



## LGBM/07 20/21

MINUTES OF THE LOCAL 14<sup>th</sup> July 2021 AT 6.30 P.M.

**Governors Present:**

Melinda Tilley (MT) (chairman)  
Jane Braddy (JB) (Parent)  
Liz Holmes (LH) (Associate)  
Phil Bevan (PB) (Head Teacher)  
Mick Mayes (MM) (Community)  
Paul Ray (PR) (Community)  
Alex Bond (AB) (Community)  
Malcolm Sperrin (MS) (Parent)  
Christopher Preece (CP) (Parent)  
Mirabelle Stobbs (MS)  
Kevin Turner (KT)

**Absent:**

Kathleen Thomas (KTh) (Staff)

**In attendance:** Jo Winter, Jo Bettle, Hattie Clay (Clerk)

**Apologies:** None

The meeting opened at 6.40 p.m. and was **quorate**.

1	<b>Welcome and apologies for absence and acceptance/non-acceptance</b> No apologies received.	Action
2	<b>Declaration of any personal or business interests</b> None declared for this meeting.	
3	<b>Notification of any other business</b> MT sent over a link of provisional dates and also subject link and roles. MT explained that she will be retiring as Chair at the end of this year. MT suggested having an informal meeting over the summer to discuss the school vision.	
4	<b>Approve minutes of 5<sup>th</sup> May 2021 and review matters to be actioned</b> The minutes were agreed to be a true and accurate record and will be signed to that effect when possible.	



**5 Safeguarding and Behaviour**

JW explained that Safeguarding continues to be a priority, even during the lockdown period. Governors heard that during lockdown there were daily tutor sessions so that teaching staff had sight of students each day and followed up those who were not attending. JW explained that he has encouraged students to raise concerns about themselves and others and noted that this culture of openness has been valuable.

Governors heard that the school are now managing safeguarding concerns on CPOMS. It was noted that there are 6 Children We Care for in school and 5 of these are on a child protection plan and 4 are on a child in need plan.

Governors heard that there are a number of other families on a Team Around the Family (TAF) and these families are looked after by JW and team of 6 other staff members. Staff have made 6 referrals and have been in communication with MASH for 39 incidents, which was noted to be a high level.

JW shared some posters which are displayed around the school detailing who students should contact if they have concerns. Governors heard that the Pastoral team has expanded this year as a result of the increased level of need. JW explained that there are 5 pastoral support Assistants (additional 2 this year). JW commented that the issues that this team are dealing with are colossal. JW shared some of the issues which are typically dealt with by the pastoral team.

Attendance (up until May half term) was noted to be 94.7%, which does not include students who are self-isolating. JW commented that the school aim for 95-96% and therefore this figure is acceptable for the school.

Governors heard that the current Y10 have a 92% attendance rate and JW explained that this is a concern for next year and commented that there is a program in place to try and raise this, with a pastoral staff member working with students with poor attendance.

Governors heard that the Behaviour for Learning system is being run by Mark Adams and this has been adapted in line with the changing nature of the current climate.

Behaviour points and achievement points were shared as follows:

	Achievement points	Behaviour points	Students with no behaviour points
Y7	620,377	27,562	104
Y8	469,845	17,132	89
Y9	399,890	34,298	69
Y10	207,929	20,676	57

JW explained that behaviour points are logged for very serious incidents as well as minor points such as no homework. JW explained that there are small



groups of students who the school are struggling to manage. It was noted that these children would be better suited in a non-mainstream school. Governors heard that there have been 164.5 days of Fixed Term Exclusions (FTEs) this year, with 93 separate exclusion incidents. Data was shared from the last three years and JW explained that this is not dissimilar. Governors heard that 42 students have been excluded (which equates to 3.5% of the school cohort) with 18 students who have had 66 FTEs between them (totalling 132 days). JW explained that this demonstrated that there is a small cohort of students who are struggling in mainstream school. JW explained that some of these children have been to or will be to a Governors panel.

***What is the plan for tackling these students who show extreme behaviour?***

JW commented that these students are being sanctioned with exclusions. JW explained that it remains important to ensure that these sanctions are put in place when necessary. Governors shared concerns about the increasing level of behaviour of these children. JW explained despite this the number of positive achievement points is very positive.

***Do you think that this will improve when bubbles can mix?***

JW explained that this has certainly had an impact on behaviour but noted that there is still some interaction at the moment between year groups.

***Is there a support mechanism for staff who are managing this?***

JW explained that staff are able to talk about their concerns to each other. JW explained that there is a support line for staff to reach out to

***What approaches to we have for the younger children?***

JW explained that the two year 7s who have a high level of exclusion both have special needs. Governors heard that one child is coming in for 3 hours a day and is receiving 1:1 support for these three hours. JW explained that this is not a long term solution. JW explained that the other child has displayed some very high level behaviour and the school have applied for an interim provision course at Meadowbrook. Governors heard that this child is attending for an hour a day and is having 1:1 lessons during this time.

