Minutes of St Cyprian's Greek Orthodox Primary Academy
Full Trust Board Meeting
Held on Thursday, 16th July 2026 at 6:00 pm, on site at St Cyprian's Greek Orthodox Primary Academy

Board Attendance:		
Peter Papanastasiou (PAP)	Foundation Trustee (Chair)	Apologies
Aredi Christou (AC)	Foundation Trustee (Vice Chair)	Present
Roxanne Gleave (RC)	Foundation Trustee	Present
His Eminence Archbishop Nikitas (HEA)	Foundation Trustee	Apologies
Leonie Fernandes (LF)	Foundation Trustee	Present
Phillip Prodromou (PP)	Foundation Trustee	Apologies
Peter Tragoulias (PT)	Foundation Trustee	Present
Maria Loizou (ML)	Parent Trustee	Present
Abigail McNeil (AM)	Parent Trustee	Present from point 3 at 6.08pm
Natalie Richards (NR)	Staff Trustee	Present

In attendance:
Andrew McDonald (AMC) - Headteacher
Janet Standen (JS) - Croydon Education Partnership Clerk

Agenda Item	Description	Action
1.	**Prayer and Welcome** The meeting opened at 6.03 pm with a prayer. **Apologies** Apologies for absence had been received and **were agreed** from **HEA, PAP and PP.** The meeting was confirmed to be **quorate.**	
2.	**Declaration of Interest** No declarations of interest were made in respect of any agenda item.	
3.	**Board Business** a) CoG and VCoG Appointment Process It was agreed that the re-elections would follow the same process as previously. Nominations would be accepted at the start of the September meeting. Governors were reminded to speak with an individual before nominating them. b) Board Membership It was advised that the reconstitution of the governing board is progressing and this will be implemented on a phased basis. It was stated that it is important to maintain a functioning board for Ofsted. LF advised that she will remain on the board in the Autumn term to support the transition.	

	c) Contact Details ACTION: All governors to email the Clerk with any changes to contact details. d) Meeting Dates 26/27 **APPROVAL:** The meeting dates were approved. **Website** It was discussed that the School Business Manager (SBM) manages the website and ensures that all statutory information is included and up to date. It was agreed that governors should also periodically review the website. **Q: Where should comments on the website be sent?** A: Any comments should be sent to the SBM. **Trustee Training** It was agreed that training will be further reviewed in the Autumn. Governors highlighted the difficulty in booking onto courses and were advised to book via the SBM. It was noted that the bespoke training session had not taken place, and the Clerk advised governors to book a session in as soon as possible in the Autumn Term to avoid losing the new contract year session. **Trust Board Self Evaluation** It was discussed that completion of the skills audit is an important part of identifying gaps and training needs. This supports the process of self-evaluation. **ACTION:** Clerk to confirm the location of the skills audit.	**1** **2**
4.	**Minutes of previous meeting** **APPROVAL:** The minutes of the following meetings were approved with no amendments: • 26th March 2026 (Part A and Part B) • 16th June 2026 (All Part B) There were no matters arising. All action points were reviewed and updated on the action list attached. <u>26/03/26 Minutes</u> **ACTION:** AMC to resend list of link governors. **ACTION:** AMC to update website supplementary application form with new HT name. **ACTION:** AMC to amend the welcome letter to correct the age range to 4 to 11. <u>16/06/26 Minutes</u> Action point 1: Completed and closed. Action point 2: A separate agenda item.	**3** **4** **5**
5.	**Headteacher Report** *A written report had been provided on GovHub and questions were invited. The KS2 data was circulated.*	

