



Minutes of St Cyprian's Greek Orthodox Primary Academy Education Standards Committee Meeting Held on Thursday, 12th February 2026 at 6.05 pm, in person

Aredi Christou (AC)	Foundation Trustee/ Chair	Present	Apologies
Leonie Fernandes (LF)	Foundation Trustee	Present	
Natalie Richards (NR)	Staff Trustee		
Maria Loizou (ML)	Parent Trustee	Present	
Abigail McNeil (AM)	Parent Trustee	Present	

In attendance:

Andrew McDonald (AMC)	-	Headteacher
Nikoleta Tsiamas (NT)	-	Class Teacher to 6.25 pm, end of item 3
Janet Standen (JS)	-	Croydon Education Partnership Clerk

Agenda Item	Description	Action
1.	<p>Prayer and Welcome AC welcomed those present to the meeting and opened the meeting at 18:05 with a prayer.</p> <p>Apologies Apologies for absence had been received from: NR (attending governor training course) - the Committee agreed the apology.</p> <p>The meeting was confirmed quorate.</p>	
2.	<p>Declaration of Interest/Matters for Governor's Attention No declarations of pecuniary or personal business were raised in respect of any agenda item.</p>	
3.	<p>Update on the RE and Greek Subjects</p> <p>Nikoleta Tsiamas was welcomed to the meeting to provide an update on the RE and Greek subject areas. The key points discussed:</p> <p>Greek Update</p> <ul style="list-style-type: none"> There are 2 members of staff sourced from the Cyprus High Commission. Children have 90 minutes of teaching per week in years 5 and 6, and 60 minutes of teaching per week in the rest of the year groups. There is 1.5 hours per week for examination preparation. <p>Q: Classes have a lesson once a week? A: Yes. It is hoped that the hours can be increased moving forward.</p> <p>Q: It is possible to increase the number of days? A: It is not possible at present.</p> <p>Q: Is it possible to provide lesson plans for the school to deliver? A: This could be possible. However, the school timetable is full, and it is not easy to find spare time.</p> <p>Q: Would an increase in hours impact on other subjects? A: Yes.</p>	

	<p>It was commented that it is important to appreciate the Orthodox culture. Cultural workshops take place to celebrate key dates and events.</p> <ul style="list-style-type: none"> 9 children are entered for the Ellinomatheia examination, with 1 native child and 8 non-Greek children. It was appreciated that last year's Year 6 examination entrants came back for an assembly to receive their certificates. <p>Q: Is there any capacity to run out of hours lessons to increase preparation time? A: Not at present.</p> <ul style="list-style-type: none"> Requests for more qualified Greek teachers are sent to the Ambassador of Greece, but it is difficult to get a visa for a qualified teacher to come to teach in the UK. <p>It was reminded that Ofsted had commented that some curriculum subjects were not covered, and it is important to keep focus on those subjects and find further opportunities to build in Greek language and culture sessions.</p> <p>Q: Does the Greek teacher need support? A: She is a consultant working with the Cyprus High Commission. This is not a salaried role, but the School has agreed to cover her travel costs as she travels some distance.</p> <p>Q: Is there scope for any 6th form college pupils taking Greek to come into support the learning? A: BTG offers 'A' level classics.</p> <p>RE Update</p> <ul style="list-style-type: none"> Frequent visits take place to visit Fr George. Spring 2 dates are awaited. There is a strong religious life in School. The School follows the 'I am strong through Jesus Christ' framework. Children visit other places of worship and learn about other beliefs and religions There are plans to enrich the resources and CPD in Spring 2. Children's books look good, showing evidence of learning and a structured curriculum. NT is part of a project for religious co-existence, supported by the Archbishop, to develop resources that can be shared nationally. The RE Co-Ordinator, Penny Smith, has suggested working towards the WIRE award. This will be discussed further. <p>Q: Is the project recognising different faiths linked to the PHSE curriculum? A: It is not linked to the PHSE. NT was thanked for her update and left the meeting at 6.25 pm.</p>	
4.	<p>Minutes of the Previous Meeting – 23rd October 2025 APPROVAL: The minutes of the meeting on 23rd October 2025 were agreed as an accurate and complete record.</p> <p>Matters Arising See updated summary action lists below.</p>	
6.	<p>Headteacher's Report AMC presented the report and welcomed questions. The key points highlighted were:</p>	

Standards

- All performance management has been completed with the exception of the SBM and office staff.
- Feedback from the Maths Lead is that the standards are healthy.

