			Date/time: 12 <sup>th</sup> December 2022, 6.00pm
Present:	Mrs Delrita Agyapong Prof Saeema Ahmed-Kristensen Mr Justin Bairamian Mrs Maxine Boersma Mr Will Downs Mr James Ewins Ms Kate Foulds Ms Severine Gould Mr Choong Kwan Mrs Arabella MacIntyre Mr Nigel Parker Mrs Sarah Peart Revd Penny Seabrook, Chair Mr Paul Sloan Mrs Louisa Smith Ms Elisabeth Stevenson, Headteacher	In attendance:	Mrs Wendy Gainham, Clerk to Governors Ms Tracey Young, representing haysmacintyre Ms Nicola Lupton, Deputy Headteacher Mr Alex Parker, Bursar Ms Penny Roberts, representing the LDBS Revd Tim Stilwell, representing the Bishop of Kensington Mrs Sarah Webber, Deputy Headteacher

Revd Tim Stilwell opened the meeting with a prayer at 6.00pm

Ag	enda Item	Action	By whom	By when
1.	Apologies for absence 1.1 Apologies had been received from Mr William Hunter and Ms Rea Zhubi.			

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Signed	Date
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Action

Agenda Item

By whom

By when

Agenda Item		Action	By whom	By when
	<ul> <li>Draft Minutes of the meeting of the Finance and Resources Committee held on 5th December 2022</li> </ul>			
4.2	The Chair of the Finance and Resources Committee and the Bursar invited Ms Tracey Young to take Governors and Members through the Annual Report and Financial Statements 31 August 2022.			
4.3	Ms Young advised that the format of the accounts was in line with the previous year there were no significant changes.			
4.4	Referring governors to page 23 of the Annual Report, Ms Young advised Governors that there was a new requirement from the ESFA regarding how schools reported on the management of conflict of interests.			
4.5	Governors noted the various statements contained within the Annual Report from the Headteacher and the auditors, all of which were clean and there was nothing Ms Young needed to draw governors' attention to.			
4.6	Ms Young then referred governors to page 37 of the Annual Report and Financial Statements, the Statement of Financial Activities for the year ended 31 August 2022.			
4.7	This detailed the school's income and expenditure for the year ended 31 August 2022. Governors noted a deficit of just under £200k compared with £213k in the previous year, before the distorting effect of the Local Government Pension Scheme.			
4.8	Ms Young then went on to highlight some of the movements year on year; income for the year was just under £5.8 million, up from the previous year by £200k, largely due to increased general annual grant income sitting within funding for the educational operations of the school.			
4.9	There was also a reduction in grants compared to the previous year, down from £300k to £159k.			
4.10	Under 'other trading activities' governors noted income was up this year from £68k in the previous year to £112k; this was due to the fact that lettings had increased following the previous reduction due to the impact of covid.			
4.11	Total expenditure was up from £5.8 million to just under £6 million, broadly in line with the increase in income. The largest element of that increase was staff costs.			

Agenda Item		Action	By whom	By when
4.12	After the pension scheme adjustments, the total carry forward of funds was a deficit of £352k.			
4.13	Governors then looked at the balance sheet on page 38 of the Annual Report and Financial Statements, which was a snapshot of the school's assets and liabilities at the end of the year.			
4.14	Net current assets were £670k whilst fixed assets were at £82k.			
4.15	Ms Young wished to highlight the pension scheme liability which had resulted in the deficit at the end of the year. This represented the school's share of the Local Government Pension Scheme liability. The school did not need to pay this liability in the short term. The key requirement was that the school was able to pay the contributions as they fell due. This remained at just over £1 million, but was down significantly on the previous year (£3.4 million).			
4.16	Governors noted that this swing had been reflected across all schemes and was linked to asset values and a change in assumptions around the liability plus a change in the discount rate.			
4.17	A governor requested further information on the reduction in the pension liability. Ms Young advised that the change in the discount rate used in the current year was due to the change in gilt rates. The discount rate was one of the assumptions used in calculating the scheme liabilities.			
4.18	The Chair of the Finance and Resources Committee wished to congratulate all concerned on a really clean audit. Ms Young advised that all had gone smoothly from the auditors' perspective.			
4.19	The Bursar concurred and stated that Ms Young and her team, along with the Finance and Payroll Officer, had done an excellent job on the audit.			
4.20	The Chair pointed out that an amendment was required on page 1 of the report with regards to the Acting Bishop of Kensington. Ms Young would update that after the meeting.			
4.21	Governors approved the accounts.			

