



## LGBM/06 19/20

MINUTES OF THE LOCAL GOVERNING BODY MEETING HELD

At the school ON 18<sup>th</sup> November 2020 AT 6.40 P.M.

**Governors Present:**

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

**Absent:**

**Apologies:**

**Additional Attendees:**

Hattie Clay (HC) – Clerk

The meeting opened at 18.40 and was **quorate**.

1	<b>Welcome and apologies for absence and acceptance/non-acceptance</b> There were 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> None.	
4	<b>Completion of Pecuniary interest forms</b> HC reminded all Governors to complete these forms and return ASAP.	ALL
5	<b>Approve minutes of 16<sup>th</sup> September 2020 and review matters to be actioned</b> The minutes were agreed to be a true and accurate record and will be signed to that affect when possible.	
6	<b>Note and Adopt SODA</b> This document was noted and approved by Governors	
7	<b>Headteacher's Report on Term 1</b> PB noted that the school has been opened in bubbles, with the addition of lots of COVID precautions. PB explained that staff have worked very hard and students	



have engaged very well. PB explained that students and staff have occasionally needed to be reminded about procedures. It was noted that the risk assessment has been altered, in collaboration with staff.

PB highlighted that the school have a 93% attendance rate, which is only marginally lower than last year, with no significant staff absence. PB commented that fixed term exclusions were noted to be lower this year than this time last year.

PB explained that the roofing work in the maths block has meant JB has needed to spend a lot of time re-timetabling to accommodate this work.

It was noted that one student tested positive during the half term holidays and as a result of this, some children have needed to isolate, with remote learning being delivered where necessary. PB explained that this term has been more challenging, with the announcement of the lockdown being unsettling for students and staff alike. PB explained that there have been some more positive cases in staff but no students were deemed as close contact, which demonstrated the effectiveness of the risk assessment. It was noted that some staff members needed to isolate as a result of close contact with this staff member (5 staff in total) which had an impact in terms of staff resilience. PB further added that another 3-4 staff members have had to isolate, either due to having dependants who are isolating or due to track and trace notifications.

PB explained that on Monday a student tested positive and Public Health England and OCC were contacted, and provided lots of support for this. **It was noted the whole year group left school by 12.30pm.** Only 3 members of staff were deemed to have been in close contact and therefore needed to isolate. PB explained that Y11 immediately switched to remote learning to timetabled lessons are being delivered remotely. It was noted that staff are delivering live teaching, with 20-30 mins of instructions followed by a structured task.

Other students who are not part of Y11 are doing some other form of remote learning, without live online teaching

#### Governor Question

*Do all of the students have access to the correct IT equipment to allow them to join in with this remote learning?*

PB explained that there are a handful of students in Y11 who do not have access to the correct hardware. The school have been working hard on this but noted that this was not a significant number. PB explained that there are also a number of staff who do not have access to the correct IT equipment. PB explained that there were 2 students, who don't have any IT access but PB explained that Chromebooks will be delivered imminently to these families.

PB explained that Student engagement has been fantastic. PB explained that there have been some children and staff who are shielding but PB noted that the general feeling is that staff feel very safe in the school.



	<p>Staff Governors noted that they all felt very safe in the school and noted that the students have reacted well to any changes to the rules in the school. PB explained that some students are really struggling due to wider issues, as are staff.</p> <p><u>Governor Question</u> <i>Y11s are running up to their mock examinations – are the school anticipating to make changes to the mock examination process?</i></p> <p>PB explained that the school approach has been to emphasise that every day counts as working towards end of school assessments. Y11 assessments were completed at the end of term 1. PB explained that there have already been some adjustments to examination content in some subjects such as the removal of the oral element of MFL. It was noted that students are being given a better lead up time to examinations, so that the school are able to conduct assessments at any given stage and the students will still receive a fair outcome. PB added that the Y11 cohort have been fantastic, and noted that there were 180 students who attended an English revision session, and the attendance at online lessons has similarly been exemplary. PB explained that the students are keen for examinations to go ahead, to be able to demonstrate their capability.</p>	
8	<p><b>Gifted and Talented</b></p> <p>MT explained that following a meeting of the Chairs and Vice-chairs, schools were asked to add this item to the agenda.</p> <p>PB highlighted the importance of this and ensuring that this program did not stop. PB noted that there has been some disappointment expressed by some parents of those more able students. PB will report back at the next meeting.</p> <p>KTh noted that there has been some virtual work experience organised by Tina Belcher, and some of the more able students who are interested in medicine have been shadowing medical professionals in Birmingham.</p>	PB
9	<p><b>Growth Plan 2021</b></p> <p>PB shared with Governors his Growth plan for the school. PB explained that this proposal has been shared with SLT and subject leaders. PB explained that he has identified 5 growth areas:</p> <ol style="list-style-type: none"><li><b>1. Behaviour For Learning</b> PB explained that there are some main principles, but also noted that the SLT team have been given some additional reading to do around this, to ensure that they have a really good understanding of the principles. Visible consistencies – it was noted that teaching staff have been asked to approach behaviour management within the school in a consistent manner. PB explained that this is initially being trialled in relation to mask wearing. The approach is to initially question students in a polite manner and then record any “repeat offenders”. PB added that behaviour is generally very good but noted that this could be better.</li><li><b>2. Culture and Ethos</b></li></ol>	



