Governor decision and that the earliest possible decision and that he needed a decision by half term to be able to organise the transition. PT suggested a board of 4 to 5 governors to review this and advise the head. An EGM was also possible. HT said move to 1.5FE was likely in the medium to long term, whether phased or not. **(ACTION: Head/Chair/All governors)**

b) Greek community school (GCS) contract: The Head met with the Governors of the Community School – this had been a difficult meeting – the Community School refused to pay any more than £7k per annum, whereas a rise to £23k pa had been proposed by the school. ST volunteered to attend a future meeting and negotiate. Governors requested that that the Head ask Dr Andreou for context from when the GCS started at the school **(ACTION: Head/Chair/ST)**

c) Fundraising: This item had already been covered

10. Committee meetings: None have occurred – this item was deferred.

i. Education Committee

ii. Premises, Health & Safety Committee

iii. Personnel & Pay Committee

iv. Finance Committee

11. Safeguarding update: This item was deferred to end of the term. There had been no safeguarding incidents
12. Governance: This item was deferred – there were no live governance issues
13. Governor training: This item had already been covered
14. Admissions: This item was deferred
15. Policies: Track changes – RD asked for this to be done for all. As regards the Charge Card and Finance policies, only the role names had been changed.
16. Keeping Children Safe in Education Part 2: Governors were requested to read this again and sign a statement that they had done so. (**ACTION: All Governors**)
17. Confidential Items: Item 6 was ruled confidential, as it covered staffing issues
18. Closing prayer: The Governors were led in prayer by the Chair. Governors prayed for Anne's sister