1. **­ATTENDEES**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | NAME | ROLE, INITIALS | CATEGORY OF GOVERNOR (18) | COMMITTEE | TERM END | ATTENDANCE |
| A | B | C | D **Foundation Governors (10)** | E | F | G **16/06/2020** |
|  | Angela Hancock | **Chair** AH | Parish of St. Dunstan & All Saints Stepney, Member of all Ctees | To chair meeting | 04/10/22 | Present |
|  | Rev. Trevor Critchlow | RTC | Rector of St Dunstan & All Saints *Ex-Officio* | F&P\* Chair | Ex-Officio | Present |
|  | David Richards | DR | London Diocesan Board for Schools (LDBS) from 21/06/2020 | F&P | 20/06/2021 | Present |
|  | *Dermot O’Brien* | *DOB* | *Sir John Cass’s Foundation. Term ends soon* | *F&P* | *13/10/20* | Present |
|  | Hendrika Santer Bream | **Vice Chair** HSB | Bishop of Stepney nominee | F&P | 09/05/21 | Present |
|  | Ann Slater | AS | Sir John Cass’s Foundation, | P&C\*\* Chair | 26/07/23 | Present |
|  | John Thurley | JT | Area Dean of Tower Hamlets Representative | P&C Vice Chair | 24/09/22 | Present |
|  | *Vacancy* | *-* | *Sir John Cass’s Foundation* | *-* | *-* |  |
|  | *Vacancy* | *-* | *Sir John Cass’s Foundation* | *-* | *-* |  |
|  | *Vacancy* | *-* | *Sir John Cass’s Foundation* | *-* | *-* |  |
|  |  |  | **Non-Foundation Governors (8)** |  |  |  |
|  | Paul Woods | **Headteacher** HT | Headteacher *Ex-Officio.* Senior Leadership Team (SLT) | All | Ex-Officio | Present |
|  | Katie Carr | KC | Co-optedLocal Community Governor, 2 years from 05/12/19 | F&P | 05/12/21 | Present |
|  | *Vacancy* | *-* | *Co-opted Local Community Governor, for 2 years* | *-* | *-* | Present |
|  | *Vacancy* | *-* | *Co-opted Local Community Governor, for 2 years* | *-* | *-* | Present |
|  | Julia Clarke | JC | Co-opted Local Authority Governor *for 2 years from? It is actually 4 years* | P&C | 29/10/22 § | Present |
|  | Abzal Ali | AA | Parent Governor Elected, from 05/12/19 | P&C | 05/12/23 | Present |
|  | Nurur Chowdhury | NC | Parent Governor Elected, from 05/12/19 | P&C | 05/12/23 | Present |
|  | Nicki Regan # | NR | Staff Governor *Elected* | P&C | 01/02/23 | Present |
|  |  |  | **ADVISORS / OBSERVERS (non-voting)** |  |  |  |
|  | Chris AC Baker | **Clerk** CACB | LB Hackney / Hackney Learning Trust | All | - | Present |
|  | Nichola Ahmed # | NA | School Business Manager (SBM) | All | - | Present |
|  | Nick O Brien # | NB | Deputy Headteacher | - | - | Present |
|  | Shereka James # | SJ | Deputy Headteacher | - | - | Present |
|  | Ben Siaw # | BS | Associate Headteacher | - | - | Present |
|  | KEY: # Not present if there is a confidential Part 2. \* Finance and Personnel. \*\* Personnel and Curriculum | | | | | |