Chair of FGB

Agen	da Item		Action	By whom	By when
	4.22	The Chair thanked Ms Young for her input.			
	Break fo	r AGM at 6.12pm			
	Ms Seve	rine Gould arrived at 6.15pm			
	Ms Trace	ey Young left the meeting at 6.17pm			
	4.23	The Chair of the Finance and Resources Committee reported a strong end to 2021-22 and this had been laid out in detail in the 2021-2022 Year End Budget.			
	4.24	The October 2022 Budget and Year End Forecast painted a different picture, however, with an unfunded average pay settlement of 5%, rising energy costs and slight drop in Sixth Form numbers, all of which had contributed to a predicted deficit of £300k. The school would therefore need to use its reserves in order to cover this.			
	4.25	The 3-year forecast 2022-2023 to 2025-2026 had assumed no additional funding for the pay settlement, however the Finance and Resources Committee hoped to have further information on the government's response in time for its next meeting in March.			
	4.26	The Bursar reported that schools expected an announcement by Christmas of how the government would distribute the extra £2billion funding for schools next year and the year after. It had been suggested this would be received through specific grants rather than through the funding formula, which would be more beneficial to schools in London.			
	4.27	He therefore felt it was too early to worry unduly about the deficit, which was a result of planning for a 2% pay increase rather than 5%. Once further information had been received, the school would be in a position to decide how to address the true picture in time for budget for next year.			
	4.28	The Chair asked the Bursar for further information on the recent government announcement about the additional funding to help schools save on energy costs. The Bursar explained that this was restricted funding which meant that it could not be offset against salary costs.			

4.30 Th for The Bursar left the r  5. Membership 5.1 An	governor pointed out that schools were required to agree a 3-year budget prior to eceiving all relevant information.  The Chair thanked the Chair of the Finance and Resources Committee and the Bursar or their input.  The Market input.  The Governing Body  The Governing Body  The Up-to-date List of Governors had been sent with the agenda.		
for The Bursar left the r  5. Membership  5.1 An	meeting at 6.34pm  ip of the Governing Body		
5. Membership 5.1 An	ip of the Governing Body		
5.1 An			
	n up-to-date List of Governors had been sent with the agenda.		
5.2 Th			
	ne Chair welcomed Mrs Louisa Smith, new Staff Governor elected in September. ne Staff Governor vacancy remained which would be dealt with next term.		
res	ne Chair announced that there was a Parent Governor vacancy following the signation of Mrs Marianne Coates. The Clerk had received 6 nominations and an ection would be held next term.		
If s	overnors noted that a Local Community Governor remained on long term sick leave. she was still unable to attend meetings by January, the Chair would review her osition once again.		
off sei	ne Chair reported that Foundation Governor, Mrs Arabella MacIntyre's term of ffice ended in February 2023, however she had advised that she wished to continue erving as a governor. The Chair and Clerk would deal with the reappointment and apperwork in January 2023.		
	oundation Governor, Mr Nigel Parker, would stand down as a governor when his erm of office expired at the end of February 2023.		
off	ne Chair awaited a decision from Parent Governor, Mr James Ewins, whose term of ffice would expire on 3 <sup>rd</sup> April 2023, as to whether he wished to continue serving as governor.		
5.8 Th	ne Chair was aware that the Governing Body could potentially lose two governors		

