



The Annual General Meeting of the Ermysted's Grammar School Full Governing Board was held on Thursday **9th October 2025 at 4.30pm in the School Library and via MS Teams**

GOVERNORS

Mr S Clarkson [SJC] Chair (FTG); Mrs J Lloyd [JL] Vice Chair (FTG)
 Mr M Evans [MJE] Headmaster (SG); Dr S Humphrey [SH] (FTG); Ms S Trelease [ST] (FTG)
 Mrs D Swiffen [DS] (FTG); Mr J Burton [JB] (FTG); Mrs S Ahsan [SA] (FTG); Prof C Choudhury [CC] (FTG)
 Ms C Foster [CF] (FTG); Mr C Escott [CE] (PG); Ms N Ballantyne [NB] (LA)

(FTG) Foundation Trustee Governor; (SG) Staff Governor
 (LA) Local Authority Representative Governor; (PG) Parent Governor; (CG) Co-opted Governor

TO BE IN ATTENDANCE

Mr D Frankland [DRF] Clerk to Governors

Members of the Senior Leadership Team

Ms P Davies [PD] Deputy Head Teacher; Mr A Jackson [AJJ] Deputy Head Teacher
 Mr A Wooley [ADW] School Business Leader; Mr S Speak [SS] Assistant Head Teacher
 Mr G Barrett [GB] Assistant Head Teacher, Head of Sixth Form

Ms L Reynolds [LR]; Mr R Burns [RB]; Mr N Scott-Pearce [NSP]

MINUTES OF THE ANNUAL GENERAL MEETING OF THE FULL GOVERNING BOARD 09.10.25

GOVERNORS PRESENT

Mr S Clarkson [SJC] Chair (FTG); Mrs J Lloyd [JL] Vice Chair (FTG)
 Mr M Evans [MJE] Headmaster (SG); Dr S Humphrey [SH] (FTG); Ms S Trelease [ST] (FTG)
 Mr J Burton [JB] (FTG); Prof C Choudhury [CC] (FTG)
 Ms C Foster [CF] (FTG); Mr C Escott [CE] (PG); Ms N Ballantyne [NB] (LA)
 Ms L Reynolds [LR] (CG); Mr R Burns [RB] (SG); Mr N Scott-Pearce [NSP] (PG)

IN ATTENDANCE

Mr D Frankland [DRF] Clerk to Governors

Members of the Senior Leadership Team

Ms P Davies [PD] Deputy Head Teacher; Mr A Jackson [AJJ] Deputy Head Teacher
 Mr A Wooley [ADW] School Business Leader; Mr S Speak [SS] Assistant Head Teacher
 Mr G Barrett [GB] Assistant Head Teacher, Head of Sixth Form

PROCEDURAL

Min	Item	Lead	att
	Associated papers for the business of this meeting, with the exception of the approved minutes, are available on the SharePoint at: link		



	<ul style="list-style-type: none"> • ADW: two items of business to be discussed at 23::25 AOB • The Clerk: one item of business to be discussed at 23::25 AOB 		
06::25 FGB	<p>EGS Instrument of Government; Standing Orders Policy & Governor Code of Practice:</p> <ul style="list-style-type: none"> • To ratify the EGS Instrument of Government; • To ratify the EGS Standing Orders for Procedural Workings of the Governing Board Policy, and the EGS Governor Code of Practice; • To confirm the circulation of a ‘SignNow’ document for the EGS Code of Practice (appended to the Standing Orders Policy). <p>On a proposal from SJC and seconded by CE Governors ratified all the above policies en bloc. The EGS Code of Practice (together with other required governor declarations) are to be circulated via SignNow for Governor completion and returned to the Headmaster’s PA, KT.</p>	Chair	
07::25 FGB	<p>To determine whether any part of the proceeding should be treated as confidential and excluded from the minutes to be made available for public inspection.</p> <p>Governors agreed items of confidential business to be determined where appropriate. Governors and attendees are reminded of the need for confidentiality on some aspects of Governing Board Meetings.</p>	Chair	
08::25 FGB	<p>Governor Composition and Report: Confirm the Governing Board Composition (as the agenda header)</p> <p>Constitution of the Governing Board: Retirements and Appointments:</p> <p>Retirements:</p> <ul style="list-style-type: none"> • To confirm the retirement of SJP sitting as the Staff Governor as of 26.06.25. • To confirm the retirement of BS sitting as a Foundation Trustee Governor as of 01.09.25. • To confirm the retirement of LC sitting as a Co-opted Governor as of 29.09.25. • To confirm the retirement of SPe sitting as an Associate Member as of 09.09.25. <p>The Chair confirmed the retirement of the above Governors and the Associate Member as of the above dates and recorded an especial note of thanks to all for their contribution and support to the School throughout their respective terms of office.</p> <p>Appointments:</p> <ul style="list-style-type: none"> • To extend a welcome to Mr R Burns [RB] and confirm his appointment as the Staff Governor on 10.09.25 for a term of office of three years from 10.09.25 - 10.09.28. 	Chair Clerk	



