

# BOARD OF EDUCATION, (BoE), MEETING.

## MINUTES.

For Extraordinary Meeting Monday 7<sup>th</sup> February, 2022, at 5pm.

### **Present:**

Paul Armorgie (PA), Vice Chairman; Rev. David Stolton (DS), Pastoral Care; Nick Wolfe (NW), Head Of School; Zoe Adams (ZA), Off-Island Education; Helen Walsh (HW), Business Rep.; Rosalie La Trobe-Bateman (RL), FOSS & Fund Raising; Adam Turner (AT), Parent Rep; Nichola McHugh (NM), Chair of Education Committee; Joe Donovan (JD), Education Committee Rep; Lorraine Southern (LS), Clerk to the Board.

PA opened the meeting at 5pm.

#### **1. Welcome and Apologies.**

PA welcomed all, no apologies as all present.

#### **2. Appointment of Chair, to Replace Christopher Beaumont (effective immediately).**

PA received an email late Friday from Christopher Beaumont (CB), notifying him of his resignation as Chair of the Board with immediate effect. PA said he will share CB's reasons outside tonight's meeting, if asked, but not during.

PA said he will continue to chair this meeting but explained to all that he has taken advice Re he himself taking on Chair role. As a result, he feels it's not appropriate for him to become Chair when taking into account his other responsibilities with Chief Pleas. He will though, if asked to, remain as Vice Chair.

PA invited nominations for Chair from the rest of the Board.

ZA proposed that PA take on the Chair position, despite his concerns, on a temporary basis until September. This would enable the 4 new Board members to gain some more experience and also give the Board time to recruit more members. RL seconded ZA's proposal.

PA so agreed to take the Chair position until September, and the Board voted in his favor unanimously.

PA then requested a Vice Chair, one who would be prepared to attend Education Committee meetings and any other Government-related meetings he may feel would lead to a conflict of interest for himself in his stead.

RL said she would be happy to take this position, like PA until September. There were no other nominations for Vice Chair and so this too was carried unanimously.

NM asked the Board if all were happy for JD to temporarily attend meetings with her. She explained how she needs the assistance currently, with all the different recruitment plans in play, and explained the benefits having JD's opinion would bring.

DS said he wasn't sure how appropriate this would be once we have a new DoE in place, and talked of possible conflicts. PA reiterated that this would also only be temporary, until September at the latest, and the Board agreed JD attending would be beneficial.

### **3. Board Membership, Roles, and Responsibilities.**

**AND**

### **4. Board Mandate.**

The current working document in place was discussed in some depth, along with its need to be approved by the EC. NM said the mandate had been discussed but that CB had insisted it didn't need changing.

It was decided that the Board need to thoroughly go through the roles and responsibilities etc asap, then submit it to the EC in time for them to approve it and take it to the next CP meeting. NW gave a quick update to the new Board members, explaining the reasoning behind altering roles and responsibilities.

It was then decided a second Extraordinary meeting would be held at 530pm on Thursday 17<sup>th</sup> February, just for Board members to discuss this topic.

NM and JD said they would email the rest of the EC tomorrow in order to garner their official approval and to officially appoint the 4 new Board members.

### **5. Update Re SLA and Recruitment for EYFS and HoS Positions.**

HW gave all an update on the 2/2/22 general meeting with NW and the EC. NM clarified the meeting was an EC one, and HW and CB were there at NW's invitation.

JD gave an update on the SLA, and said there's been a lot of interest from Jersey and Guernsey. Further talks led the EC to believe the best way forward is with more professional support from Guernsey via a single point of contact (PoC). This PoC can then link the BOE to relevant professionals who can assist in the moment with whatever the situation may be. They are discussing a 40-50 day/year and an approximate salary of 25k, and believe there will be a very busy first year or two until it all settles into a routine again. JD would like the SLA finalized and submitted at the Easter CP meeting for approval.

Guernsey would then do a 3-day assessment of Sark School in order to present a bespoke working plan that the school can then work from. JD hopes this will all be done ahead of the school summer holidays, enabling them to put a good support mechanism in place ready for September.

JD said Clare Sealy's visit and her initial assessment went well, and that she has no imitate concerns. The EC has penciled in April 2023, for a formal school inspection, to allow time for new teachers to settle in and for school life to steady itself again.

JD hopes that Guernsey will approve the white paper presentation next week Re the SLA going forwards, and said it will be a continual work in progress as there may be future issues that will need dealing with.

PA invited questions from the Board.

HW said she was concerned about the depth of the 3-day assessment. NM reiterated it is an assessment only to ascertain a way forward, and not an official inspection.

NW believes the new HoS should be in place for assessment and recruitment.

JD thinks the plan should go ahead as outlined so far and asap with no delay, and plan agreed can always be amended if needed at a future date. Guernsey will send across a professional to assist with the HoS recruitment process, with the BOE recruiting the EYFS teacher.

ZA expressed concerns Re specifying the teaching role of the HoS, as the EYFS teacher recruited could take the HoS position. She feels all need to accept the possibility that an outstanding HoS may not be sourced in time for September.

There was discussion Re the notice time currently written into teacher/s contracts. LS had contacted the EC on behalf of the Board, asking them to look at amending the current 1-term notice requirement with a possible 2-term in place instead. The EC have discussed this, and as it is P&F currently dealing with teacher contracts, they will ensure the committee is looking at this.

There was also talk around contract incentives and penalties where contract agreements are not upheld. HW said Guernsey contracts ensure a percentage of any relocation costs are returned, the amount demanded depending on which year a teacher leaves.

PA urged the EC to consult asap with P&F regarding contracts, especially as responsibility for this will return to the EC in a few months time.

The current 6 hours per week allowed for Head duties was debated, with some members questioning whether this was enough time. It was agreed that the assessment will establish exactly how much time is really needed.

JD suggested the Board present to the assessors a bullet-point list of areas they would like special attention given to.

It was also asked if the staff houses are now at an acceptable standard, given the work that has recently been done on some of them. It's believed the work has been done but it's not known if the

work has actually been signed off on. JD will ask the question of the Douzaine and we will go from there.

**6. Any Other Business.**

- (I) NW expressed concern at the recent large volume of emails and asked members to keep them to necessity only. LS seconded NW's concern, and also asked that all members use the subject box of emails correctly and send new emails where necessary if they have new information to share. She explained how she had to go through 43 emails yesterday in order to find a snippet of information that was unrelated to the original email thread's initial subject. All members agreed to be more thoughtful and good going forwards!
- (II) RL asked for clarification regarding the recruitment process. Is the Board doing the recruitment for the EYFS teacher? JD said yes, but he would make enquiries with and contact and arrange a quick meeting with P&F and EC and BOE, so all know who is responsible for what. He will arrange for this meeting to be minuted.  
RL will attend the meeting for and will be the future point of contact between the Board and CP, with HW accompanying her as support.

**7. Date of Next Extraordinary Meeting.**

*Thursday 17<sup>th</sup> February, 2022, at 530pm.*

**8. Date of Next Ordinary Meeting.**

*Thursday 10<sup>th</sup> March, 2022, at 530pm.*

PA closed the meeting at 650pm.