

**MEETING OF THE FULL GOVERNING BOARD  
OF HEAVERS FARM AND SELSDON FEDERATION**

**To be held on Thursday 10th July 2025 AT 6.15pm at Heavers Farm**

**Present:**

Robert Askey	Headteacher, Heavers Farm
Graham Cluer	Co-opted Governor, present via Zoom link
Tanya Dennis	Co-opted Governor, present via Zoom from item 8
Hugo Feitor	Headteacher, Selston
Donna Haywood	Staff Governor
Ayesha Marrett	Parent Governor , present from item 8
Mike Swadling	Co-opted Governor, Chair of Governors
Hilary Smith	Associate Member
Alan Tigg	Co-opted Governor
Jessica White	Staff Governor

**Also in Attendance:**

Liz Parry	Governance Manager
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**Absent**

Kaitlan Billings	Co-opted Governor
Sonia Suaverdez	Co-opted Governor

**1. Welcome and Apologies for Absence, with a particular welcome to Kaitlan Billings, newly appointed Co-opted Governor**

The Chair opened the meeting and welcomed everyone.  
Apologies for absence had been received from Sonia Suaverdez who was on maternity leave which were accepted by the Governing Board.  
Kaitlan Billings was not present so could not be welcomed to her first meeting.  
Ayesha Marrett apologised for her late arrival after item 7.  
Tanya Dennis apologised in advance for her late arrival after item 7.

**2. Declaration of Pecuniary Interests in the current agenda**

None declared.

**3. Quorum**

It was confirmed that the meeting was quorate

**4. Update on Governing Board Membership:**

- **To note one remaining Governor vacancy**  
Noted.
- **To note Sonia's current maternity leave, returning next academic year**

Noted.

- **To note Hilary's Smith's decision to stand down from the Governing Board after the current meeting**

The Chair said that this was sadly the last meeting that Hilary will be attending after 50 years of service as a governor. Graham spoke about the enormous contribution that Hilary has made as a governor over many years, which had been very much valued and appreciated. Hilary has unique strengths, insights and experience which will be very much missed. All governors endorsed Graham's words and wished Hilary well for her future.

**5. Minutes of the Previous meeting held on 28th April 2025** To check the accuracy and minutes to be signed by the Chair

The minutes of the previous meeting were agreed as a true and accurate account and duly signed and dated by the Chair (a copy for each school).

**6. Matters Arising from the Previous minutes**

- *Analysis of Skills Audit*

Mike had undertaken an analysis of the Skills Audit noting that this was a compliance requirement for SFVS.

Overall the responses indicated a high degree of confidence in areas relating to

Working in collaboration

Serving on a panel

Knowledge of governing body compliance

Ability to speak up

The ratings overall were slightly lower for

Experience of strategy development

Key risk management

Interpreting budget monitoring reports

However, there were individuals who were confident in each area, and the level of confidence was only slightly lower.

Governors discussed the responses, and some areas were challenged. The Chair of Governors said that he disputed the ratings on strategy development because all governors were involved in strategising and these skills had been particularly pertinent over the last two years, and would continue so going forwards.

Governors agreed that overall they were well within the required levels of compliance and did not think that any actions were necessary at this stage.

**7. Update on Findings of the Working Party exploring options for Heavers Farm joining a MAT. Next Steps including proposal and timing for De-Federation**

Governors were in receipt of a paper outlining the required process for undergoing De-federation. The Chair had received advice from the Director of Education and Head of Schools that De-federation

should take place prior to beginning the process of academisation.

Robert confirmed that in discussion with representatives of MATs he had also been advised that de-federation before going down the route of academisation made the process much smoother and clearer. Another viewpoint was expressed during discussion, with the recommendation that in fact there should not be a move to de-federate until the point where the Governing Board has a) taken a decision to go ahead with academisation for Heavers Farm and b) decided which Academy chain it felt was the best fit for the school.

The Chair said that whilst he acknowledged this point of view he felt it was imperative to follow the advice of the Local authority.

Mike outlined what he felt would be the most logical process for next steps:

- 1) Short meeting of the Governing Board in the first week of term following receipt by the Governance Manager of a request to leave the Federation from 2+ governors
- 2) The Governing Board must then give notice of the request to all stakeholders
- 3) Not less than 14 days after giving notice of the request, the federation's governing body must consider the request and all responses received and decide whether or not to go ahead with dissolving of the Federation. (Likely to be meeting in the final week of September/first week of October)
- 4) If dissolution goes ahead the LA must then set up two new Governing Boards for each school.

