



MAYFIELD PRIMARY SCHOOL

Meeting of the Full Governing Body

Tuesday 23rd September 2025 at 6.00pm

Attendance

Sarah Stepney (Head)	✓	Ann Nicholls	✓
Jack Rudin (Chair)	✓	Andrew Monteath	✓
Anna Chaudhri (Vice Chair)	✓	Serin Dabb	AA
Stephen Atkinson	✓	Eugene Krasnikov	✓
Alison Cox	AA	Will Taylor	✓
Patrick Gosling	✓	Rachel Biltcliffe	✓
Ciara Murray	✓	Kate Webb	AA
Graeme Cooper	✓	Aylin Ertik Usug	✓
Ellie Taylor	✓	Louise O'Gorman (Clerk)	✓
Associate Members (no rights to vote.)			
Kate Challis	---		

Actions are highlighted in **RED**.

1	<u>APOLOGIES AND DECLARATION OF INTEREST</u> Jack thanked Anna for her work as Chair over the years and appreciated the help she has given with the handover. He also thanked members of the GB for their help with the research into academisation. Apologies were received from Serin, Alison and Kate Webb for the meeting. Jack shared that he is no longer working with the ELA.	<u>Action</u>
2	<u>MINUTES OF THE LAST MEETING AND MATTERS ARISING</u>	

Signature _____

Date _____

	<p>The minutes from the 21st July were distributed to the GB with the agenda.</p> <p>No actions were outstanding. The report from Ciara has been saved in the Teams folder for governors to read through.</p> <p>The minutes were approved by the Governing Body.</p>	
3	<p><u>GOVERNOR ISSUES</u></p> <p>There were several matters which need to be addressed at the first meeting of the year. All documents had been distributed with the agenda for consideration prior to the meeting.</p> <p>Register of Pecuniary Interests Louise sent out a link to all governors who needed to update their declaration of interests on Governor Hub. The link will be resent as a reminder.</p> <p>Louise will chat with Kate about some governors not receiving emails.</p> <p>Louise set a 2 week deadline for everyone to complete confirmation of declaration of interests.</p> <p>Terms of Reference The committee Terms of Reference had all been approved at committee meetings in the summer term. Final approval was given by the FGB.</p> <p>Governor Expenses Approved by the FGB. Expenses are rarely claimed by governors.</p> <p>GB Vacancies Louise had distributed the governing body constitution to the FGB with the agenda, showing governor vacancies. It was agreed that numbers at the moment are good and due to the time restrictions at today's meeting, this item could be discussed at a later date.</p> <p>Code of Conduct A new model of the governors Code of Conduct had been issued on Governor Hub. Louise adapted it to represent Mayfield. The Code of Conduct was approved by the FGB.</p> <p>Standing Orders Approved by the FGB.</p> <p>Approve SEND Policy This policy was previously approved at committee level and needs to go to the FGB. The review date needs to be changed to 'reviewed May 2025.' Approved by the FGB.</p> <p>Approve Pay Policy Jack had suggested some changes regarding some of wording regarding the salary committee. Sarah explained that the model is written by EPM and does not feel</p>	<p>Louise</p> <p>All governors</p>

Signature _____

Date _____

	the changes are needed. The FGB approved the policy without the suggested changes to wording.	
4	<p><u>ACADEMISATION DECISION</u></p> <p>A group of governors met in early September to discuss questions they felt they needed to ask the ELA in order for a decision to be made on whether to proceed with academisation. Jack put together a document which was sent to the ELA. They have responded to the questions asked and their response was distributed to the FGB.</p> <p>Jack set out the procedure for discussion and vote at the meeting. It was explained that a ballot paper has been created for governors to respond to the statement:</p> <p>‘We agree in principle that Mayfield Primary would like to join the Eastern Learning Alliance Academy trust. This will be subject to a due diligence process, which will begin following a yes vote.’</p> <p>If governors decide during the process that they no longer think academisation is a good idea, a vote may take place again. The vote today will show an intention to proceed but the GB will be able to turn back if they have good reason to. Due diligence will start and be discussed at future meeting as will the results of the consultation process. A majority of governors would have to be in disagreement for the process to be turned around.</p> <p>Went around the room for every governor to express their opinion or concerns. No governor was under pressure to speak.</p> <p>The following topics were discussed:</p> <ul style="list-style-type: none"> • What impact is the need to provide funding for ELA central services likely to have on the school? Will the value of the central services balance the money that is transferred to ELA? It is hard to be sure where this balance will sit in the long term. When Girton Glebe joined ELA their deficit was absorbed by ELA. In the long term they did pay for central services, but this was increased over time as the school could afford it. Girton Glebe Primary say they now pay a top slice but their deficit has been taken away from them. • The central services would be available from day one, regardless whether a top slice is being paid initially. • What impact is moving to ELA likely to have on staff and potential redundancies? Are redundancies more likely under ELA or staying with the local authority? It was commented that there are some roles particularly in the senior staff i.e. business manager that would be 	