***Do the teaching staff have an upper limit of behaviour which is not acceptable?***

JW explained that a permanent exclusion is not straightforward and noted that there needs to be sufficient evidence for this. JW commented that there is a limit and this is getting close with some of these children.

PB added that children and staff are exhausted at the end of the year, and explained that there seems to be a trend of the lower year groups having declining behaviours, and some of the behaviour is extreme. PB explained that some of this behaviour may be mitigated by more of a return to normal from September. PB commented that this is still a very small % of children who are



	<p>showing this poor behaviour. PB explained that the behaviour is challenging and appears to be attention seeking behaviour.</p> <p><b>Governors noted that the behaviour policy was varied to include incidents related to COVID – should this be altered again to specify these behaviour being demonstrated by Y7?</b></p> <p>JW explained that the policy is broad enough to be able to use sanctions for the type of behaviour being displayed.</p> <p><b>Governors commented that it was reassuring to hear that other schools are still the same pattern – are we in line with other schools for attendance?</b></p> <p>JW commented that the behaviour officer attended the school and queried some days which had some very low attendance and this was due to incorrect self-isolation (children who had been isolating when they did not need to). JW explained that the attendance officer commented that FCC is usually very high and much above average.</p> <p><b>Have parents started to take children out of school so that this does not impact on their summer holidays?</b></p> <p>JW responded that the school have not seen a huge increase.</p>	
6	<p><b>Curriculum and Staffing</b></p> <p>JB explained that in March there was an update about remote learning. JB explained that this will now focus on moving forward to September. JB shared the curriculum intent for the school and commented that the focus for the school is the return to normal. JB explained that it was important to offer a broad curriculum and explained that the curriculum needs to evolve to engage the changing demographic of students.</p> <p>Governors heard that next year the school will be up to 9 tutor groups in KS3, 8 in KS4 and 5/4 in Sixth form. JB explained that the school are keen not to stream learning in subjects other than Maths, Science and Modern Foreign Languages. JB explained that these subjects are streamed because the content changes in these subject. Governors heard that options have been selected for Y9 and Y10 and pupils have a choice of pathways, with approximately 50% of students selecting each pathway. Governors heard that the sixth form is growing in size but JB commented that the school have no plans to alter the curriculum offer in sixth form, and this is largely because of resources. Governors heard that there has been a reduction in MFL uptake commented that students have been given the opportunity to do a Unit award scheme for 1 hour a week. JB explained that this gives children a certificate for each unit they complete. Governors heard that this allows the practical elements to be expanded for these students, which will involve some local businesses. JB explained that it is hoped that it will engage and motivate some of the more challenging students.</p> <p>Governors heard that the school will be maintaining a slight stagger to lunchtimes. It was noted that the complete staggering has caused operational</p>	



issues but JB noted that maintaining a slight stagger will mean that there are less students on lunch at any one time.

Governors heard that there has been some developments on staffing including some changes in History teaching staff, as well as maths staff, physics/science teachers, DT/Art and some internal movement within the school. Governors heard that all of this change has caused some challenges but JB explained that the school have made some successful appointments, including in History, Maths, Music, IT and science as well as some temporary staffing and some Early Careers Teachers (ECT), and some internal appointments.

Governors heard that the school will have a total of 89 teachers from September, with almost 80 FTE and 1406 predicted pupils (an increase of approximately 50 from last year). JB explained that the school do not have much capacity in terms of rooms.

Priorities for next year – JB explained that the main priority is trying to get back to normal, focusing on OFSTED with a longer term plan looking at increasing departmental development and monitoring.

Governors noted that more space seems to be a high priority. It was noted that the SIF funding is being appealed as this was not successful for the work on the English building.

***Governors noted that the timing of the lunchbreak seems late in the day – is there any reason why this is?***

JB commented that the school have trialed this, having two lessons after lunch and found that overall, this is less productive. It was noted that many of the pastoral issues happen after the lunchbreak.

***How do we ensure that there is a good enrichment after school offer again as this was previously an area of excellence?***

JB responded that recently, much of the after school enrichment has involved an academic element. It was noted that there are plans to re-instate the sporting element but the wider enrichment has not been discussed but is on the radar for the school.

***How will we ensure that progress is monitored from Y7 through the school?***

JB responded that this will be challenging, especially relating to the lost time. It was noted that it will be important to have a defined starting point and this has not been possible with a lack of KS2 data. The school are looking at some different baseline assessments alongside some ongoing assessments.

***When can we have a good understanding of start points and expected outcomes so that Governors can monitor this progress?***

JB responded that this could be in Term 4.