	Key points noted were: • Loving Hands is confirmed as the provider of the PVI. They are anticipating on rolling 50 children. AMC has clarified that the children can legally visit the school as it is treated the same as going on a trip. • The looked after child achieved the national requirements in SATs. • Community links and profile data has been included in the report. • A large number of children declare they are Christian on arrival and there is a range of religious denominations. **Q: Do Muslim children take part in religious activities.** A: They do join in. Parents have the right to withdraw them. • 15 children undertook EYFS national tests • AMC is impressed with the educational rigor in EYS. **Q: What is the total GLD (Good Level Development) for Reception?** A: 48%. This has been reported to Croydon **Q: Is there an expected level?** A: Not for Reception • 68% children passed the phonics test • 74% children achieved combined level in KS1 tests. These are not compulsory but good practice to report to Croydon. **Q: What are the key points of 48% GLD level?** A: A key area when moving to KS1 will be speaking and attention. AMC suggested meeting with some governors to talk through anonymised barriers to learning. • KS2 data includes a comparison of disapplied data removed against the full data that will be published. A comparison against the 2025 validated data was provided, which showed an increase the children achieving greater depth. This is a weaker cohort, resulting in a slightly lower standard in Maths and Reading. A review will be undertaken of papers to identify any papers in the 99th percentile to appeal. **Q: What is the third table?** A: This shows the teacher predicted data. **Q: As the results are late, is there time to review and appeal?** A: The appeal timeline has been extended to late July **Q: 68% have achieved age related in writing. Is this below the national average?** A: This is not yet known for writing **Q: Why have some children not achieved age related?** A: 25% of the cohort is SEND and there is a lower resilience to write extended work. It was advised that work is taking place to build evidence for moderation, which may happen next year. A change in the English scheme will provide improvements	

	moving forward. The new Yr 6 cohort will be assessed int eh Autumn term and targets put in place. **Q: When will parents receive the results?** A: They will receive them on Monday along with their report. **Q: How is the assessment overall and how will this impact Ofsted?** A: As a broadbrush view, the results are 2 % points down against last year, but above national average. If Ofsted inspect before the data is validated, they will used the 2025 validated data. The narrative is that it has been better for the more able, who have achieved better. It was acknowledged that 2025 had a larger cohort and lower cohorts have a bigger % impact. **Q: How soon until the data is validated?** A: Christmas **Q: How does the data compare from 2024 to 2025?** A: Data has been stable for the last couple of years. **Q: Where were the children in 2020?** A: They were in Reception and, therefore, a COVID group. • Joyce Lydford has visited the school, with Tara Guarde, a Governance consultant to undertake a school performance review. LF joined the recent meeting to discuss a review of teaching in years 3 and 4. A note of the meeting will be available in the new term. Verbal feedback advised that the rag rating of amber/green has been retained and they are pleased with the progress. LF fedback that the children seen in years R, 2 and 3 were delightful, articulate, on task and confident with adults. Areas for improvement noted agreed with AMC's assessment. **Q: For the areas identified, how will these be taken forward?** A: The link advisors are skilled in sensitively documenting areas and actions needed. Ofsted are focussing on handwriting and posture and the key skills of life positiveness. It was stated that Tara Guarde has governance oversight and that the DfE will scrutinise governance and school structure. It has been raised that Ofsted will view an additional teacher in the school structure as a red flag. They will assess leadership of the school along with governance. If there is not a satisfactory reason for an additional teacher, this will impact on the leadership assessment. It was confirmed that AMC had explained that the structure process has been reviewed and a bigger piece of work is planned. This was acknowledged by Croydon, but it was stated that if the HT has recommended a structure, this should be operationally decided and progressed. It was clear that this is an operational decision and, therefore, the recommended redundancies will be progressed in September. AMC informed governors that one teacher position will fall under the redundancy process and will be progressed outside of any other work in September. **Q: Is it correct that the teaching structure will be 0.6 over in September?**	

	A: Yes **Q: Will all staff be included in the consultation?** A: The consultation will include all teachers. 0.6 is confirmed as a class teacher role. If it is reviewed as an individual role, this could be seen as discriminatory. If an increase in hours was offered, this would be seen as a means to protect that role. Therefore, it will need to include all teachers to ensure equality. A discussion took place concerning the process for all teachers to apply for roles. **Q: This was brought to the board to decide?** A: At the EFTB meeting, the board did not agree and interrogated the reasons. The feedback is that if the HT believes that this is needed to do, that is what needs to happen. A governor commented that is essential that governors discuss and challenge options but, ultimately, it is an operational decision made by the HT. It was discussed that the decision should not have been voted on at the last meeting but that it was correct to discuss and challenge plans. It was acknowledged that it is important that decisions are communicated through a clear process. It was agreed that the teacher redundancy should be progressed immediately, with the wider work continued as soon as possible. **Q: Will a copy of the SIP visit report be circulated?** A: Yes **Q: Who covers PPA? Is there any option for other staff with reduced hours to cover?** A: The TAs provide PPA cover so there is no additional cost. The budget cannot sustain a teacher covering PPA. **Q: Do the TAs cover teaching on a regular basis?** A: Yes. There is a planned discussion with those staff in the Autumn term to review. **Q: Do 1:1 TAs provide cover?** A: They remain in the class with the supported child but are responsible for all other children. It was stated that the TAs provide PPA cover only and do not undertake other tasks. There is a need for the HT to balance the pressure on teacher's time and PPA has to happen in school time. It was suggested that governors shadow class teachers and talk about their wellbeing. A governor commented that from the discussions, there is a shortage of staff and, whilst there are teachers listed on paper, it is not reflected in the reality. A governor commented that whilst it is important to get the balance right, it is also important to reflect that parents feel unhappy about their child being taught by a TA. Parents might be aware of PPA but may not understand why a teacher is absent for other reasons. It was stated that it was essential to balance wellbeing and education standards with setting a balanced budget, which is part of the academy funding agreement. • The specialist consultant, Neil Farmer, has visited the school to support the transition of Reception/Year 1 into 1 class. He has provided good advice on	

