

Minutes of the Full Governing Body Meeting
Monday 5th February 2024 at 6.00pm
In-person meeting

Governors present: Reem Al Rasheed, Jo Arrowsmith, Anne Canning, Mark Chapman (*Chair*), Helen da Silva, Jo Davey (*Co-headteacher*), Pat Dugdale, Rachel Howarth, Lorraine Hudson, Zoe Judge (*Co-headteacher*), Ian Macaulay, Antonia Shortall,

Staff present: Darrel Barsby, Emily Brooks, Nofer Fari, Stewart Hesse, Kirsty Holder, David Robson, Kirsten Sullivan.

Also present: Sam Murray (*Clerk*)

The Chair welcomed the new staff governor, Jo Arrowsmith to the meeting and introductions were made.

1. Apologies were received and accepted from Tessa Hauswedell.

2. Declaration of interests

There were no meeting specific declarations of interest made by anyone present. Governors were reminded to ensure their entry in the register of business interests was kept up to date.

3. CoHeadteachers' report

Governors received and considered the CoHeadteachers' written report. The following were highlighted from the report:

Pupil numbers – Governors noted the pupil numbers and the increased mobility of pupils across the borough/London. CoHeads explained how increased mobility impacts the school in multiple ways. Governors discussed the impact on secondary schools of falling primary school rolls and noted that the published admission number may have to be reviewed in light of this. The Chair shared feedback from a recent borough meeting where surplus primary places were discussed.

Pupil profile – CoHeads highlighted the changing cohort in terms of additional needs; there has been a significant increase in students with EHCPs and students requiring SEN support (K).

Attendance – School attendance is 92% which is in line with national figures. Work continues to address non-attendance and persistent absence.

Performance management and pay progression - The annual cycle has completed. CoHeads noted that the DfE workload taskforce have announced that performance related pay will be scrapped from September 2024. This is part of a number of workload reduction recommendations.

Inclusion and behaviour data was considered and governors noted there had been 96 suspensions (20 for SEN students) from September 2023 to date which was an increase on figures for the previous year. CoHeads reported that DfE data shows that the numbers are up locally and nationally. The school site is large and this can be a challenge for some students even with adjustments and support. Data for

managed moves and referrals to Finch and other alternative provisions were also noted for year groups across the school. Data for admissions through the In-Year Fair Access Panel were presented.

Link governors for behaviour (MC and HdaS) had met with SLT last week to consider behaviour and suspensions data in more detail particularly in relation to repeat suspensions. Further link meetings will ensure governors are getting a detailed view of suspensions across the school.

Teaching and learning – link governors had met with SLT staff for an in-depth review of the most recent student progress data.

The November round of progress walks had looked at how staff adapt teaching to meet needs and the use of techniques to help students to know more and remember more. The LA School Improvement Partner worked with HODs to create subject specific techniques to support staff.

A parent questionnaire to gather feedback on the school curriculum has launched. The KS4 leadership team met with HODs to discuss student progress data and plan interventions and support to improve attainment.

Year 9 data – DB presented the most recent progress point data to governors for Year 9 students. In summary, at KS3, curriculum delivery is good and there is good data collection for tracking purposes.

Year 10 data – DB presented progress point data for Year 10 students; data is in line with school expectations and similar to where things are normally at this time of the year. Governors noted high performing subjects (maths, geography, french) and less well performing (English, history, computing, media).

Governors considered the Year 10 progress data against target data (based on FFT data). Data for target groups was also considered.

Curriculum change to science KS4 – the report outlines the decision to put separate sciences into the options block from September 2024. CoHeads consider that this decision best suits the needs of the students. Moving it into the option blocks means it will have the same time allocation as all other option subjects (5 hours per subject per fortnight, currently all 3 are taught in 11 hours). The increased time means that the option of separate sciences will be open to a wider range of students with a wider range of ability. Previously it was only the most academically able that were allowed to take this pathway. The pressure to do separate sciences if you meet the threshold will also be reduced. With levels of student anxiety and mental health concerns in mind, reducing the number of GCSEs that students who study separate sciences take from 10 to 9 is the right thing to do. Nationally the average number of GCSEs is 7.8. Link governors will meet with SHE to explore the change in more detail and to track any feedback from the school community.

Action: Link governors to meet with SHE and report back to FGB

Pastoral review recommendations – governors received an update on implementation of the review recommendations. Link governors had met with CoHeads recently for a detailed look at progress against the targets.