	<ul style="list-style-type: none"> To extend a welcome to Mr N Scott-Pearce [NSP] and confirm his appointment as a Parent Governor on 22.09.25 for a term of office of three years from 22.09.25 - 22.09.28. If approved, to extend a welcome to Ms L Reynolds [LR] and confirm her appointment as a Co-opted Governor on 09.10.25 for a term of office of three years from 09.10.25 - 09.10.28. On a proposal from the Chair, seconded by the Headmaster, and on a show of hands, LR was duly appointed as a Co-opted Governor for a term of office of three years from 09.10.25 - 09.10.28. <p>On behalf of all present, the Chair extended a warm welcome to all the above new Governors and there were brief ‘around the table’ introductions.</p> <ul style="list-style-type: none"> The Chair was pleased to confirm that at the meeting of the Foundation Trust on 07.10.25 CF, previously sitting as a Parent Governor, had been appointed as a Foundation Trustee Governor for a term of office of four years from 07.10.25 to 07.10.29. <p>The recent retirement and new appointments leaving the one vacancy on the Board for a Co-opted Governor for a term of office of three years; the recent Governor Skills Audit suggesting the need for legal and / or HR experience.</p>		
09::25 FGB	<p>To confirm the completion of: ‘SignNow’ documents for required Governor declarations, namely:</p> <ul style="list-style-type: none"> Register of Business Interests; Register of Gifts & Hospitality; EGS Code of Practice; Governor Skills Audit; Safeguarding Requirements. <p>Action: The Headmaster’s PA, KT to circulate the above required declarations via ‘SignNow’ (email) for completion by all Governors at the earliest opportunity please.</p>	Chair	Act KT
10::25 FGB	<p>To confirm the following business for the academic year 2025 - 2026: Governors reviewed the Committees & Panels to be established. Action: KT: the 2025-2026 doc: Committee Structure, (including the Terms of Reference) to be made available on the school website.</p> <p>The Committees & Panels to be established: The Governing Board confirmed the following Committees and Panels be established:</p> <ul style="list-style-type: none"> School Improvement Committee; Resources & Finance Committee; School Strategy Committee; 	Chair	Act KT



- Admissions Panel;
- Staff Discipline Panel;
- Pupil Discipline Panel;
- Complaints Appeal Panel;
- Appeals Panel;
- Headmaster’s Performance Management Panel;
- Pay Committee;

To determine the composition and membership of the Committees & Panels:

The Chair confirmed that prior to this FGB meeting new Governors had agreed:

- LR: To sit on the School Improvement Committee;
- RB and NSP: To sit on the Resources & Finance Committee.
- On a proposal from the Chair and seconded by JB the Board approved the composition and membership of the Committees & Panels for the academic year 2025-2026 as the previous academic year.

To confirm, or otherwise, the Delegation of Authority to the Committees:

- On a proposal from the Chair and seconded by JB the Board approved the Committees, with the exception of the School Strategy Committee, to have Delegated Authority for the academic year 2025-2026.
The School Strategy Committee to have no Delegated Authority allocated.