	how to set up the room and the curriculum split. When parents visit, they will see the dynamic of an EYS classroom with Yr 1 teaching rigor. **Safeguarding** It was reported that a historic safeguarding issue from 2017 was raised again recently. This was investigated in 2017 and completed, with no safeguarding concerns recorded. The member of staff involved is still in school. The complaint was raised again and dealt with in 2022. In March 2026, LBC received the complaint again via the NSPCC. The information from 2022 was located and provided. The paperwork from 2017 could not be located. This was reviewed by the LADO and confirmed closed. In July 2026, LBC safeguarding team made contact requesting the 2017 information, which was not available. They reported the issue to Ofsted. Ofsted called to investigate and undertook a mini safeguarding inspection. They were assured that safeguarding practice was robust and closed the incident. **Q: What feedback did the family received to support them in closing the issue?** A: The school is not aware of actions taken by LBC. The LADO was not aware of any deeper issue or that it was a vexatious complaint. **Nursery PVI** It was advised that the PVI will generate letting income of £50,000 per year. Work will be undertaken on the building and to create a new gate access directly to the street. They anticipate enrolling 50 children, which will provide a good option for future school intake. **Q: Will the PVI have longer opening hours?** A: It will have longer hours than the school. **Q: How many organisations were interested?** A: 16 were originally shortlisted. The SBM reviewed and interviewed 3 companies. The first company pulled out, and Loving Hands were the second choice. **Q: What space will they occupy?** A: The whole building plus the outside space. The library will be relocated to the main building. **Q: Will this impact on wraparound provision?** A: This is sensitive and there is a need to consider the position of a child in the PVI, with a sibling in the wraparound. **Q: Are they closing another site?** A: No. They are expanding. **Q: The existing school banners mention the school nursery provision?** A: The banners and leaflets are being replaced by the Members.	
6.	**Finance** **3 Year Budget** It was confirmed that the proposed budget had been reviewed and agreed by the Finance Committee. They recommended the budget option with management actions be agreed by the FTB. This option includes a minimum saving gap of £130,000 to be action over the course of the 26/27 financial year.	

	APPROVAL: the 26/27 budget with management actions was agreed by governors. **Q: Did PT attend the Members meeting in the event of any questions on the budget?** A: PT did not attend the meeting. The HT and CoG attended. It was discussed that the provision of staffing cost split would support further focus. It was noted that the pay structure is higher due to long term retention of staff. It was acknowledged that there will be difficult decisions to be made in the Autumn term.	
7.	**Committee Feedback/Approvals** The Committee Chairs provided a summary of the meetings. Key points noted were: **Finance Committee** The Committee Chair advised that the committee had reviewed and agreed the budget to be recommended to the FTB. They had discussed the need to move forward the review of the wider staffing structure. They had discussed bringing in an external consultant to work on an external review. **Q: Is it possible to contact other schools who have moved to 1 form entry for advice?** A: The HT has been in contact with 2 other 1 form entry schools. **Q: Did they use external support?** A: No. They did this internally. **Q: Are there other options if the high cost of an external consultant is not possible?** A: This has not been considered and agreed to be sensible, bearing in mind budget constraints. **Q: Does the financial support contractor review savings in their reporting?** A: The company is experienced and skilled at doing this. They are good at identifying areas of non-teaching for efficiency. **Q: How much does the contract cost?** A: Approx £3.5/4,000 per annum. **Q: Is there scope to ask the financial support contractor to consider options for savings as they are already being paid?** A: They would do this if briefed. The work so far is based on what has been requested. Governors raised concerns that it is a significant cost to bring in an external consultant and if the current financial support contract is not providing what is required, alternative providers should be considered. A discussion took place over concerns that a deficit is predicted for some years and that despite action, the school will remain in the same position. **Q: How can the board support further?** A: By banding together to promote the school. By being aware of the impact on families and the confidence they have in the school. **Q: Are parents thinking about taking their children out of Reception/Nursery?**	