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Agenda Item		Action	By whom	By when
	with legal experience therefore it was important to recruit new governors with legal skills.			
5.9	The Chair also wished to stress that diversity on the Governing Body was an important issue.			
5.10	A governor felt it was important to consider not only visible diversity but broader diversity such as age, experience, socio-economic group, etc.			
5.11	A discussion then followed about the difficulty of attracting younger governors to serve on the governing body due to work and family commitments. Governors also discussed the use of outside organisations such as Women on Boards to source new governors and noted that two current governors had been recruited via the school's alumnae association, LMX.			
5.12	The Chair and Vice Chair agreed to discuss further.	Discuss diversity of governing	Chair/Vice	
5.13	A governor also felt it was important that governor candidates were made aware of the requirements of the role.	body	Chair	
5.14	Ms Penny Roberts advised that the LDBS was able to advertise trustee vacancies and could reach potential candidates from the wider church school community.			
5.15	Ms Penny Roberts also suggested it might be helpful to put unsuccessful parent governor candidates in touch with other schools which had governor vacancies. She agreed to follow up with a school that she was aware of that had recently held a successful parent governor election.	Follow up with school which has recently held successful parent governor election.	Ms Penny Roberts	
5.16	The Chair felt this could be useful in terms of avoiding having too many parents on the governing body as she was aware that this had been flagged up by the LDBS at the last AGM in December 2021. This was due to the fact that a number of Foundation Governors had previously served as Parent Governors.			
6. Membe	rship of Committees & Link Governors			
6.1	The Membership of Committees 2022-2023 document had been sent with the agenda. $ \\$			
6.2	The Chair advised that if Mr James Ewins decided not to continue serving as a governor, it would be necessary to appoint a new Chair of the Audit and Risk			
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Agenda Item		Action	By whom	By when
		Discuss possible future term of	Mr James	
6.3	The Chair confirmed that Mrs Severine Gould and Mr Will Downs would join the Admissions Committee.	office with Chair	Ewins	
6.4	Mrs Maxine Boersma, a current member of the Admissions Committee, found it difficult to attend morning meetings due to work commitments.			
6.5	The Chair and Chair of the Admissions Committee suggested that Committee members considered alternative meeting times going forward.			
6.6	The Admissions Panel would meet next week and the next meeting of the Admissions Committee was scheduled for 14 <sup>th</sup> March 2023 when the Committee would appoint a new chair. The Chair of Governors would attend that meeting.			
6.7	As this would be Mr Nigel Parker's last Full Governing Body meeting before stepping down as a governor, the Chair wished to formally thank him for his service to the governing body and the PTA.			
6.8	Mr Nigel Parker had recently prepared a document which summarised the role of the Admissions Committee; this had been circulated to the new members of the Admissions Committee.			
6.9	It was also noted that a new Link Governor for Data Protection would need to be appointed.			
6.10	The Chair was conscious that the Vice Chair currently held several Link Governor roles, therefore invited governors to volunteer to take on some of the Vice Chair's responsibilities.			
6.11	Ms Delrita Agyapong offered to take on the roles of Link Governor for Safeguarding and Link Governor for PE.			
6.12	Mrs Severine Gould agreed to take on the role of Link Governor for Religious Studies in the short term.		Clerk	asap
6.13	It was agreed that Prof Saeema Ahmed-Kristensen would join the Staffing and General  Purposes Committee, Ms Delrita Agyanong would join the Finance and Resources	Update Membership of Committees 2022-2023 document and distribute to governors		изир

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Agei	nda Item		Action	By whom	By when
7.	Draft M	inutes of the Meeting held on 5 <sup>th</sup> October 2022			
	7.1	The draft minutes of the meeting held on 5 <sup>th</sup> October 2022 had been sent with the agenda and were agreed to be an accurate record. One copy was signed by the Chair.			
Mr Ch	oong Kwa	an arrived at 6.53 pm			
Mrs N	laxine Bo	ersma left the meeting at 6.55pm			
8.	Matters	Arising Not Covered Elsewhere on the Agenda			
	8.1	Referring to item 13.8, a governor asked the Clerk whether the Alps training documents had been uploaded onto Governorhub. The Clerk confirmed that this had been actioned.			
9.	Commu	nications			
	9.1	There were no communications.			
10.	Reports	from other Committees and Working Parties			
	10.1	<b>Curriculum Committee</b> – the minutes from the meeting held on 15 <sup>th</sup> November 2022 had been sent with the agenda.			
	10.2	The Chair wished to thank Mrs Sarah Peart for serving as Chair of the Curriculum Committee.			
	10.3	The Chair reported that Mrs Arabella MacIntyre, the new Chair of the Curriculum Committee, had chaired her first meeting on 15 <sup>th</sup> November 2022.			
	10.4	The Chair of the Curriculum Committee reported that the Curriculum Committee had received an excellent report from the SENCO and acknowledged the hard work of the SEN department. She also acknowledged the work of the Deputy Headteacher Curriculum which covered not only the curriculum but also ECT training.			
	10.5	The Chair asked whether governors would be able to look at the recent reading audit results. The Deputy Headteacher Pupil Progress advised that data would need to be anonymised first, but reported that the school had completed the Year 7 standardised testing for both reading and spelling and identified key students who required support. The school had also assessed students in Years 8 and 9 whose			

