

P R E S E N T :-

Mr A Hirst (in the Chair)

Mr S Abbotts, Mrs S Bone, Mrs L Echevarria, Mr G Hoyle, Mr G Kay, Mr R Melles, Mrs E Philpot, Reverend M Pollard and Mr P Robson.

Also in attendance were the following members of school staff:

Miss B Brown, Mr B Cooke, Mr A Edwards, Mr R Fraser, Mr D Hudson, Mrs H Keyworth, Mrs S Matthews, Mrs T McCann, Mrs S Peck (item 2533 only), Mrs T Roberts, Mrs G Rogers, Mr D Stamper, Miss A Stamford, Ms L Woodward, Mr I Walton and Mrs R Walton.

Clerk to the Governing Body – Mrs A Hall-Miell.

2531 **APOLOGIES**

Apologies for absence were received from Mrs D Walker and Mrs A Wilkinson.

2532 **CONSENT FOR ABSENCE**

RESOLVED: that consent be given to Mrs Walker and Mrs Wilkinson for their absence from this meeting.

2533 **STUDENT MENTAL HEALTH AND WELLBEING**

Mrs Peck, staff lead for Student Mental Health, provided governors with a presentation and requested that a governor volunteer undertake the link governor role. Governors noted that Mrs Peck was currently undertaking an award and a requirement of the course was that:

- Governors understood, embraced and led the ethos and business case for a comprehensive mental health and wellbeing approach within the school;
- Governors held school leaders to account for the mental health of staff and students;
- A link governor would have access to training which would develop their understanding of mental health of staff and students.

The expectations of a governor relating to the above were shared on screen as part of the presentation.

Mr Kay volunteered his services as he felt he was suitably qualified due to staff welfare being part of his current employment role.

RESOLVED: that Mr Kay be elected as Student and Staff Mental Health Governor.

Note Mrs Peck left the meeting.

2534 **MEMBERSHIP**

RESOLVED: that there were no changes in membership.

2535 **CONFIRMATION OF ITEMS TO BE RAISED UNDER ANY OTHER URGENT BUSINESS**

RESOLVED: that School Closure be raised under any other item of urgent business.

2536 **DECLARATION OF INTERESTS**

RESOLVED: that no declarations of interest were received on any item on the agenda.

2537 **MINUTES**

RESOLVED: a) that the minutes of the meeting held on 18 March 2021 be confirmed;

b) that the Chair sign the minutes at the first opportunity following the restrictions during the Covid-19 pandemic.

2538 **MATTERS ARISING FROM THE MINUTES**

RESOLVED: that there were no matters arising from the minutes.

2539 **COMMITTEE MINUTES**

RESOLVED: a) that the minutes of the Leading Behaviour Committee meeting held on 17 June 2021 be received;

b) that the minutes of the Leadership Committee meeting held on 13 May 2021 be received;

c) that the minutes of the Leading Learning Committee meeting held on 11 March 2021 be received.

2540 **SCHOOL FUND ACCOUNT**

The Auditor of the School Fund Account had already been approved during a previous governing body meeting and governors were informed that the local authority (LA) Audit Department had now resumed their services of undertaking school fund account audits after suspending the service due to the pandemic.

The school had arranged for the audit to be undertaken during the summer break 2021 and therefore it would be deferred to the autumn term 2021 meeting.

RESOLVED: that the audited School Fund Account 2019/2020 be presented to governors during the autumn term 2021 meeting.

Reading

Ms Woodward delivered a presentation regarding reading, which included the school's intention, implementation and the impact of the curriculum delivery of reading.

The school wished to encourage reading for pleasure, through the use of an extensive range of vocabulary, which would lead to confident student articulation, they would also explore aspects of the world, nuances of language and its origins, think critically and challenge thinking to broaden student understanding of life.

Implementation would involve raising the standards and expectations. Governors noted that the teaching of reading and vocabulary was not just an English teacher's role. The school sought to expose students to culturally rich texts from a variety of sources and embed them into lessons across the curriculum. It was fully understood that not all students had access to books at home and Ms Woodward informed governors that only 1 in 20 disadvantaged students had access to a book in the home environment and that 33 percent of students were disadvantaged. The national average for disadvantaged students in a school was only eighteen percent.

What the school had put in place was shared with governors on screen during the meeting which consisted of a curriculum plan per term and per year group, for the academic year. Governors noted that the plan included the introduction of 'reading bingo', 'words of the week', critical reading and vocabulary glossaries.

It was reported that literacy and numeracy skills were key priorities for the school, especially for the disadvantaged groups.

Maths across the curriculum

Mr Fraser provided governors with information on numeracy within the school curriculum and the passion for developing the ability to address problems and challenges in the context of a maths platform.

As a result of the curriculum students would be inspired to:

- Develop a love and passion for all things 'number';
- Embrace challenges, problems and numerical tasks with a 'can do' growth mind-set;
- Explore facts and figures relating to the world around them and experience the awe and wonder of their place within it.