PB explained that the vision needs to be re-defined and the values need to be re-evaluated. PB explained that this needs to be made simpler, so that all students are aware of these.

### 3. Leadership

PB explained that he is very keen on coaching and is keen to send staff out to other schools to look at good practice. PB further noted the importance of visible leadership and increased leadership opportunities for staff. PB has been working with Duncan on expanding this to a Trust wide project

### 4. Sixth form

PB is keen to grow this and make this provision more academic and enhance the extra curriculum opportunities available, such as A-level music. PB would like to develop an accelerated group. PB was keen to encourage any students who are not able to achieve the grades to take up college opportunities. PB explained that there will need to be some additional marketing for this.

### 5. Teaching and Learning excellence

PB explained that there are pockets of excellence within the school but explained that this could be more consistent. PB explained that the school would benefit from an excellence framework, which is owned by individual subject leaders. PB explained that he was keen for heads of subject to take this framework and adapt it to suit their subject. PB suggested that the teaching and learning framework should be the same across the MAT.

PB explained that there is an additional 1 year plan for Y11, 13 and Pupil Premium students, to ensure that these students are the prioritised this year.

PB explained that the focus for Term 2 focus is around kindness and noted that the consistency of the language used is crucial. PB shared the message for this term:

*"We all contribute to this school community. We are having to work in ways that are difficult and under more pressure. By being kinder we can make that experience nicer, safer, and create better opportunities for all ."*

PB explained that this message need to be shared with the wider school community as well. PB explained that staff wellbeing will improve as a result of simpler, more consistent messages.

Governors thanked PB for his thorough discussion about his ideas for the Growth Plan and noted that the thoughts about the ethos and culture of the school were positive

Governor Question



	<p><i>Given the amount of stress and pressure that everyone is under – how are the staff responding to this?</i></p> <p>PB explained that currently this has only been disseminated to the SLT and the Subject leaders and explained that the only elements which have been shared with additional staff is the ideas for this term. It was noted that subject leaders have been using some of these ideas to develop their leadership within the school, which allows for those with the capacity to take this on but ensured that there is no pressure on these leaders make huge changes.</p> <p>PB explained that consistency is the key, and noted the importance of a consistent approach. Governors noted that much of what has been captured in this will provide inspiration to staff.</p> <p><u>Governor Question</u> <i>How do we raise aspiration among PP children?</i></p> <p>PB responded that this is about setting children on a path from a very young age and ensuring that these opportunities have been made available at every step of the way. PB explained that these opportunities need to be in place for all of these students. PB commented that the school need to guarantee that these more vulnerable students are given access to these opportunities. PB explained that investment is needed to ensure that this is happening. PB explained that this ties in with an accelerated scheme for the most able students.</p> <p><u>Governor Question</u> <i>What subjects will the excellence program cover?</i></p> <p>PB explained that the teaching and learning excellence is a framework for the whole curriculum. PB explained that there are some creative students who are not provided with sufficient opportunities and this is where the gifted and talented program comes in as well.</p> <p>Governors agreed with PBs thoughts that these students who may have more abilities in other subjects such as music and performing arts, need to be captured at an early stage and then provided with the opportunities to develop these skills throughout their time in school.</p>	
10	<p><b>Pay committee meeting</b></p> <p>PR provided and update from the Pay Committee and noted that there were 27 teachers which PB had recommended for pay progression and the Pay committee has approved this recommendation. PR explained that this recommendation was partly due to the fact that staff had worked extremely hard but also noting that the impact of COVID had made it incredibly challenging for staff to achieve their objectives. It was also agreed that PB will review the leadership pay thresholds, and put a proposal forward to the LGB for consideration.</p>	
11	<p><b>AOB</b></p> <p>Following the meeting MT, PR and PB met to discuss two parental concerns</p>	

The Meeting closed at 20:00

[HC 18/11/2020]