JB



	<p><i>Is there student engagement to identify what enrichment activities students would be interested in?</i></p> <p>JW responded that the school have not done this for some time but it was noted that the staffing needs to match up with the offer. JW responded that because this is voluntary for staff, often the offer is something which the staff are passionate about. It was noted that some students have been setting up some enrichment clubs such as Warhammer, which is being run most lunchtimes with staff supervision.</p> <p>Governors thanked staff for attending. JB and JW left the meeting.</p>	
7	<p><b>Headteacher's Report</b></p> <p><i>The Report was available for Governors to view prior to the meeting.</i></p>	
7.1	<p><b>Reflection on the year</b></p> <p>PB explained that the school are focused on moving forward. PB explained that the year has been defined by COVID and the restrictions this has brought with it. PB explained that Term 1 was incredibly challenging for staff and commented that there have been lots of positive changes as a result of COVID.</p> <p>PB explained that virtual open evenings seemed to have worked well. PB explained that the COVID funding has been used positively. PB explained that that there was good opportunity with Y11 out of school to test the remove learning before January lockdown happened and it was noted that this provision was much improved comparatively.</p> <p>In school provision – Governors heard that the Teaching Assistants were upskilled and it was noted that this was run very well by this team.</p> <p>PB explained that wellbeing remains a focus and the school have been looking at activities to improve wellbeing.</p> <p>Governors heard that there was a high uptake testing, with 5000 tests completed in 2 ½ weeks with no positive results. PB noted that this was a very critical program and staff put themselves at great risk to carry this out, which demonstrated the commitment of staff.</p> <p>PB explained that mock examinations went well and the support from parents was good. PB explained that there were some challenging decisions around things which could not happen such as the school prom but noted that some trips have been occurring and other extra curricular activities such as D of E. Governors heard that getting back to these activities has been a key journey for the school and PB commented that although behaviour began to be more challenging from T5, this has been managed well. It was noted that the change back to teachers being in their own classrooms has been positive.</p> <p>Governors heard that the Centre Assessed Grades have been submitted.</p>	





	<p>PB explained that more recently there have been some positive cases, with 3 in Y7, 3 in Y8 and 3 in Y9, which re-iterated the importance of having the safety procedures remaining at school. PB explained that there have been over 600 cases of COVID isolation this year, excluding the whole year group isolations.</p> <p>Governors heard that the school are now keen to focus more on teaching and learning.</p>	
<b>7.2</b>	<p><b>School Development Plan : Growth Plan</b></p> <p>It was suggested that a sub group could be formed to focus on this for September.</p>	
<b>8</b>	<p><b>Finance</b></p> <p>PR confirmed that the budget was agreed and submitted for last year.</p> <p>Governors heard that the budget for this year is looking positive and noted there has been some additional money for COVID catch up, which has allowed the school to support some additional staff.</p> <p>Governors thanked PR for all of his hard work on this.</p>	
<b>9</b>	<p><b>Governor structure.</b></p> <p>MT suggested looking at the strategic vision, with a small group of Governors over the summer. PB explained that this meeting could be held at the school. PB explained that he can share the growth plan for the school so that this can also be incorporated into this strategic vision document. Governors agreed that it would be useful to align the growth plan and the Governors' Strategic Vision.</p> <p>Discussion was had around committees and governors commented that the structure of meetings works well, and will be complimented by increased link meetings. It was noted that the strategic vision needs to be discussed and shared at the first meeting in the next academic year.</p> <p>It was noted that there needs to be a focus on staff built into this strategic vision, to ensure that there are clear desires and expectations for the support the staff get and to ensure that staff retention at the college is positive.</p>	
<b>10</b>	<p><b>Health and Safety</b></p> <p>AB reported that the T5 audit has been completed. It was noted that given the situation, the overall message was that things are being managed very well in the school. Governors heard that the Operations Officer (Siobhan Vinall) was very complimentary. Governors heard that there were some residual actions mainly around the first aid provision.</p> <p>PB added that Jason Green (Site Manager) has formed a very good team and has moved this forwards and has done an excellent job.</p>	
<b>11</b>	<p><b>Good News Items</b></p> <p>PB commented that the school have recruited strongly and the pupil numbers are good and the school are very much prepared for September. It was noted that this has been a very challenging year and PB explained that generally, staff morale has been very good.</p>	



	<p><i>Was the reason for re-introducing masks so that the number of isolating children could be limited?</i></p> <p>PB confirmed that this was part of the reason, as well as better safety and awareness of the virus.</p> <p><i>Could Governors add some lines in the newsletter thanking staff and students for all of their efforts?</i></p> <p>MT will do this.</p> <p>It was noted that the school should only be reaching 9 form entry and Governors commented that the prediction is that the school will not grow beyond this. Governors noted that the ability to build additional infrastructure within the school grounds is very limited. Governors commented that given the amount of housing being built, it is likely that the school will breach this 9 form entry.</p>	
12	AOB None	

**The meeting finished at 7.40 p.m.**