Q: Will the class staff be revisited?

A: The process is a target is set in the Autumn term, with a mid-year review and a final sign of at the end of the academic year.

- A letter from Joyce Lydford, School Improvement Partner (SIP), has been uploaded to GovHub, following her visit. PAP and LF represented the governors on the visit. The action points and specific points will be incorporated into the School Action Plan.

A discussion took place concerning the length of time Joyce Lydford has been the SIP and she has seen the school's history.

It was commented that this was raised at the Member's meeting, which is the judgement stale after a long association. AMC is looking at other supporting forms of feedback, such as partner schools for moderation.

Q: Will the different class data and greater depth data be part of the School Action Plan?

A: Yes

Moderation

- Year 6 children have been registered for KS2 SATs, with 42 of the 44 children registered. 2 children were not registered with parental agreement. 2 children have been registered who may struggle but will benefit from the experience.
- AMC is networking to build partner schools to share moderation exercises and best practice. Other HTs visit and review the school. Their feedback is honest and useful.
- AMC is looking to bring Neil Farmer, an early years specialist consultant, to review early years and KS1. This has a cost of £600 for a morning, which is not included in the current budget. He will undertake a review, produce a report, and provide links to sources of information.

Q: Is the focus early years and KS1 only?

A: Yes. He would look at teaching and learning, curriculum, and teacher effectiveness.

Q: Neil Farmer produced a list of recommendation when he visited in the Autumn term.**Can progress be seen on these?**

A: These would be evaluated. It is important to consider value for money.

Q: Is there any option to have an external review on all the key stages?

A: Other consultants are available.

It was acknowledged that Neil Farmer is a useful support but a high cost. It was suggested that better value would be to work with the staff to drive improvement.

- Subject lead reports have been uploaded to GovHub. It was highlighted that the Art & DT report is missing because AMC is holding this subject due to staff sickness absence.

Q: Do the Subject Leads see progress?

A: Yes. This is monitored weekly by the Phase Leads.

Q: What about RE?

A: This is not part of the core subjects but is included. Middle leaders hold non- core subjects.

Q: The RE Co-ordinator is often part of SLT in other primary schools?

A: The RE Co-ordinator has a high status in the School.

Q: Was the RE inspection conducted by the Catholic Diocese?

A: It was conducted by the Roman Catholic Diocese under the old Section 48 framework. The new framework inspection is very rigorous.

Q: Are you confident that middle leaders have progressed?

A: Yes

- The SIP rag rated most areas as 'expected', with some 'strong'. The School Development Plan has been revised to match the new Ofsted categories.

Q: What are the main areas of concern?

A: Children making connections in learning and making comparisons. This is more difficult in some subjects. The focus is curriculum design and rehearsing the children on learning. Confidence and eloquence in this can be seen in children education in private schools.

Q: Are schemes helping staff?

A: Schemes support staff and provide a structure to build on. It builds repetition.

- The Greek Ambassador's visit was supportive. It was noted that there is a need to follow up investment links. An opportunity to partner with a Greek Orthodox School in Ghana has been suggested and it was acknowledged that this would need through investigation.

Q: Is the Yr 6 trip to Cyprus confirmed?

A: This is confirmed for the week of 25th May. Parents have been concerned about the cost, with the final cost £900 for 4 days impacted by higher flight costs. 10 out of 44 children are attending.