	A: Not all. There is a perception of a sinking ship. It is important that the staff and PTA work together. There was a successful summer fair and new entrants to the school could bring further talents. It was commented that it is important that governors promote the school and link meetings are a good way to meet the children. **Education Committee** The Committee Chair advised that the committee had met in May. They had reviewed the RE Policy which included a new paragraph as recommended by the RE inspection. **This policy was agreed**.	
8.	**Policies** **The following policies were approved** • Capability Policy was approved in principal in March FTB pending any further comments • Restructuring, re-organisation and redundancy policy to be approved (new policy using Croydon LA template) **The following policies were approved/ratified** • policies reviewed and approved by the Education Committee listed with the agenda • policies reviewed and approved by the FAR Committee listed with the agenda It was confirmed that policies regarding the use of Smart glasses will be reviewed in the Autumn term. Governors were advised that Keeping Children Safe in Education 2026 had been released and governors were requested to review all parts of the document. The document is available on GovHub. **ACTION:** All governors to read and review Keeping Children Safe in Education 2026 document on GovHub.	6
9.	**Any Other Business** **Q: What is the situation regarding the letter from the TAs?** A: This is a historical issue. The TAs were offered one day in lieu, which was rejected. They have said that they will consult with their unions and respond further. AMC has acknowledged the letter and the additional day in lieu has been paused for now. **Q: Where is the feedback form for school visits?** A: This can be obtained from the SBM.	
10.	**Confidential Matters** No matters were deemed confidential	
11.	**Closure of Meeting and Next Meeting Dates** The next FTB will take place in person on Thursday, 24th September 2026 at 6.00 pm.	

	Closure The meeting was closed with a prayer at 8.40 pm.	

Signed: _____ Print Name: _____

Date: _____

Actions arising from 2025-26

No.	Action	Who	By	Status
Meeting of 26th March 2026:				
1.	All governors to email the Clerk with any changes to contact details	All	ASAP	Open
2.	Clerk to confirm the location of the skills audit	Clerk	ASAP	Open
3.	AMC to resend list of current link Governors	AMC	ASAP	Open
4.	AMC to update website supplementary application form with new HT name.	AMC	ASAP	Open
5.	AMC to amend the welcome letter to correct the age range to 4 to 11	AMC	ASAP	Open
6.	All governors to read and review Keeping Children Safe in Education 2026 document on GovHub.	All	ASAP	Open

No.	Action	Who	By	Status
Meeting of 26th March 2026:				
1.	SBM to complete necessary induction paperwork and DBS clearance checks with the new governors.	SBM	ASAP	Completed and closed
2.	Governors to review the website and email the SBM with any noted gaps or suggestions for change. **16/07/26** Leave open until the next meeting.	All	Next Mtg	Open
3.	SBM to confirm website compliance for the next meeting.	SBM	Next Mtg	Completed and closed
4.	Clerk to contact Croydon for a bespoke training session on Thursday, 14th May.	Clerk	ASAP	Completed and closed
5.	AMC to confirm the list of link areas.	AMC	ASAP	Completed and closed
6.	Governors to email AMC/PAP with link areas they are interested in. **16/07/26** Leave open until the next meeting.	All	Next Mtg	Open
7.	Governors to complete the skills audit on GovHub. **16/07/26** Leave open.	All	Next Mtg	Open
8.	Governors to review the Capability Policy and raise any comments at the next meeting.	All	Next Mtg	Completed and closed

9.	SBM to provide preferred dates for this to be arranged.	SBM	ASAP	Completed and closed

No.	Action	Who	By	Status
Meeting of 25th September 2025:				
6	All Governors were requested to complete the skills audit form.	All	ASAP	Complete – added to new minutes
7	PAP to undertake the skills analysis. **26.03.26** Remain open – pending completion of skills audit by all governors **16/07/26** Leave open	PAP	Next Mtg	Open
10	A summary of schemes used to be presented to the Education Committee **26.03.26** These are provided in the HT report.	AMC	Next Ed Comm	Closed