Mike asked governors to consider if they would be prepared to serve on both boards or only one so that they are in a position to give the LA details of which governors would be prepared to sit on which Governing Board if required.

5) Once this process has gone ahead the Chair said that he would envisage that in the second half of the autumn term the Governing Board for the de federated Heavers Farm ( assuming defederation goes ahead) would receive presentations from potential MATs and hopefully governor would be in a position to make a decision about which MAT was a best fit for Heavers Farm by the start of the new year 2026. From thereon in the process of joining a MAT could be got underway.

Mike and Robert explained that to date the Working Party had made a number of visits to different schools from three potential MATs who had all expressed an interest in Heavers Farm joining their MAT: Impact, Pioneer and Wandle Learning Trust. Some governors voiced the view that it would also be appropriate to include Pegasus if this Trust was also willing to consider Heavers Farm.

During discussion those who had made visits said that from their perspective they felt that the schools, whilst in sync with a whole Trust ethos, were nevertheless able to pursue a high level of autonomy. There was also a recognition that the schools had a very clear sense of purpose and all were well resourced. In particular, the high quality of the Early Years provision had really stood out in some of the schools.

**Q:** If Heaves Farm were to become part of a MAT would the MAT take on the deficit/debt?

**A:** Yes.

**Q:** Do you think there is any risk to Selsdon if the decision to de-federate goes ahead?

**A:** Hugo and the Chair said that they did not think there was a particular risk associated with de-federation. There was no indication from the LA that Selsdon would be regarded as a risk. Governors also pointed out that there was no longer the same narrative around stand alone schools being at risk as there

had been a few years ago, and it was important to note that Selsdon is unique in owning its own land.

**Q:** Do you think there is a risk that parents will be concerned by the plans to de-federate?

**A:** As long as communication is clear and transparent we don't feel this is a risk. From parents' point of view, the Federation does not really have any particular meaning, and the schools have increasingly forged their own identity/change in logo at Selsdon etc since the departure of the EHT and DHT

At the conclusion to discussion the Chair proposed a vote on the motion that **the Governing Board agrees in principle to make a decision in early September about going forwards with defederation prior to Heavers Farm formally exploring options for academisation.**

Those in favour: 5

Absentions: 1

Against: 1

**The motion was carried.**

**ACTION: Chair to liaise with the Governance Manager and Headteachers on arranging a date in the first week of term for a short online meeting to start the process for consultation on defederation.**

**8 Committee items:**

- **Resources Committee meeting held on 28th April 2025**  
The minutes of the meeting were self explanatory and there were no questions arising.  
**The Governing Board formally approved the Q1 reports for both schools which were duly signed and dated by the Chair.**
- **Quality of Education Committee meeting for Selsdon held on 9th June 2025**
- **Quality of Education Committee meeting for Heavers Farm held on 16th June 2025**  
The minutes of both meetings were self explanatory and it was noted that matters discussed were further followed up in items 9 and 11 on the current agenda.

**9. SATS update for both schools**

Hugo reported the raw data for Selsdon as received on 8th July:

<b>Expected:</b>	<b>Greater Depth:</b>
<b>Reading: 75%</b>	<b>27%</b>
<b>Writing: 73%</b>	<b>6%</b>
<b>Maths: 69%</b>	<b>22%</b>
<b>RWM 63%</b>	

Hugo said that the school had identified four papers where they will be challenging the marking, so there is a possibility the scores could be higher by the time they are fully confirmed in the autumn term  
Governors recognised that the results represented a significant improvement on the previous few years, and were in line with national average. Governors extended their thanks and congratulations to all staff.

Robert reported that the raw results for Heavers Farm at Expected level had been uploaded to Governor Hub.

Again there are likely to be some changes with a dis-application of one child and possible challenging of

**Heavers Farm.**

Robert had uploaded to Governor Hub the raw data for expected levels

This had been a challenging year ,as discussed in depth at the Quality of Education Committee, and this was reflected in the results.