Concerns were expressed that, whilst a trip to Cyprus is nice, a significant number of the children are missing out. As an alternative, a PGL trip, estimated at £600 for 5 days, could enable more children to participate. The cost of a PGL type trip could be reduced by the number of days and time of year, making it more accessible. Another suggestion was a sleepover in the school hall. It was agreed that the best standard is for all children to participate.

Q: What experience will be in place for the children not participating?

A: An enrichment activity programme will be put in place.

Q: Is it too late to change the Cyprus trip?

A: It is too late to change as the tickets have been purchased.

Q: Is it possible to give current Yr 5 parents the option to pay in instalments for the Yr 6 trip now?

A: This is possible and alternative options will be considered moving forwards.

Staffing

It was discussed that with reductions in staffing so far, staff absence is difficult to cover. Staff are often moved at short notice to cover where needed.

Governors expressed concern that communication about staffing is often via the children and parents have commented when classes are covered by a TA and not a teacher. It was acknowledged that TAs take on more than they should, but this provides a lower cost option for release time and absence cover, particularly where finances are constrained. It was noted that children being taught by a TA in an RI school adds to concerns and negative feedback.

Q: Could PPA and meeting times take place outside of class time?

<p>A: PPA is release time during the school day and, whilst meetings could take place outside of class hours, it is not sustainable to ask staff to work later. However, this could be considered where appropriate.</p> <p>Q: Could release time be covered by the Greek Teacher?</p> <p>A: This is already in place.</p> <p>ACTION: AMC to consider afterschool meetings to reduce release time.</p> <p>A discussion took place regarding combining the Yr 5 classes in the absence of one of the teaching staff. It was confirmed that there are 33 children in the combination due to teacher absence and the current teacher is happy for continue to teach all the combined class. It was advised that Yr 5 has been prioritised for support.</p> <p>The committee agreed unanimously to combine the classes under one teacher, with the understanding that the class number would be capped at 33. It was agreed that any communication on this should reassure parents that the teacher will be consistently in class.</p> <p>Q: What is the plan for the teacher returning from sabbatical?</p> <p>A: The teacher is planning to return in September 2026 and will be available to teach in any class.</p> <p>Q: Will the agency contract for the Yr 1 teacher end?</p> <p>A: This will not be extended. However, the teacher is good and retained if there is other movement.</p> <p>Q: What are the numbers in Yr 2?</p> <p>A: 28 children. These classes could potentially be combined as well.</p> <p>Q: If there is natural movement, could the agency teacher become permanent?</p> <p>A: If classes are combined, there will not be a need for a further teacher. This will be reviewed in Spring 2, when movement is known.</p> <p>Q: What is the news on the Nursery?</p> <p>A: This is progressing. A Red Book valuation has taken place and is awaiting sign off by the DfE.</p> <p>Q: What is the Reception intake?</p> <p>A: Intake applications for 2026 Reception is low, with 4 1st place applications. The Members are keen to continue to run the Reception class with a small number. The SBM will look into the cost implication as the budget was based on a prediction of 12. More children may join due to movement and walk ins. It is hoped that the private nursery will provide a higher intake for 2027.</p> <p>Q: What is the class split for the DHT?</p> <p>A: The DHT was intended to be in class 0.4, but this has changed to 0.2 due to the school need of her other roles.</p> <p>It was commented that the governors had been told previously that the DHT teacher was in class 0.4, and it was felt that communication on this had not been transparent. It was accepted that this had been an oversight.</p> <p>Q: Is the change demanded by an operational need, which is an operational decision made by the HT based on needs?</p> <p>A: Yes, it is an operational need.</p> <p>It was commented that an operational decision was understood, but if this is a longer-term arrangement, this should be clarified to parents.</p> <p>Q: Is Rhodes where children go for support and does Miss Petts support other classes?</p>	<p>1</p>
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	<p>A: Miss Petts has a full-time timetable based on the needs of the children. The SENCo and DHT pick up required paperwork to support this. There is a lot of emotional need in the school.</p> <p>Q: Is Starlight for mixed ages? A: Yes</p> <p>AMC for thanked for a detailed report.</p> <p>Q: Are you happy with the data progress? A: Broadly happy with the exception of Yr 3. The data upload was delayed by the power cut and is available to take away and review.</p> <p>Q: Is there an impact in Yr 3 due to the split of teachers? A: No. They are skilled teachers and provide a good mix of perspective and technique.</p> <p>ACTION: Governors to review data and email any questions post meeting to AMC.</p> <p>ACTION: EYS data was requested to be provided. AMC to email post meeting.</p> <p>Appreciation was expressed for Natalie Richards, for covering the combined Yr 5 classes and best wishes were sent to the other Yr 5 teacher.</p> <p>It was advised that the Yr 5 class news would be included in the newsletter, with a separate letter sent to Yr 5 parents.</p>	<p>2</p> <p>3</p>
7.	<p>Policy and Documentation For Approval</p> <p>The following policies had been uploaded for review and approval. Governors were asked to send any comment to Vicky Yeats, SBM, for final sign off at the next meeting.</p> <p>Due to submission deadlines, Governors were requested to approve items b) Admissions Policy 2027 and c) Admissions Policy Nursery 2027 at the meeting.</p> <p>APPROVAL: Governors approved items b) Admissions Policy 2027 and c) Admissions Policy Nursery 2027.</p> <ul style="list-style-type: none"> a) Admission, Arrival & Collection Policy b) Admissions Policy 2027 – approved c) Admissions Policy Nursery 2027 – approved d) After School Clubs Policy e) Attendance Policy f) Behaviour and Anti-Bullying Policy g) Calculations Policy h) Complaint Policy i) EAL-EMA j) Early Years Policy k) Educational Trips and Residential Visits Policy and Procedure l) Exclusion Policy m) Freedom of Information Policy n) Greek (MFL) Policy o) Home School Agreement Policy July 24 p) Learning Challenge Curriculum Policy q) Maths Policy r) Reading Policy July 24 s) Science Policy 	

