

**Minutes of the Full Governing Body Meeting
Monday 16th October 2023 at 6.00pm**

In-person meeting

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

Staff present: Darrel Barsby, Emily Brooks, Nofer Fari, Stewart Hesse, Louise Prodromou, David Robson, Kirsten Sullivan

Also present: Sam Murray (*Clerk*)

The Chair welcomed everyone and introductions around the table were made.

1. Apologies were received and accepted from Antonia Shortall.

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 had received a written copy of the CoHeadteachers' report and noted the following:

Pupil numbers – any vacancies will be filled with in-year admissions from the waiting lists. Year 12 student numbers are lower than last year and more in line with pre-covid numbers.

Attendance data – currently at 94% which is positive and tracking the national figure but work continues to try and improve punctuality and attendance. A new attendance team is in place and there is a focus on staff keeping accurate attendance data. The school continues to work closely with the LA EWS.

Staffing – most subject areas have been deemed to be shortage areas now. DfE only reached half of their new teacher recruitment target. There is ongoing support staff recruitment but this area is also challenging at present.

Inclusion – data for suspensions, managed moves and students in alternative provision was shared. There is a small group of students receiving multiple repeated suspensions. Half of the suspensions were SEN (K) students and 14% were EHCP students. Pastoral Support Managers use the Pastoral Hub to manage behaviour interventions for SEND students. IYFAP data shared and referrals to the school's Finch AP. CoHeads outlined to governors how Finch is supporting Fortismere students as well as external students.

Safeguarding update – data and categories of referrals were shared. Numbers are higher than last year but that is not a surprise as this is also the national picture. CoHeads updated governors on the counselling provision in the school and noted the increased numbers of students accessing the services. External services such as

CAMHS are incredibly stretched with long waiting lists and families are now looking to schools for support instead. CoHeads explained the role of the new school Social Worker and the positive impact he is already having. A new schools Police Officer has been in place since September. The appointment is for 1 year initially.

A governor requested that data on safeguarding referrals is added to the CoHeads report.

Action: Include data on safeguarding referrals in future CHT reports.
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Teaching & learning – work continues to embed systems and procedures. A detailed monitoring timetable was shared for information. A HEP review of teaching and learning in the summer term was very positive.

Pastoral review – the year 1 action plan is in place and work underway. A weekly pastoral focus was introduced from September. CoHeads have spoken to parents and carers about the changes. Link governors will continue to meet for a deeper dive into progress against . Feedback from parents on the comms around the pastoral changes has been positive.

Finance and resources – the budget is on track against the projected figures. Link governors will meet with the Director of Operations to consider the quarterly return figures in more detail.

Community engagement – the report detailed a broad range of external facing work that the school is involved in and opportunities for parents/carers to engage with the school.

4. Exam results summer 2023

Governors received a detailed data report setting out summer 2023 exams results data for KS4 and KS5.

4.1 KS4 GCSE results

Data presented is based on Fischer Family Trust data. The DfE validated data is due soon but looks even more positive. Attainment 8 score is 6.0 (national 4.7) and Progress 8 score is 0.56 (national 0). These are the highest progress and attainment scores without support and to achieve these without the soft landing of last year is very pleasing.

Governors considered data showing the actual results v progress point 3 v mock results and noted that the data is very closely aligned, showing that the school's tracking of students and where they are is accurate and can be viewed with confidence.

Governors considered attainment of key groups for overall achievement, English and maths and noted that low prior attaining students were making very good progress. Girls had performed better than boys in overall achievement. Pupil premium students made positive progress and school results are above the national average. Generally, the Fortismere pupil groups data compares very favourably to the national data.

In response to a governor question about the negative P8 score for SEN (EHCP) students, SH noted that these results are very cohort specific.

Governors noted the interventions that were used over the 2022-23 year to support students to achieve the results and the actions listed for 2023-24.

Link governors had met with SH, DB and DR to discuss the results data and actions in more detail. Link governors highlighted the impact of the teaching and learning policy and the real focus on staff knowing their students and knowing where they are and the monitoring of this by SLT. Governors thanked all staff for their hard work and commitment to the students in achieving a very impressive set of results.

4.2 KS5 A level & BTEC results

A level results: DR reported to governors that overall, this was a motivated year group who worked very hard and performed excellently to achieve an average grade B and an average point score 38.64. The ALPS progress score is 3 which puts Fortismere comfortably in the top 25% of sixth forms nationally in terms of progress.

DR also highlighted that progress data is of variable reliability as it is based on 2021 CAG GCSE grades. This cohort had no prior experience of formal external exams and a significant number of students taking courses they may only have qualified for through inflated CAGs. A small number of Y13 students had very poor attendance and minimal engagement with the interventions offered.

Governors considered the data for subjects and noted the red-hot subjects listed (this is the 10% of providers nationally). The two blue subjects (ALPS 8 score) have very small cohorts and for languages it is often hard to show progress where the cohort is native speakers. Governors queried the ALPS 4 for Maths but DR commented that as many of the cohort are high prior attaining students it is hard to show progress and ALPS is a progress score.