Signature _____

Date _____

	<p>replicated in ELA, it is also possible ELA may decide to have an executive head of more than one primary school in the long term. Staying with the local authority also carries the risk of redundancies and they would like us to consider redundancy to balance our budget.</p> <ul style="list-style-type: none"> • There could be changes in Senior Leadership and prospects for career progression for any staff who are interested. • The governors discussed pay and conditions for existing staff and ELA stick to the burgundy and green book for staff terms and conditions. Terms of employment would stay the same for current staff. New staff would be on new contract, and these would be the same conditions as long as ELA stick to the burgundy and green books. • It was noted, from a recruitment point of view in Cambridge, that it would become very hard to recruit if these terms and conditions for staff were not retained. • The Local Authority have previously advised us to change our staffing as the only means to cut the budget. So, if we stay with the Local Authority we are likely to come under pressure to make further redundancies. In the past when the Local Authority has insisted that we make redundancies, this has ended up costing the school money and caused significant disruption. • The values of ELA and Mayfield were discussed and it was felt that the school is in alignment with each other's core values • Mayfield will still have to access their EHCP funding from the LA and hope that they will get good advice and support from ELA on how to advocate for appropriate funding and support for all our students. However, ELA do not have access to any different pots of money and therefore finances in this area will remain challenging. • ELA will provide legal support centrally. Currently Mayfield are not accessing any support from the LA on legal matters. • Educational Psychologists will still come through the LA as they are now. However, the ELA may have access to Education Psychologist advice through the Cavendish School. This may mean the school gets advice in a shorter timeframe. • Mayfield would benefit from having support from other schools in the SEN team. Currently they have a group of people in the industry to get advice from, but it would be helpful to be able to expand on this. For LSMs it would be beneficial. There would be opportunities for all staff to broaden their knowledge. • The governors discussed the salaries of some of the ELA's more senior staff and some governors expressed concern over the highest paid individuals in ELA and the fact that their pay had risen in recent years. Others expressed the view that the important thing is how much money Mayfield has and if joining is likely to affect this. • Some governors expressed concern that Mayfield is not getting the support needed from the Local Authority. This may be because they do 	
--	---	--

Signature _____

Date _____

	<p>not have the funding they need, but whatever the reason, the effect is that the school is feeling increasingly isolated and not receiving sufficient advice and support. Communications with the Local Authority often go unanswered with little recourse when they do.</p> <ul style="list-style-type: none"> • Overall there is risk in maintaining the status quo and a risk in making a change. <p>All governors felt they had the opportunity to express their opinion.</p> <p><i>A secret ballot was held where the governing body agreed 'yes' or 'no' to Mayfield starting the due diligence process for joining the Eastern Learning Alliance.</i></p> <p><i>Results:</i> <i>The vote was a clear majority in favour of the statement,</i></p> <p>'We agree in principle that Mayfield Primary would like to join the Eastern Learning Alliance Academy trust. This will be subject to a due diligence process, which will begin following a yes vote.'</p> <p>Anna explained to the Governing Body what will happen in the coming days:</p> <ul style="list-style-type: none"> • A registration of interest will be submitted to the DFE, and we need to inform the LA of our submission. • Communications need to be considered – governors were asked to not talk about this matter to anyone until the official procedures have taken place. • The schools land documents will be brought together – contracts held by the LA on the land Mayfield sits • Does Mayfield need to pay for lawyers? We have the option of using ELA's lawyers or of instructing our own. • Jack will email Lucy Scott in the morning, informing her of the decision and also asking about communication. • A meeting will be held on Wednesday 8th October after school, to inform and open the consultation with all staff. <p>Anna is happy to check that everything is happening as it should. She will copy Jack into everything, and keep the Governing Body informed.</p>	
	<p>Due to the time following the lengthy discussion, and a decision being made, the remaining items on the agenda were postponed until the next meeting.</p> <p>The Headteachers report was included in the documents sent out with the agenda and can be found in the Teams: Governors folder. Governors were encouraged to read through any documents not covered at today's meeting and forward any questions to Louise.</p>	

Signature _____

Date _____

	<p>Safeguarding</p> <p>A link to the annual safeguarding training will be sent out to governors.</p> <p>Also the Safeguarding and Child Protection policy will be emailed to governors for approval.</p>	
--	---	--

Meeting closed at 8.15pm.

The next Full Governing Body meeting will be on **Thursday 6th November 2025 at 6pm**

Signature _____

Date _____