The confirm the election of the Chairs and Vice Chairs to the Committees:

- On a proposal from the Chair and seconded by JB the Board approved the Committees and Panels elect their respective Chairs and Vice Chairs at their first meeting in the academic year.

To confirm the Clerk to those Committees which have Delegated Authority:

- On a proposal from the Chair and seconded by JB the Board approved the Clerk incumbent to the Governing Board be appointed as Clerk to the Committees & Panels which have Delegated Authority.

To approve the Terms of Reference of the Committees & Panels:

- On a proposal from the Chair and seconded by JB, the Board ratified the Terms of Reference of the Committees and Panels for the academic year 2025-2026 (circulated with papers for this FGB meeting).

Action: The Terms of Reference for the Resources & Finance and the School Improvement Committee be referred to the first meeting of the respective Committee for review as, or if required, and brought to the next meeting of the Full Governing Board on 27.11.25 for ratification.

Act
Clerk



	<p>Action: Thereafter, the Clerk to forward the Terms of Reference of the Committees and Panels to the Headmasters PA to publish to the School website.</p>		Act Clerk
11::25 FGB	<p>To confirm / appoint Link Governors with specific responsibilities for academic year 2025 - 2026:</p> <ul style="list-style-type: none"> • Link Governors & Governor Monitoring on School Development Plan 2025-26 <p>The Chair confirmed that prior to this FGB meeting new Governors had agreed:</p> <ul style="list-style-type: none"> • LR to support as the SEND and disadvantaged Link Governor • NSP to support as the Science Faculty Link Governor • RB Link Governor role to be confirmed <p>Action: MJE: The 2025-26 Link Governor Policy to be brought to the next meeting of the Full Governing Board on 27.11.25 for approval.</p>	Chair	Act MJE
12::25 FGB	<p>To approve as a correct record, the minutes of the Regular Meeting of the Full Governing Board held on: 26.06.25.</p> <p>The minutes of the Regular Meeting of the Full Governing Board held on 26.06.25 were proposed as a correct record by the Chair, seconded by CF, and approved by the Board. The minutes are available on the SharePoint at: link</p> <p>To approve as a correct record, the confidential minutes of the Regular Meeting of the Full Governing Board held on: 26.06.25.</p> <p>The confidential minutes of the Regular Meeting of the Full Governing Board held on 26.06.25 were proposed as a correct record by the Chair, seconded by CF, and approved by the Board. The minutes are available on the SharePoint to Governor who have access at: link</p> <p>To consider matters arising from the minutes for which there is no separate agenda item.</p> <p>There were no matters arising other than those to be concluded within the business of this meeting.</p>	Chair	
13::25 FGB	<p>To receive a brief resume of business from the Committee Chair, from the meeting of the School Improvement Committee held on 16.09.25.</p> <p>Providing a resume to the business of the School Improvement Committee held on 16.09.25 the Chair advised the Headmaster had provided an update to the provisional GCSE and A level results; the more detailed outcomes from those to be reviewed in detail within his Headmaster's Report to Governors in this meeting.</p>	Chair SJC	SJC



	<p>Monday 10 November 2025 Thursday 27 November 2025</p> <p>Spring Term 2026: Thursday 15 January 2026 Monday 19 January 2026 Thursday 29 January 2026 Thursday 26 February 2026 Monday 2 March 2026 Thursday 12 March 2026 4.00pm Thursday 12 March 2026 4.45pm</p> <p>Summer Term 2026: Thursday 30 April 2026 Thursday 14 May 2026 Thursday 4 June 2026 Thursday 11 June 2026 Monday 15 June 2026 Thursday 25 June 2026 4.00pm Thursday 25 June 2026 4.45pm</p>	<p>Resources & Finance Committee Full Governing Board</p> <p>School Improvement Committee Resources & Finance Committee Full Governing Board School Improvement Committee Resources & Finance Committee Foundation Trustees Meeting Full Governing Board</p> <p>Resources & Finance Committee Full Governing Board Full Governing Board Strategy Meeting School Improvement Committee Resources & Finance Committee Foundation Trustees Meeting Full Governing Board</p>		
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BUSINESS OF THE FULL GOVERNING BOARD

