



## **L&M Meeting**

### **Minutes**

**Meeting: Tuesday 29<sup>th</sup> November at Niton.**

**Members:** Rev Ian Lovell [F] IL Rev Ian Lovell [F]  
Duncan Mills [EX-HT] EX-HT Duncan Mills [EX-HT]  
Sally Jones [C] SaJ Sally Jones [C]  
Natasha Dix [P] ND Natasha Dix [C]  
Julie Sutch [C] JS  
Steve Winter [C] SW Steve Winter [C]  
Alan Limb [C] AL

**Clerk:** Vicki Brennan

**Item** Title

- 1 **Apologies**  
JS & AL.
- 2 **Declarations of pecuniary interest**  
SW - Wight Fire & Security managing fire safety at Niton.
- 3 **Election of vice chair.**  
Vice Chair – ND Voted in as Vice Chair.
- 4 **Minutes of last meeting and matters arising.**  
All action points clear and minutes agreed by all. **A/P IL to sign.**
- 5 **Performance management Statement.**  
EX-HT explained the process of HT performance manage review and objectives set and areas of development were discussed. Document shared with all. A discussion around how areas of progress can be shown. EX-HT explained FFT and the targets to meet regarding the schools development plans. There are action plans in place showing the work that needs to be done in order for the outcomes to be met.  
A/P SaJ now ready to meet with Pay Committee, meeting to be arranged. Meeting set for 9<sup>th</sup> December. Panel will be IL,CC,JS and Appeals will be AL,SW.ND.
- 6 **Staffing.**  
**All Part 2**
- 7 **Feedback from the Finance Working Group.**  
Everyone present so no feedback required.

- 8        **Federation Structure.**  
EX-HT shred plans/ideas of the restructure for 2017.  
**VB left meeting.**
- 9        **Premises Update/H&S Audits.**  
All action points are completed.
- 10       **Review of Policies for L&M Committee**  
Dealing with Allegations of abuse against Staff Policy. (Niton/The Bay)  
SaJ reviewing.  
Complaints Policy (The Bay) SaJ reviewing  
Attendance and Punctuality Policy. (The Bay) Sharon Johnson reviewing.  
Extended Services Policy. To be ratified at FGB 6<sup>th</sup> Dec.
- 11       **Community Forum.**  
Written report shared by TV.
- 12       **Parental Questionnaire.**  
A/P VB to create parent questionnaire to circulate to parents in the new year.
- 13       **AOB**  
None.
- Date of next meeting 28th March 2017.**  
**5.30pm at The Bay.**