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	progress was of concern. Small group interventions were now taking place with Year 8 under the SEN team. The assessments showed that Year 9 reading levels were as they should be therefore intervention groups would not be required for this year group but rather support would be provided within lessons, as concerns were more about Attitude to Learning rather than difficulties with reading or spelling.			
10.6	Not wanting to add to workload, the Chair asked whether it was necessary for governors to see anonymised data from the reading audit. The Deputy Headteacher Curriculum advised that general information on the Reading Strategy had been provided in Appendix 4 of the Headteacher's Report. The Deputy Headteacher Pupil Progress was of the view that it may not be appropriate to provide more granular information due to the fact that Parent Governors served on this Governing Body.			
10.7	The Reading Strategy Group currently met fortnightly.			
10.8	A discussion followed regarding the impact of covid on students' reading levels.			
10.9	The Deputy Headteacher Pupil Progress reported that there was a growing gap across the board on transition from primary school.			
10.10	The Vice Chair asked whether the school was aware of any primary schools implementing a similar reading strategy. The Headteacher was not aware of this but it was certainly something that could be explored.			
10.11	A Staff Governor reported that the disparity gap between the highest and lowest abilities was much larger, for example she was aware of reading ages of 9 and 17 in one class.			
10.12	The Chair suggested that this discussion continued at Curriculum Committee.	Discuss Reading Strategy at Curriculum Committee	DHTs	07/03/2023
10.13	<b>Staffing and General Purposes Committee</b> – the draft minutes from the meeting held on 8 <sup>th</sup> November 2022 had been sent with the agenda.			
11. Scheme	of Delegation			
11.1	A draft Scheme of Delegation had been sent with the agenda.			
11.2	The Chair explained that the updates clarified the responsibilities for Audit and Risk.			

Agei	nda Item		Action	By whom	By when
	11.3	In addition, references to policies had been removed from the committees' Terms of Reference and were now just listed in Annexe O.			
	11.4	Governors approved the changes.	Publish updated Scheme	Clerk	asap
12.	Report l	by the Headteacher			
	12.1	The Headteacher's Report to the Governors December 2022 had been sent with the agenda.			
	12.2	The appendices contained several reports and documents which had been presented to the Curriculum Committee in November, however the Headteacher felt it was important that all governors were informed of the work on the curriculum which had been completed this term.			
	12.3	The Headteacher wished to thank the Senior Leadership and Middle Leadership Teams for all their hard work this term.			
	12.4	The Headteacher felt that the school had a very strong Middle Leadership Team this year which was both productive and focussed, with a shared vision for LMS. It was clear that they were working hard to establish a goodly heritage for all students.			
	12.5	The Headteacher was aware of difficult times ahead in terms of managing finance and change, however she wished to emphasise that there was a great deal to be hopeful about because of the school community and talent within the staff team and the support from governors.			
	12.6	On pages 2 – 4 of the Headteacher's Report an update on the School Development Plan had been provided. The school was balancing some new initiatives such as the Creativity Collaborative with St Marylebone CE School, the National Theatre and the V&A, along with very detailed preparation for a potential Ofsted inspection, as well as supporting students pastorally.			
	12.7	SLT agendas for the Spring Term would continue to include Ofsted preparation, staffing and recruitment, and finance as standing items.			
	12.8	On page 5 of the Headteacher's Report, details of the performance management process for teaching staff for 2021-2022 had been provided. The process had now been completed and new targets had been set for the current academic year; each			