<p>15::25 FGB</p>	<p>Headmaster’s Report (report attached) Pupil progress; staffing; behaviour and attendance; GDPR and H&S; Site update.</p> <p>The supporting PowerPoint for this part of the meeting is available on the SharePoint at the: link</p> <p>For the benefit of new Governors, the Headmaster raised awareness of the frequency of his Report to Governors throughout the year, and proceeded to provide overview to recent staffing appointments:</p> <ul style="list-style-type: none"> • An Attendance Officer, a hybrid role managing the attendance register, supporting the careers programme, and the exams officer. The intention to have the one individual with oversight of all of the attendance from Y7 through to Y13, and a single point of contact for the SGHS. • Librarian: Given the importance of the role and due to retirement of the previous librarian at the end of the summer term, the Headmaster confirmed of his decision to appoint a competent individual (fixed term) for the autumn term. The school currently advertising for an established role from January 2026 with number of applications received to date. • The Caretaking capacity increased with the appointment of a third full time Caretaker to provide the necessary coverage and additional capacity around the School site. 	<p>Chair MJE ADW</p>	
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- School was currently recruiting additional Cleaners, a longstanding and ongoing issue around the capacity to service the need.
- Foreign Language Assistants (FLA's); this year with two students, one in French and one in German providing native language practice for pupils in Y9 and above.

The Headmaster raised awareness around the increased interest from pupils seeking to undertake the Bronze DofE award from a communication circulated recently seeking expressions of interest. As a consequence of that response, in excess of 70 pupils, school had introduced a TLR3 (Teaching and Learning Responsibility) fixed term until August 2026 to support the post of an Assistant Duke of Edinburgh Award Coordinator, responsible to the DofE Coordinator, to support the additional demand. The TLR scrutinised and approved by Governors at the recent meeting of the Pay Committee on 07.10.25.

ADW provided some clarity to a Governor query around a 'job share' role for two individuals.

There were no questions.

Speaking to the school roll, the Headmaster confirmed there were currently 837 pupils in school, the information within the associated PowerPoint detailing the numbers in each year group. The collaboration with SGHS, the support with marketing from GB and SJC having worked well.

However, the consequence of increasing numbers to circa 879 pupils from the Autumn term 2026 would increase the PTR (Pupil Teacher Ratio) to 19.5, and beyond that there would be little to be done in terms of the number of staff employed and the number of students in the school. Indeed, the School now a very lean organisation in terms of operational efficiency given the student numbers with all members of the SLT delivering an element of teaching. The current FTE 44.6 and the PTR 18.8.

The Headmaster explained that overall attendance in school as very good at 91.7% with strong systems in place to refine and monitor same; the school comparing very favourably to other North Yorkshire schools, and nationally within the top 10% of schools.

Additional data relating to suspensions and detentions, accident data, referrals to date, school trips, DBS checks is available in the Headmasters Report to Governors on the SharePoint at: [link](#)

On a proposal from the Chair and seconded by ST, the Board approved the proposed residential trips in planning, notably the German Exchange and the French Chateau trip for enrichment week.

Site Update:

Speaking to the Site Update ADW provided a brief overview of the work completed across the summer recess (minor works) which had included:



- Refurbishment of DT benches
- Decoration of upper floor DT/English Block
- Installation of replacement devices for DT
- New door S9 corridor
- Blinds – DT / Maths classrooms / MFL classrooms
- Additional power supplies and sockets to Sixth Form Block
- Additional power supplies and sockets to Sixth Form Library
- Refectory changes to power supplies and waste bins
- PE Block toilets – refurbishment for female students
- Art Room – new lights and sink repairs

Governors recorded their appreciation to the DT Technician who had undertaken the work to the refurbishment of the DT benches, an excellent piece of work.