Half-termly themes of focus are used to support staff to deliver the review outcomes and HOYs meet their tutor teams regularly. The MER cycle will monitor and evaluate

the implementation of the review recommendations. Heads of Houses led by Mr Huxley are providing lots of opportunities for students to engage.

Link governors (MC and HdaS) gave feedback to the FGB on their recent meeting with SLT staff.

Sixth form update Year 13 data – DR shared progress data based on pre-mock results. The next progress update will reflect mock results. The ALPs score is currently 5. 69% of students are on or above target in at least 2 out of 3 subjects. 11% are below target in all 3 subjects. Subjects performing well include politics, music and psychology. DR set out actions in response to the data including progress meetings with HODs and work to improve attendance for some students. The sixth form team are monitoring students closely so that early intervention can be put in place.

Sixth form update Year 12 data - DR advised governors that the data is based on Nov 2023 assessments (just $\frac{3}{4}$ of term). ALPS score is 4 (Girls=2; Boys=6). Progress against targets and high and low performing subjects were outlined in the report. Actions in response to the data include intervention groups for boys, attendance, underperforming high prior attainers and underperforming low prior attainers.

Sixth form working party feedback – CoHeads, DR and governors (MC, AC, TH, RW) had met and had a useful start to the conversation about the strategic direction of the sixth form offer. There will be a report to the FGB in summer term 2024.

3.1 Safeguarding update

Data for safeguarding referrals to MyConcern by area of concern were set out in the report. KS noted that the higher numbers reflect not only an increase in need but also greater use of the school's reporting systems.

An update on the current mental health provision was also provided including data on different types of referrals. CoHeads advised governors that the new School Social Worker was working well across the school.

CoHeads noted that the increased mobility and in-year admissions to the school are changing the make-up of the cohort and there is more need than before; the school are responding to the best of their ability with the resources in place.

3.2 Budget and finance update

The report included quarter 3 budget figures for consideration. Link governors for finance had met with the Director of Operations (DoO) to consider the figures in more detail. Projected figures show there is likely to be a deficit at the end of the financial year. More will be known at the next FGB in March 2024 and link governors will continue to meet DoO to discuss the figures.

4. ISDR report

Governors received a copy of the final validated data for key stage 4. Attainment 8 = 60.56. Pupil premium students Progress 8 = 0.14 (national figure -0.56). Governors noted the very positive score in relation to the PP students.

SHE noted that the school has traditionally had more students at HPA but figures for the current Y8 for example are more in line with the national figures. The Chair noted this and agreed this was an important point for teaching and learning but also in relation to pastoral provision also.

5. Pupil premium report

Governors received a copy of the updated pupil premium strategy document. EB noted that some final figures are needed from Finance Team before publications. EB highlighted areas that had been updated but noted that areas of focus have remained the same over the 3 years of the plan. A review of the previous year summarises the impact of the provision and the expenditure.

EB noted that this is the final year of the 3-year plan presented. EB will ensure that relevant link governors are involved in the strategic planning work for the next 3-year plan.

Governors approved the report (with updated financial information) for publication on the school website.

6. Minutes of the last meeting

The minutes of the last meeting held on 8 December 2023 were agreed as an accurate record of the meeting.

6.1 Matters arising

There were no outstanding actions from the last meeting that are not covered in reports.

7. Committee updates

7.1 Strategic Estate committee

The Chair gave a verbal update following the first meeting held on 23/01/24. The new Associate members had attended and it was a useful starting point. There are no significant updates to share from the meeting.

The terms of reference were presented for approval. Governors suggested adding local community to stakeholders. **Governors approved the terms of reference** (subject to the addition above).

7.2 Admissions Committee

Governors had received a copy of the minutes from the meeting held on 18/12/23. The chair highlighted the following items requiring FGB approval:

Agree PAN for September 2025 entry – governors agreed that the PAN for the relevant year group be 270 students.

Agree Admission Arrangements (Admission policy) for entry September 2025 – governors agreed the arrangements as presented.

8. GB Membership update

Governors noted Jo Arrowsmith's appointment as staff governor.

Governors noted that Pat Dugdale's term of office ends on 05/02/24. Governors thanked PD for her time, energy and commitment to the GB over multiple terms of office.

The Chair will look at skills and workplan and then propose some recruitment activity.

9. Chair's Actions

None to report

10. Date of next meeting: 22nd March 2024

Part One Meeting closed