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Agenda Item		Action	By whom	By when
	member of teaching staff had a target relating to the progress of disadvantaged students as this remained a priority for the school.			
12.9	A detailed report from the Deputy Headteacher Curriculum had been provided in Appendix 4.			
12.10	The Deputy Headteacher Curriculum provided a further update on work completed since the Curriculum Committee meeting on 15 <sup>th</sup> November 2022.			
12.11	The first three practice Deep Dives (English, Maths and Science) had been completed and had gone really well. Heads of Department had found it very useful practice and also helpful to receive confirmation of strengths and areas for development.			
12.12	5 further Deep Dives would take place after Christmas during the first half term, starting with MFL and Humanities.			
12.13	CPD planning meetings had taken place with the Deputy Headteacher Curriculum and Head of Department to plan appropriate support and CPD for all staff over the coming months.			
12.14	ECT review meetings and reports for this half term had just been completed. There were currently 9 ECTs at school.			
12.15	The Headteacher provided an update on the Library; the stock had been cleared and new stock would shortly go on the shelves.			
Mrs Sarah Peart	left the meeting at 7.17pm			
12.16	The newly appointed Senior Order would help manage the Library which would be supervised for part of the time.			
12.17	The Headteacher was due to meet with a potential Library volunteer tomorrow.			
12.18	The Deputy Headteacher Curriculum added that the departmental libraries were currently being audited and that students would be made aware of available resources within each department.			
12.19	The School was introducing Drop Everything And Read (DEAR); once every half term, all teachers and students would stop what they were doing and read a book of their choice for 15 minutes in order to promote reading as a wellbeing activity.			

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Signed	Date
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Agenda Item		Action	By whom	By when
12.20	A governor was aware that some independent schools used their libraries to promote their schools on open days and suggested that LMS considered doing this.			
12.21	Referring to the Sixth Form Update on pages 5 – 8 of the Headteacher's Report, the Chair asked the Headteacher how Sixth Form applications for September 2023 compared with the previous year, given that Sixth Form numbers were critical to funding and that last year's numbers were down on the previous year?			
12.22	The Headteacher advised that the figures were on a par with last year.			
12.23	The Headteacher wished to raise her concerns about the fact that Oxbridge interviews were still taking place online; she felt strongly that these should now take place in person and advised that it was difficult for the school to accommodate online interviews due to limited IT facilities and rooms. She was aware, however, that some schools would have capacity to support students with online interviews, but others would not, therefore this was an equality and accessibility issue.			
12.24	A staff governor added that one of the things that had raised student aspirations at her previous school had been the experience of visiting universities in person.			
12.25	Governors agreed and suggested raising this at other headteachers' forums.			
12.26	A governor asked whether it would be possible to share resources with other schools, however the Headteacher did not feel that this would work on a practical level due to the short notice of the interviews.			
12.27	Another governor was of the view that online interviews might still be in place in order to promote equality, for example to assist those students who would struggle to afford the journey for an interview.			
12.28	An update on Wellbeing had been provided by the Assistant Headteacher on page 8 of the Headteacher's Report and an update on safeguarding had been provided by the Acting Assistant Headteacher on page 9.			
12.29	A governor asked what the school was doing to promote STEM subjects?			
12.30	The Deputy Headteacher Curriculum advised that this year more students in Year 12 were studying Science. This was a very high priority for the Head of Science who was			

Ager	nda Item		Action	By whom	By when
		arranging various events, for example, ex-students had visited school to speak to current students. It was hoped that this would encourage more students to apply for STEM subjects at university.			
	12.31	A member of the Finance and Resources Committee was aware that the committee had previously discussed the need to improve the Science facilities within the school in order to attract more Sixth Formers into those subjects, however there were budget constraints.			
13.	Schools	Bill 2022 Update			
	13.1	Schools Bill for 2022 required all schools to be part of a strong MAT by 2030.			
	13.2	The Headteacher had attended several meetings in an LDBS context and wanted LMS to be involved in this process.			
	13.3	Ms Penny Roberts had organised a range of meetings to discuss how this might affect schools across the Diocese.			
	13.4	Most recently the Headteacher, Chair and School Chaplain had attended a conference on 8th November 2023, however since then the bill has been dropped in its current form for this parliamentary session.			
	13.5	Nevertheless, the Headteacher felt it was important that LMS continued to take part in conversations about partnerships. The LDBS had divided the Diocese into a series of families and LMS was in the western family of the Diocese of Kensington's area. Last week the Headteacher had hosted a meeting for Headteachers of CE primary and secondary schools across LBHF and RBKC in order to discuss ways to work together in a productive way regardless of what happened with regards to the Schools Bill. There would be a further meeting in January to continue discussions.			
	13.6	Ms Penny Roberts wished to thank the Headteacher for the school's active and positive role in the process; it was very helpful to have an ongoing dialogue, and the more Headteachers and governors understood their common purpose, the easier it would be for whatever followed.			
	13.7	Ms Penny Roberts was aware that the government still intended to legislate on areas that were currently disadvantageous for voluntary aided schools becoming academies. Issues around funding arrangements and land ownership would become a bigger			