On the more significant areas of work / refurbishment, again completed across the summer recess, incurring significant amount of expenditure and previously approved by Governors, ADW provided update together with a range of supporting images on the following:

- Roof repairs – S3 Prep Room and corridor
- Roof repairs – MFL Office
- Roof repairs – S9 entrance and corridor
- Roof repairs – School House vent area above Art Room
- New door with access control – Maths Corridor
- New door with access control – Science Corridor
- Information Screens (eight of around the site)
- Extension of Gym
- Conversion of H06 to additional changing room
- Recarpeting of Library / Sixth Form Library / Headteacher's Office
- Preparation and installation of Observatory

Governors recorded their gratitude and appreciation to the site team for their work in assembly and installation of the observatory, and for their support throughout the summer recess in terms of decorating and painting around the site.

In concluding, ADW sought to record an especial note of thanks to JB who had been in touch during the summer recess to donate a range of IT equipment and dual monitors surplus to requirement from his company to the school. The dual monitors a helpful addition to the DT department to make use of the bigger screens for their design work.

The Chair thanked both the Headmaster and ADW for their detailed and informative reporting.

Meeting status:: A confidential item of business was recorded.

Meeting status:: A second confidential item of business was recorded.



<p>16::25 FGB</p>	<p>School Development Planning (documents attached)</p> <ul style="list-style-type: none"> • Evaluated 2024-25 School Development Plan • 2025 GCE and GCSE results • 2025-26 School Self-Evaluation Form • 2025-26 School Development Plan • Strategic Priorities 2025-30 • 2025-26 Ermysted’s Governance Impact Statement <p>The Chair thanked the Headmaster and members of the SLT for all their work in the preparation of the above documents and invited comments.</p> <p>The Headmaster provided a brief overview confirming this as an annual process. The pack now included a new document, the ‘Governance Impact Statement’, outlining the work and impact of the Governing Body of Ermysted’s Grammar School during the academic year 2024–25 and reflecting how Governors have supported the school’s vision and monitored progress against the School Development Plan (SDP) and long-term strategic priorities.</p> <p>The Strategic Priorities document prepared with some input from CE, setting out the overarching strategy to include the priorities for consideration over the next five years, from 2025-30 – and leading into the much simplified ‘School Self Evaluation Form’ along the lines of the new of Ofsted framework...</p> <p>...and the School Development Plan which informs the Faculty development plans, which in turn informs the individual appraisal targets.</p> <p>On a proposal from the Chair seconded by the Vice Chair, the Board approved all the above enbloc. Action: the Headmaster to arrange the publication of the above required documents to the school website.</p> <p>Admissions</p> <p>Meeting status:: A confidential item of business was recorded.</p>	<p>Chair MJE</p>	<p>Act MJE</p>
<p>17::25 FGB</p>	<p>Report from the Pay Committee (to be tabled at the meeting)</p> <ul style="list-style-type: none"> • 2025-26 Pay Decisions • 2025-26 Pay Policy • 2025-26 Appraisal Policy <p>Providing overview to the business of the Pay Committee meeting of 07.10.25, PD explained that the Headmaster had recused himself from the meeting due to a conflict of interest and the Chair of Governors had chaired the meeting.</p> <p>PD provided overview and guidance to the evaluation process and criteria for Pay Recommendations in general terms. Notably on Teacher Pay Progression, Performance Related Pay (PRP) had been removed from the School Teachers' Pay and Conditions Document in September 2024, and the School’s 2024-25 Pay Policy.</p>	<p>Chair PD</p>	