Governors noted the differences in gender progress with girls scoring ALPS 2 and boys scoring ALPS 4. The average grade for disadvantaged students is C+ and ALPS 5 so there is work to do for this group. DR noted that a high proportion of the students needing interventions were from the disadvantaged group.

SEN (K) students achieved ALPS 3 which is in line with the non-SEN cohort. EHCP students have very individual needs which makes it difficult to draw general conclusions from their results.

BTEC results: Overall the BTEC results were disappointing this year for the PE and Creative Digital Media courses. The average grade was Merit + the average point score 28.46 and an ALPS score 7 (CDM: 5 and PE: 8). The cohorts were small and the PE group had some students who did not engage in their learning or the support provided.

DR highlighted actions for the year ahead including a focus on the BTEC courses, French and classics and the progress of disadvantaged students and boys versus girls.

Link governors had considered the data in detail and commented that an overall ALPS score 3 shows excellent progress in a challenging year and some subjects had performed very well indeed. The results put the school in the top 20% of providers nationally for adding value at A level. Governors thanked staff for their hard work for a very solid set of outcomes.

CoHeads commented that the results include some students who wouldn't normally have gained entry to the sixth form and while for some this didn't work out, for others there are positive stories of students exceeding expectations.

5. KS3 Curriculum update

Governors had received a written report on the key stage 3 curriculum including an outline of **subject/lesson allocations in Year 7-9** and arrangements for maths setting, science, and languages.

An overview of **KS3 assessment** was given and governors noted the following:

The language of grades is not used for KS3 as GCSE attainment is not being predicted. Students will have Progress Points twice a year and will receive a percentage score for each subject achieved in assessment tests

Assessments will test how much of each subjects' curriculum students have learned to that point. There will also be a Year Group Average Mark and the Minimum Expected mark to provide a context of what the percentage means.

The school uses national standardised tests (GL Assessment) to sit alongside the schools' assessment policy. The GL Assessment package provides a reliable and consistent way of (national) benchmarking pupil progress in KS3.

The **options process** was outlined in the report and governors heard how information and advice is given to students in Year 9.

The **monitoring, evaluation, and review** (MER) cycle was highlighted in the report and SH explained how this enables leaders to know what is working and to support school improvement plans.

A detailed update on **Year 7 transition** was provided by EB. The school has built good relationships with many local primary schools which helps with information sharing and with getting to know students well quickly. Support is provided through an accelerated group and through arrangements for social support during Y7. Extra activities and information gathering is put in place for SEND students and families to help with their transition from primary to secondary school.

Governors thanked staff for the very thorough and detailed overview of KS3 and commented how helpful it is to see all the information in one report.

A governor suggested that this information about KS3 could be useful in attracting parents to the school if published on the website.

6. Minutes of the last meeting and matters arising

The minutes of the last meeting held on 7th July 2023 were agreed by governors as an accurate record of the meeting. There were no outstanding matters arising.

7. Governance matters

Governors agreed the following appointments:

7.1 Election of Chair & Vice-Chair

Mark Chapman **reappointed** (unopposed) as Chair of governors: 1-year term.

Ian Macaulay **reappointed** (unopposed) as Vice-Chair of governors: 1-year term.

7.2 Appointment of the Clerk

Sam Murray was formally **appointed** as clerk to FGB.

7.3 Governance link roles and SLT partners

Governors **agreed** the link assignments listed in the document on GovernorHub.

Link Governors were reminded to draft a short programme of work for 2023-24 and to share this with their SLT partner to support planning and preparation for link meetings/FGB meetings. Clerk can help with this if needed.

7.4 Governor Code of Conduct 2023-24

Governors **agreed** the document and **agreed** to act in accordance with the code of conduct at all times.

7.5 GB Delegation Planner 2023-24

Governors noted and **agreed** the document.

7.6 GB Standing Orders 2023-24

Governors noted and **agreed** the document.

7.7 Register of business interests

Governors present **completed** an entry in the register and were reminded to inform the clerk of any changes during the year.

Governors were also reminded to complete a declaration on GovernorHub that they had read KCSIE 2023 Part One.

8. Any other business

There were two items for agreement following the FGB Strategy session in September 2023.

8.1 Sixth Form working group

Governors would like to consider the strategic direction of the sixth form and agreed to set up a working party to take this forward. **Membership:** CoHeads, Dave Robson, Mark Chapman, Anne Canning, Rachel Howarth, Tessa Hauswedell.

The first meeting to take place before the end of term will agree terms of reference for the group.

8.2 Strategic Estate Development Committee

The Chair has met with two potential Associate Members with knowledge of estates and project management who would be interested in supporting the school in this specific area. Associate members must be appointed to a committee so a new committee, with a strategic level focus, must be convened. Governors **agreed** to create a new formal committee with **membership:** CoHeads, Louise Prodromou, Mark Chapman, Reem Al Rasheed, Antonia Shortall, Associate members.

Associate members will be formally appointed at the next FGB.

Meeting part one closed