Governors were aware that overall this cohort was not as high performing as previous years, and due to staffing cuts this year the classes had not had the same level of additional support as previously (ie two teachers for the two classes rather than three teachers)

There had been a high level of mobility with three children leaving in September 2024 who were all at expected + and two joiners both of whom were below expected

Again there are likely to be some changes when the finalised data is published with a dis-application of one child and possible challenging of some marks.

Robert said that as reported at Quality of Education committee, there were a significant number of children with anxiety/mental health issues, which had impacted them in the run up to SATs and as a result the school had been very careful to prioritise their wellbeing and not push them too hard.

Robert said that the results were disappointing and he was by no means happy about them, but the percentage decrease was not a reflection on staff.

There is a strategy in place to support the following cohorts in current year 4 and 5 to develop resilience and to be well prepared when it comes to taking their SATs tests in Year 6. Year 5 children have already done some practice papers and results were encouraging.

**Q:** With those children who were particularly anxious this year, how did they actually do in the SATs tests?

**A:** From the point of view of their wellbeing we certainly got the tone right, but this didn't necessarily translate in results.

**Q:** Is there anything we can do to ensure progress and better outcomes in Maths?

**A:** We have been more faithful to the Maths mastery programme but given the nature of our transient pupil population it may be that we need to look at ways to plug gaps in learning and other schemes that may be more suitable.

Robert said that he would like to undertake an analysis of children's outcomes, comparing those who have been at the school all the way through, to those who joined the school.

**10. Safeguarding Update for both schools**

A full update was included in the Headteachers' reports

**11. Headteachers' Reports:**

Governors were in receipt of detailed reports for both schools. The Headteachers drew attention to some key points.

### 11.1 Heavers Farm

**Attendance:** It was noted that the attendance data had dropped this year. There were a number of significant contributory factors as detailed in the School Leaders' Report. Robert said that he wanted to ensure that improving school attendance is a priority for next year and was looking at whether this should be a stand alone target or whether the success criteria will be identified within other areas.

**SEND:** Governors noted the comprehensive update from Rachel Evans. The development of the new Nest provision from September will be an exciting initiative designed to meet the needs of children not able to access the curriculum or overwhelmed and in need of time away from the mainstream classroom for a period.

**Phonics:** The Year 1 results at 66.7% were significantly down on last year and reflected the specific challenges of a cohort which includes a significant number of children working below expected levels. EYFS as whole includes a shift in levels of children with high needs and speech and language problems in particular.

**Year 4 Times table data:** The results are very strong with 91.7% achieving a score of 20+.

#### Successes:

**Sport:** The Boys football team made it to the final, losing away to Downsview. Pupils attended Athletics Trials and Finals at Croydon Arena this half term

The School received **the National Nurturing Schools Accreditation**. In addition, as part of this Heavers Farm has completed a project with the charity Tender, supporting pupils with **healthy relationships**. The celebration of this event was attended by the Civic Mayor of Croydon.

#### Staffing

There is a full complement of staff for September with no resignations this year.

**Q:** Noting that less than half the cohort attended the Year 6 school residential trip, is there a reason for this and can we do more to encourage children to attend?

**A:** This is disappointing. It does reflect a growing trend since Covid with more families being reluctant for their children to be away from home, and the anxiety levels in this particular cohort. The trip is also unfortunately more expensive and this does have an impact during the current cost of living crisis.

### 11.2 Selsdon

**Pupil numbers** currently at 341 (capacity is 435) For the first time next year Nursery is full with increased capacity of 30.

**Pupil Premium children:** There will be a renewed effort to encourage parents to apply for pupil premium funding as there is a suspicion that this is under-claimed. Hugo is working on a strategy to ensure that the message is communicated to all parents at available opportunities and also that they understand the importance of the funding in directly supporting educational opportunities for their children.

With regard to outcomes Year 3 currently remains the most worrying year group. Next year two experienced teachers will be in class.

**SEND Children:** There are currently 51 children on the register. The school has recently been directed to take a child who at this stage the school does not have the resources to support. This matter is being followed up with the LA.

It was noted that in the latest Ofsted inspection the Ofsted team had been very happy with the evidence they had seen of support provided for SEND children and the quality of the nurture provision.

**Safeguarding:** There has been an increase in cases in the last 3 months. The school has 7 LAC children with 4 more joining in September.