	<p>Committee had agreed the pay recommendations for those members of staff who are to automatically progress to the next pay point in their respective pay ranges with their pay to be back dated to 1 September 2025.</p> <p>Where a part-time teacher is undertaking a TLR1 or TLR2, relevant bodies are no longer mandated to utilise the pro-rata principle when determining the value allowance and from September 2026 this will become a requirement.</p> <p>Notably on the above, final point, the School is proposing to review the practice of using the pro rata principle on a case-by-case basis.</p> <p>Committee had scrutinised both the 2025-26 Pay Policy and the 2025-26 Appraisal Policy and recommended the two policies be brought to this meeting of the Full Board for ratification. See item 20::25.</p>		
<p>18::25 FGB</p>	<p>Careers Update (Attached)</p> <ul style="list-style-type: none"> ● 2025-26 Careers Policy ● 2025-26 Provider Access Statement <p>Updating of the Careers Policy, GB explained this had been previously the one policy, now split into two policies given that in May, for September 2025, the DfE had published new guidance; the policies now the ‘Careers Policy’ and the ‘Provider Access Statement’</p> <p>There had been policy revisions informed by the DfE guidance enhancing the Gatsby Benchmarks. The eight benchmarks defining world-class careers guidance for young people in England, based on international evidence. They are now used in over 4,700 secondary schools, colleges and independent training providers and have been central to government statutory guidance for secondary schools and guidance for colleges since 2018.</p> <p>The Gatsby Benchmarks:</p> <ol style="list-style-type: none"> 1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education 8. Personal guidance <p>Benchmark 4: Enhancing curriculum guidance already given; Benchmark 5: Mapping the 8 priority sectors carefully across our careers curriculum; Benchmark 6: Rolling out modern progressive work experience.</p>	<p>Chair GB</p>	



	<p>The DfE had ‘strengthened’ the benchmark ‘6’ to include two weeks’ worth of meaningful work experience before the age of 16:</p> <ul style="list-style-type: none"> • One weeks’ worth of work experience activities in years 7 to 9 • One weeks’ work of work experience placement(s) in year 10 and/or 11 <p>The DfE defines this as ‘modern, progressive work experience.’</p> <p>More detailed information about the Gatsby Benchmarks is available on their website at: link</p> <p>The 2025-26 Careers Policy and the 2025-26 Provider Access Statement to be ratified within item 20::25.</p> <p>The Chair thanked GB for his reporting.</p>		
<p>19::25 FGB</p>	<p>Safeguarding update:</p> <ul style="list-style-type: none"> • KCSiE 2025 • 2025-26 Child Protection Policy <p>Speaking to Safeguarding AJJ provided a detailed update via the PowerPoint supporting document on the SharePoint at: link</p> <p>...and confirmed on the KCSiE most recent update September 2025 and available online at: link - this most recent iteration having had fewer changes than any of the recent annual updates.</p> <p>The most recent changes influencing the change to the school’s Child Protection Policy with a note of appreciation to both CF and SH for their work in identifying the key points and proposing some suggestions.</p> <p>For the benefit of all Governors but more particularly the new Governors, AJJ confirmed of the responsibilities in school:</p> <ul style="list-style-type: none"> • Designated Safeguarding Lead – Adam Jackson • Deputy Designated Safeguarding Leads – George Barrett & Lisa Diccox <p>Effectively a broad team now to include both MJE and PD who have also completed the Designated Safeguarding Lead equivalent training.</p> <p>The approach to Safeguarding in School being:</p> <ul style="list-style-type: none"> • Whole school safeguarding culture in everything we do through policy and practice • ‘It could happen here...’ • Recording any concerns – CPOMS – more about CPOMS online at: link <p>Referring to the September 2025 key updates AJJ explained:</p>	<p>Chair AJJ</p>	



- **Part one is the section that governing bodies should ensure is read and understood by all staff** - and there had been no changes
- **Part two - of the key updates, the Management of Safeguarding** – and what this meant to Governors, AJJ explained:
 - Review current data protection measures
 - Review filtering and monitoring arrangements in place responding to DfE guidance
 - Respond to finalised RSHE guidance for full implementation for September 2026
- **Part three – Safer Recruitment** - there had been no substantive changes– and what this meant to Governors, AJJ explained:
 - Schools and colleges are now directed to the Check a teacher’s record service to make GTCE, prohibition, direction, restriction, and children’s barred list checks.
 - To check if a person proposed to be a governor is barred as a result of being subject to a section 128 direction, schools and colleges are directed to the Government’s list of individuals prohibited from managing or governing schools.
- **Part four – Allegations made against / concerns about adults** there had been no substantive changes – and what this meant to Governors, AJJ explained:
 - Continue to share CP policy and safeguarding arrangements in any rental / hire agreement
 - Continue to foster an open environment where staff can confidently raise concerns about other colleagues
- **Part five - Child-on-child sexual violence and sexual harassment** there had been no substantive changes – and what this meant to Governors, AJJ explained:
 - Continue with assumption that SVSH is happening
 - Continued reinforcement of a zero-tolerance approach
 - Continued preventative approach to educate to support informed choices, referring to updated RSHE guidance
 - Continue with the issuing of the SVSH pupil survey