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	problem if all church schools were to convert to academy status. If a future government did not approve of church schools it would make it much easier for the government to change funding arrangements.			
13.8	In terms of the problems the government was seeking to solve through the Schools Bill, these remained unchanged, ie financial management, therefore it was important for church schools to consider what could be done to ensure their survival in London.			
14. Pupil P	remium Strategy Statement			
14.1	A draft Pupil Premium Policy and strategy statement had been sent with the agenda.			
14.2	The policy was reviewed every two years and this version had been paired back as the annual Pupil Premium Strategy Statement superseded this in terms of detail.			
14.3	The Deputy Headteacher Pupil Progress took governors through the draft policy and strategy which followed DfE recommendations.			
14.4	The Pupil Premium strategy statement proforma was based on a DfE template which had been updated slightly. Governors noted that this was the second year of the school's strategy therefore there was no full review in this document.			
14.5	The Statement of intent remained largely unchanged. The same challenges remained, however the statistics for this year had been updated.			
14.6	The governors noted that the proportion of Pupil Premium students was down to 13%, however funding was lagged. There was a larger cohort in Year 7 this year than in the previous year so the dynamics had changed.			
14.7	The intended outcomes were unchanged.			
14.8	Activities for this academic year had been updated and standardised assessments had been introduced.			
14.9	Some of the Research and Development Group work had fed into this strategy document. The induction of new staff, CPD for ECTs and all staff remained at the heart of the strategy. The practice remained unchanged however there was more emphasis on ensuring that staff were aware of PP students.			
14.10	Attendance figures were lower than they had been pre-pandemic therefore this was			

Agen	da Item		Action	By whom	By when
		an area of refocus this year.			
	14.11	Governors approved the policy.	Publish policy	Clerk	asap
	14.12	Governors were really impressed at level of granular detail and were confident that the strategy addressed the areas of challenge.	. ,		·
	14.13	Governors asked how the information on Pupil Premium was fed through to the Bursar? The Deputy Headteacher Pupil Progress advised that this was through the school census returns. The October 2022 census would dictate funding for 2023-2024.			
15.	Report l	by the Chair			
	15.1	The Chair did not have anything further to report.			
16.	Audit ar	nd Risk Management			
	16.1	The Chair of the Audit and Risk Management Committee reported that the Committee had not met since the last Full Governing Body meeting, but was due to meet early next term.			
	16.2	The Committee had now identified someone who could conduct an internal governance scrutiny and would meet with them in January to discuss terms.			
	16.3	Governors noted that as highlighted in the Audit Findings Report, the DfE now had an increased focus on internal governance and this would therefore also apply to Ofsted.			
17.	Governo	or Training & Development			
	17.1	The Clerk wished to thank governors for logging their training on Governorhub and requested that they continued to do so.			
	17.2	A Governors' day in school had been planned for 6th January 2023. The Clerk asked governors to advise whether or not they were able to attend.	Confirm attendance at Governors' day in school on 06/01/2023	AII	asap

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Agenda Item			Action	By whom	By when
18.	Any Ot	her Business			
	18.1	There was no other urgent business.			
	18.2	The Chair thanked Revd Tim Stilwell and Ms Penny Roberts for attending tonight's meeting and AGM.			
19.	Date o	f Next Meeting			
	19.1	The meeting calendar for this academic year had been sent with the agenda.  Governors noted the date of the next meeting: Wednesday, 29th March 2022 at 6.00pm.			

The meeting closed at 8.00pm

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