

Date issued: 15 Jul 25

File reference: 20250715-SGC_10_Jul_25_RoDs

RECORD OF DECISIONS FROM THE SCHOOL GOVERNORS COMMITTEE 10 JUL 25

	Cdr Peter Davis	Chair	
	Natalie Johnson	Headteacher EPS	
	Becky Shortman	EYES Manager	
	Simon Hayes	Deputy Headteacher EPS	
	Nicky Fish	Assistant Head EPS FS	
	Donna Simpson	DCS Rep	
	Terry Fazackerley	H&S Rep	
	Lila Everitt	LSA Staff Rep	
	Andreas Charalambous	Phonics Lead	
	Robin Edwards	Community	
	Stacey Priestley	Parent Rep	
	1 PWRR UWO	CSgt Robert Hirst	
	Rob Fleck	EYES/Comms	
	Sqn Ldr Brown	Sec	
	Apologies		
	Sgt Matthew Allen	Safeguarding	
	Cpl Taylor-Mellor		
Item	Record of Decisions/Minutes		
1. Introduction	The HT welcomed all School Governor Committee (SGC) members and thanked everyone for volunteering their time. Cdr Peter Davis, the new SGC Chair was welcomed by the committee.		
2. RoDs & Matters arising from the Spring SGC	RoDs confirmed as accurate and published.		
3. Headteachers Report	<p>The HTs report shows recognition for the academic year as one of challenge and growth.</p> <p>Predicted numbers of children on the roll show an increase. The year groups will continue to be 2 forms.</p> <p>Staffing issues continue:</p> <p>2 of the 3 appointments have been recruited and onboarding and vetting has started but this means it will not be possible to have permanent teaching staff in post for September.</p> <p>1 appointment was not approved so is being covered by current staffing leaving reduced resilience in staffing cover.</p> <p>As a result of business cases being refused, there is a loss to music provision and the SLT are covering PPA.</p> <p>2 further business cases have been submitted for a preschool teacher as directed by HdDCS and to fulfil a post which will be</p>		

	<p>vacant due to internal transfer of staff member. No responses received as yet.</p> <p>The Administrative Data Clerk role has been approved however no establishment number has been received so recruitment cannot commence.</p> <p>There are currently no L3 LSAs in reception and business cases are in for HNF.</p> <p>DCS confirmed that there will be a recruitment drive in anticipation of Summer 2027 RIB change.</p> <p>CSgt Hirst (1 PWRR Unit Welfare Officer) will continue to engage and support this recruitment drive.</p> <p>The HT will consider Welsh language and cultural teaching if possible dependent upon need.</p> <p>A question was raised about the recruitment pool and whether the advertisements for LECs, UKBCs (EXPATs in the local community) are more widely distributed on island. Question to DCS.</p> <p>SEND</p> <p>As an observation, the number of pupils with SEND is above the national average.</p> <p>An increased stability is anticipated with the SALT provision.</p> <p>An urgent request for an EP has been submitted to the EPSEL teams. Logistics, time, funding does cause delay to such requests for support.</p> <p>Analysis of the KS2 data shows that the progress made by SEND pupils was equal to or sometimes greater than that of their peers.</p>
4. EYES Managers Report	<p>The setting manager reports:</p> <p>There are continued issues with recruitment and workforce numbers. Proactive action in preparation for the 2027 RIB is essential. The number of applicants are low.</p> <p>As above, a question was raised about the recruitment pool and whether the advertisements for LECs, UKBCs (EXPATs in the local community) are more widely distributed on island. What can be done to speed up the recruitment process?</p> <p>The limited number of staff do impact the number of service and civilian personnel on the waiting list; especially dual working. The Chair is requested to escalate that impact through BFC. Alongside this, the Overseas Nursery Allowance (ONA) is increasing (for 9+ months old). 17 dual working</p>

	families are currently on the waiting list. 6 more families would be eligible for the ONA.
5. Safeguarding	<p>All SGC members are to complete Safeguarding Level 1. Action: Sgt Matt Allen – SGC Safeguarding lead (currently deployed); Liz Taylor in school office can be contact on episkopi.headpa@modschoools.org</p> <p>The Chair is requested to engage with Sgt Allen to discuss suitable cover during his deployment. There is 1 significant safeguarding return that has several incidents recorded to it.</p> <p>DCS shared a recent letter sent to all staff relating to ‘Reporting by Professionals’ it served as a useful reminder of the obligations to report on and off duty and the legal difference in the SBAS under SBA Ordinance.</p>
6. Health and Safety Update	<p>An external Army Safety Environmental Management Systems Audit (ASEMSA) was conducted on 25 Jun 25. The audit team witnessed and commented on a positive safety culture throughout the school. Areas for improvement will be written up in an action plan. The SGC are asked to support with the following challenges:</p> <ul style="list-style-type: none"> • Having an appointed and active SHEF SGC rep to help audit our SHEF processes, e.g. Checking RAs and ToRs. The Comms Rep and Chair are asked to advertise. • School being tasked with producing their own policies when a centralised approach would be more fitting/efficient. DCS Rep is asked to acknowledge this and raise internally. • Only one person with access to MODNet, e.g. My Safety. The Chair will explore were asked to explore whether My Safety could be used outside of MODNET (similar to other Defence Gateway/HR apps).
7. Finance	<p>NSTR discussed finance.</p> <p>Sec will provide support to the Non-Public Fund policy requirements.</p>
8. Sub Committee Feedback	SGC Sub Committee leads are requested to provide minutes and/or a short report for the next SGC. Minimum 1 per term.
8. Exclusions	NSTR.
9. AOB	No final decision on the framework for school inspections had been made yet. There is a draft School Inspection Toolkit document (shared with the SGC) which could become the metric and is useful reading nonetheless.
10. SGC Impact Review	<p>In the Spring Term the SGC:</p> <p>Supported through engagement with Regional Command on recruitment release delays and impact.</p> <p>Supported staff by attending walkaround and SATs assurance checks throughout the term. Noted: greater numbers at these events would be welcome.</p>

	Offered support to Non-Public Fund management and policy.
11. Next meeting	Next SGC meeting will be a Full SGC Strategic/Business Meeting at EPS on 15 September 2025 @ 11:30-13:00

C Brown
Squadron Leader
SGC Sec.