**Attendance: 95%** which is slightly above the national average (94.9%). Persistent absence at 12.8% is .3% above the national average.

**Staffing:** The school has a full complement of staff for the autumn term. The school has re-established a link with Teach First and will be taking a trainee teacher from September.

**Successes:** Governors were very pleased to receive the recently published **Ofsted Report** which was positive and acknowledged all the key areas of strength and development the school was working on . Feedback had been good and the strategies and work needed to meet challenges were well on track.

**Sport** Governors extended their formal congratulations to the children and staff for the many sporting successes this year including

Croydon Athletics – 1<sup>st</sup> place in the boys relay race; 3<sup>rd</sup> place in the girls relay race; 1<sup>st</sup> place in the 90m boys race; 3<sup>rd</sup> place in the 90 m girls race.

- American Football competition – 1<sup>st</sup> place
- Cricket competition – 1<sup>st</sup> place

Governors thanked both headteachers for the reports and also extended their thanks and appreciation to the **PTA members at both schools**, noting that the Summer fair at Selsdon had been extremely successful and that Heavers Farm had a summer festival pending on Saturday 19th July. Governors were encouraged to attend.

**12. Review of School Development Plans and initial ideas on key priorities for next year**

A full discussion on the school development plans was deferred to the autumn term.

**13. Policy and Report Items**

➤ **Whistleblowing Policy**

It was noted that the LA now updates the Whistleblowing policy at the start of the new academic year so this will be brought to a GB meeting in the autumn term.

➤ **Relationship and Sex Education Policy - re-ratification of existing policy pending consultation and changes**

The Governing Board formally re-ratified the Policy for both schools with no changes at the current time.

➤ **Sabbatical Leave Policy**

The Governing Board formally ratified the reviewed and updated Sabbatical Leave Policy

➤ **Sports Funding Report Selsdon**

The Governing Board formally ratified the report from Selsdon subject to a further breakdown of expenditure of £19,000.

It was noted that this year the DfE requires schools to upload reports to a portal and publish on the school's website by 31st July 2025. <https://www.gov.uk/guidance/complete-the-pe-and-sport-premium-expenditure-reporting-return>

**ACTION: Updated reports for both schools to be circulated via email for governors' approval.**

14	<p><b>Confidential Items</b> None</p>
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15	<p><b>Any Other Urgent Business</b> None</p>
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16.	<p><b>Next meeting dates:</b> <b>To formally approve the schedule listed below</b> The dates were formally ratified though it was noted that due to proposed changes to structure of the Governing Boards and de federation process, there are likely to be changes/additional meeting dates Graham apologised that he will be away for the first meetings of the academic year in September.</p>
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<b>Autumn Term 2025</b>
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<b>Thursday 11th September</b>	<b>Full Governing Board meeting At Selsdon</b>
<b>Wednesday 22nd October 6.15pm</b>	<b>Resources Committee</b>
<b>Monday 10th November 6.15pm</b>	<b>Quality of Education Committee Selsdon</b>
<b>Wednesday 19th November 6.15pm</b>	<b>Quality of Education Committee Heavers Farm</b>
<b>Thursday 4th December 6.15pm</b>	<b>Full Governing Board At Heavers Farm</b>

<b>Spring Term 2026</b>
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<b>Wednesday 28th January 6.15pm</b>	<b>Resources Committee</b>
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<b>Thursday 26th February 6.15pm</b>	<b>Quality of Education Committee Selsdon</b>
<b>Tuesday 3rd March 6.15pm</b>	<b>Quality of Education Committee Heavers Farm</b>
<b>Tuesday 24th March 6.15pm</b>	<b>Full Governing Board At Selsdon</b>
<b>Summer Term 2026</b>	
<b>Tuesday 28th April 6.15pm</b>	<b>Resources Committee meeting followed by Budget Ratification Governing Board meeting at Selsdon</b>
<b>Thursday 11th June 6.15pm</b>	<b>Quality of Education Committee Heavers Farm</b>
<b>Monday 6th July 6.15pm</b>	<b>Quality of Education Committee Selsdon</b>
<b>Thursday 16th July 6.15pm</b>	<b>Full Governing Board At Heavers Farm</b>

Signed.....Chair of the Governing Board

Date.....