Concluding and confirming as to who needs to read what AJJ advised:

- All staff with direct contact with children must read Part 1 & Part 5
- MJE, AJJ, LRD & GB should read the entire guidance
- Governors should read Part 2 as a minimum but are responsible for compliance in Parts 3, 4 & 5
- SH / CF should read the whole of the guidance
- Anyone involved in recruitment and / or SCR (including recruiters / managers of volunteers) should read Part 3 and Annex E
- Anyone involved in MFL / other school exchanges should read Part 3 paras 338-339 and Annex D



<p>20::25 FGB</p>	<p>Policies to ratify:</p> <ul style="list-style-type: none"> • 2025-26 School Self-Evaluation Form • 2025-26 School Development Plan • Strategic Priorities 2025-30 • 2025-26 Ermysted’s Governance Impact Statement • 2025-26 Pay Decisions • 2025-26 Provider Access Statement • 2025-26 Pay Policy • 2025-26 Appraisal Policy • 2025-26 Anti-Bullying Policy • 2025-26 Attendance Policy • 2025-26 Looked After Children Policy • 2025-26 Careers Policy • 2025-26 Child Protection Policy • 2025-26 Equality Scheme • The Budget Management Policy & Scheme of Delegation to the Headteacher. Policy to be referred to the next meeting of the Resources & Finance Committee on 10.11.25 for consideration; the Policy to then be brought to the meeting of the Full Governing Board on 27.11.25 for ratification. <p>On a proposal from CF and seconded by the JB, the Board ratified all the above policies en bloc.</p> <p>Action: Clerk: the Budget Management Policy & Scheme of Delegation to the Headteacher Policy to be referred to the next meeting of the Resources & Finance Committee on 10.11.25 for review and brought to the next meeting of thee Full Governing Board on 27.11.25 for ratification.</p>	<p>Chair MJE</p>	<p>Act Clerk</p>
<p>21::25 FGB</p>	<p>Link Governor visits & reporting: Link Governor visit pro-forma & 2025-2026 reports. The reporting pro-forma is available on the Drive at: link</p> <p>Business discharged within 11::25</p>	<p>Chair</p>	
<p>22::25 FGB</p>	<p>Governor support information / NYC Governor training: (links updated and active as at 16.09.25)</p> <ul style="list-style-type: none"> • Maintained School Governance Guide - Gov.uk: link • NYC Governor Training / SIN Meetings 2025-2026: link • For NYC, CYPS / Governance / main page: link • Support Information for new Governors is available on the SharePoint in the folders for this academic year. • NGA (National Governors Association): link • NGA Members login / password reset: link • The National College: link 	<p>Chair Clerk</p>	



- What maintained schools must publish online: [link](#)

OTHER BUSINESS

23::25 FGB	<p>To deal with any matters agreed for consideration under previous agenda item (urgent business). Governors agreed to renew the membership with the NGA (National Governors Association) for another year. Action: the Clerk to confirm with the Finance Team.</p>	Chair	Act Clerk
24::25 FGB	<p>To review the business of the meeting and determine whether any part of the proceeding should be treated as confidential and excluded from the minutes to be made available for public inspection.</p> <p>The Governing Board exercised the option to determine items of business be treated as confidential and the business, therefore, be excluded from the minutes of this meeting to be made available for public inspection; ergo a confidential item of business is assigned to the minutes of this meeting.</p>	Chair	
	<p>Meeting status:: There being no further business the Chair thanked Governors for their support and declared the meeting of this Full Governing Board closed at 18.40hrs.</p> <p>David Frankland Clerk to the Governing Board Secretary to the Foundation Trust dfrankland@ermysteds.uk</p>		