1. **PART 1 – NON-CONFIDENTIAL**

| No | Minute Documents are marked \*, with the file name also being a link to the Box |
| --- | --- |
| A | B |
|  | **Join meeting:** All had followed the instructions on accessing the meeting. It started at 18:25. |
|  | **Welcome** and introductions: The Chair welcomed everyone and ensured they were able to participate. |
|  | **Agreement to Virtual Meeting:** Due to Coronavirus guidance, the meeting was held virtually (electronically, by Zoom video). Governors had all agreed via email to the Clerk. They were asked if they wanted access support; none was requested. They had all been able to access the documents in The Box. |
|  | **Communication Policy for virtual meetings:** A Communications policy was in place (compliant with alternative arrangements for governors to participate or vote at meetings, School Governance Regulations 2013 PART 4, 14 (8)). The Chair suggested ground rules for meeting, such as GDPR, un/muting, and using hand signals. All agreed to comply. |
|  | **The opening** **prayer** was led by Rev. Trevor Critchlow (RTC). It took sensitive account of the current issues facing the Board. |
|  | **Apologies** and the Governing Body’s acceptance or rejection of absences: None. All were present. |
|  | Declarations of **interests**, pecuniary or otherwise, in any item on this agenda, not already in the Register of Business Interests: RTC reminded Governors that he was a Board member of the Sir John Cass’s Foundation. |
|  | **Review agenda:** Governors decided to accept the agenda, and that there were no confidential sections. The issues were largely strategic, and there was little need to challenge the Leadership. |
|  | **Statement from the Chair of Governors: Black Lives Matter**The School Leadership and others had been working incredibly hard to ensure some students could return safely from Monday 15 June. Risk assessments had been carried out and agreed with the Unions. The Exam Grade work had been completed, which had been time-consuming. This newly prominent issue about the reputation of Sir John Cass (SJC), his historical involvement in slavery and the understandable concerns of the Black Lives Matter movement coming on top of this had been challenging. The Chair had been in discussion with the Sir John Cass Foundation who understood the issues and tensions and wanted to ensure the right things were decided for the School and its community.The HT published a letter on 10 June \* [Headteacher letter.docx](https://hackneylearningtrust.box.com/s/xtfv23rgs4m8lscm18654d6yk8l0vq1c)The Chair wrote to all staff on behalf of the Governors to say 'Thank You' for all their hard work on 12 June:\* [*A Message to All Staff from the Governing Body June 11 2020.docx*](https://hackneylearningtrust.box.com/s/mktf77i456fu97v0d2vkcbffs7g4tsf6)It was appropriate to call an Extraordinary General Meeting (EGM) of the Full Governing Body, as these were matters demanding urgent consideration (under The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013, PART 4, 13. (5) ).The Chair wrote the following document headed “Paper and proposal for the Extra-Ordinary Meeting of the Governing Body to be held virtually on Tuesday 16 June at 6.15pm”, \* [Paper and proposal for the Extra Ordinary Governors Meeting June 16 2020.docx](https://hackneylearningtrust.box.com/s/mtwcr2f8249xxa0tm1qtefvtef8pssmr) **Letter from a former student**, 13th June 2020, Rosemary Fincham (nee Vaughan) & pupils and staff from 1975 onwards  \* [JC to the Governors 13 June 2020.docx](https://hackneylearningtrust.box.com/s/s5iwyvmkljttljv7gyk2s6u1iicl0nvj)  Governors were grateful for the letter, and agreed that it represented reasonable views which they should consider.  **Removing the Statue and Bust** - Governors made the following points:  There seemed to be two separate main issues. One was the question of removing the statue and bust, whose value was previously estimated at around £10,000. Governors wondered to whom they belonged, and to where they could be removed. Temporary storage was suggested. The Chair proposed that they be removed permanently. The other issue was whether and how to rename the School. CORRUPT ROW OF TABLE AH? |
|  | Governors discussed whether it would be appropriate to replace the statue, perhaps with a plaque to explain why it had been removed. Or whether to commission a new work of art for the space. The School previously had an artist in residence who worked with students, and this could be a good model to follow.  Governors wanted to take time listen to all the opinions, and to acknowledge the problematic past. It was important to learn the history of what terrible things had been done to black people in the past, and the continuing legacy. The Church of England had also been involved in slavery.  A Governor proposed that the statue and bust should be removed tomorrow, and that they were probably now worthless. They could be returned to to The Foundation. A Governor stated that The Foundation had offered to put the statue in a museum.  A Governor remarked that although the current concern was historical slavery, there was also modern-day slavery. And perhaps parts of society were still profiting from both today.  Governors also reflected that when fully changing a name or brand, organisations do not usually keep the old brand in a nearby corner. Students needed to feel proud of their School, and of its name. Keeping a plaque could be like holding on to the bad past. It was important to make a definite and rapid change in the posture of the School. Governors wished to be decisive and proactive, and said that the statue and bust must be removed immediately. A public statement should be made tomorrow morning.  Rev. Trevor Critchlow felt that the Foundation might be able to cooperate, perhaps with costs. Governors reflected on the funding that had come from the Foundation and whether to continue accepting this. It was important to take a logical and consistent approach.  Governors acknowledged a protest leaflet; and that a protest has been proposed, although it did not go ahead. However eggs had been thrown at the School, which was worrying for all. |
|  | The Foundation was also thought to be in favour of removing the statue and changing the name urgently.  **PROPOSAL: To remove the statue and bust immediately, and issue a statement tomorrow.** This was seconded.  **DECISION: The proposal was unanimously agreed.**  **Renaming the School**  Governors proposed to change the School’s name completely in principle. And to ensure that there were no costs to parents nor to students. Governors wished to consult all stakeholders on the new name.  The HT had conducted a brief consultation with staff and students, which showed approximately 90% in favour of removing the statue and bust, and at least 70% in favour of changing the School’s name.  There was a family of institutions named after SJC, including the Sir John Cass Foundation itself. The School would need to bear in mind the names of other institutions, and work with them.  Governors proposed to announce that they were reviewing the name, the long history and heritage of the School and its name, the understandable pain and anger about aspects of that past, and their wish to listen all.  Another option was to choose an interim name, but this was not thought practical by most Governors. No name would be better than a temporary one. Governors recalled another School in the Borough which had changed its name several times, and wished to avoid that. A marketing company or other professionals could be consulted for advice.  The new name must be chosen well before September. Changing the uniform required an approximately eight-week lead time, assuming that the background colours could remain the same, and that mainly the crest or badge needed to be changed.  Perhaps the Sir John Cass Foundation could be asked to fund some of the costs, for example changes to uniforms. |
|  | The Instrument of Governance (IoG) would need to be amended, and part of that was to inform the Local Authority of the rationale. The formulation of email addresses would probably have to remain until there was a permanent name change.  Governors considered whether to retain part of the name “Red Coat Church of England”, but decided that the history of the name “Red Coat” needed investigation.  There was a scheduled Full Governors Board (FGB) meeting next week which would discuss this further, and look at funding etc. Governors were keen to act quickly.  **Proposal: The Governing Body has decided to rename the School.** This was seconded.  **DECISION: The proposal was unanimously agreed.**  The Chair, RTC and HT will meet tomorrow morning before the staff meeting to draft a statement. |
|  | **Next FGB meeting**: 25 June 2020, 17:30 as scheduled, virtual. |

**There were no confidential items.**

END

SJCR FGB EGM Confidential Minutes, 16 June 2020. Please reply by Tue 14 July. This version: issued to Chair & HT 07/07/20, V1.1 08/07/20. ~~To all Govs 2/6/20~~