	<p>t) Single Central Record u) Visitors Policy v) Whole School Food Policy w) Wrap Around Care Policy x) Writing Policy</p> <p>ACTION: Governors to send comments on the uploaded policies to Vicky Yeats, SBM, as soon as possible.</p>	4
8.	<p>Any Other Business</p> <p>Admissions AC advised that she would be coming into school to review the admissions and welcomed anyone else who would like to support this.</p> <p>ACTION: A date to conduct the admission process will be agreed post meeting.</p>	5
9.	<p>Confidential No items were identified as confidential</p>	
15.	<p>Closure of Meeting Attendees were thanked and the meeting closed at 8.10 pm with a prayer.</p> <p>Dates of future meetings</p> <ul style="list-style-type: none"> • 7th May 2026, 6.00 pm, in person 	

Signed: _____	Print Name: _____
Date: _____	

Actions arising from meetings 2025-26

No.	Action	Who	By	Status
Meeting of 12th February 2026:				
1.	AMC to consider afterschool meetings to reduce release time	AMC	ASAP	Open
2.	Governors to review data and email any questions post meeting to AMC	All	ASAP	Open
3.	EYS data was requested to be provided. AMC to email post meeting	All	ASAP	Open
4.	Governors to send comments on the uploaded policies to Vicky Yeats, SBM, as soon as possible.	All	ASAP	Open
5.	A date to conduct the admission process will be agreed post meeting	AC	ASAP	Open

No.	Action	Who	By	Status
Meeting of 23rd October 2025:				
6.	Chair to ensure committee members details in the Terms of Reference is up to date.	AC	ASAP	Complete and closed
7.	Arrange workshops for parents and recording the sessions to be uploaded to Arbor for parents who cannot attend. 12/02/26 – keep open	AMD	ASAP	Open

Actions arising from meetings 2024-25

No.	Action	Who	By	Status
Meeting of 8th May 2025:				
1.	Costings for Greek Teacher to be calculated	NT/GT	Finance meeting	Closed