The impact on the curriculum would be evidenced in:

- The raising of attainment;
- Ability to apply numeracy skills confidently;
- Ability to link numeracy with other curriculum subjects;
- 100 percent of students achieving a meaningful maths qualification;
- 100 percent of students would have the basic skills and knowledge to use in everyday life.

It was further explained that students were all fully aware of the impact Maths had on their chosen careers and their future success once they left the school and understood the essential skills required for everyday life.

A plan per year group, per term for the academic year was shared on the screen during the meeting which demonstrated the initiatives the school had been working on.

One focus for the next academic year would be the Friday morning number crunching live quiz, utilising the virtual platform Google Meet where students competed against each other. So far, it had proved popular with students and had achieved a fast pace of completion. It was a test of student numeracy ability and the winner retained a trophy for a period of one week.

The school also wished to broaden student knowledge and for them to be in a position to apply what had been learnt in a Maths lesson to a science project, for example. Cross referencing, comparing and contrasting would provide consistency across the subjects for each student.

The Ofsted review of science had driven the initiatives forward as part of the school's curriculum development and governors acknowledged the abundance of work undertaken by staff, despite the social and economic barriers faced.

Attendance

Attendance for the school was reported as 94 percent. There had been an increase in Operation Encompass alerts, which could generate additional safeguarding concerns.

Student numbers on roll from September 2021 were reported as good although there was an increase in students with Educational Health Care Plans (EHCP). This would increase the total to approximately 40 students attending the school with an EHCP. Governors acknowledged there ~~were~~ students in the sixth form with EHCP plan in place for the first time.

A governor enquired why the school leadership considered it to be in a firm 'good' Ofsted category position. The Headteacher stated that the knowledge and evidence the school had gathered confirmed they could be moving beyond good, despite the challenging deficit budget. The School Improvement Adviser, Mr Knapton, had evaluated the current situation in school as a desk top exercise and his opinion was that the school should be categorised as a 'good' school by Ofsted at their next inspection. It was thought that the school should be in a position to showcase improvement.

Governors acknowledged that the £10,000.00 funds that had been raised by Miss Brown and Mr Cooke during the recent lockdown had been utilised to purchase ICT equipment. Both members of staff were thanked for their fund-raising efforts.

Nurturing school

Mrs Walton presented governors with information regarding the nurture school and that one of the main stakeholders was the governing body. An awareness of the six core principles was required within the desire to become a nurture school and required governor representation for assessment purposes.

Nurture Schools UK would deal with the school's application later in the year

through an assessment process.

The Nurture UK principles were shared on the screen with governors and it was explained that the school offered a safe base for students and staff. Examples of behaviour had been utilised and it was clarified that the school understood that all behaviour was some form of communication and that the motivation for some behaviours was not always obvious.

A governor asked where the school assessed itself as a nurture school. It was noted that the assessment would take place in November 2021 and would be a pass or fail result. Governors also noted that the school had gathered the required evidence for the assessment based on the criteria and principles of the award and felt they had everything in place to achieve a pass once governors had committed their support.

Private Finance Initiative (PFI)

Mr Hoyle was thanked for the work he had undertaken regarding the PFI and governors were fully aware that there may be an impact on the budget in the future.

Finance

Mr Hudson shared financial information on the screen for governors and explained that an analysis of staff costs over the previous three years had been undertaken. It was also clarified that June 2021 staff figures had not been included within the graphs shared on the day of the meeting, although the summary reports would be updated accordingly. The budget figures allowed for a staff pay freeze and did not forecast for any supply teaching requirement although if required it would be accommodated.

The Devolved Capital Report was also shared with governors and it was noted that the Consistent Financial Report (CFR), a standard template for schools to collate information about their income and expenditure, would be completed and submitted to the local authority.

The opening balance budget deficit for the 2021/2022 financial year was reported as £990,775.00 and governors acknowledged they could not approve a deficit budget and were prepared to accept and receive the budget figures shared with them and also the action plan that had been put in place to reduce the deficit amount. The action plan predicted that by 2024/2025 the school would have a surplus budget figure.

Governors also noted that an additional grant of £12,000.00 had been received for Covid-19 testing and the Covid-19 catch-up funding amount of £69,000.00 received had been more than the school had anticipated.

Self-Evaluation Form

The school Self-Evaluation Form (SEF) provided governors with the highlights of the schools strengths and areas for development and it demonstrated the school's commitment to providing the right environment for students to enjoy and engage in learning to achieve their potential, develop their skills and grow in confidence to be successful adults.

The Headteacher thanked governors and senior leaders for their commitment to

the school and expressed her gratitude to governors for allowing important decisions to be made in school during the difficult circumstances of the pandemic. Governor's time and input had been very much appreciated.

- RESOLVED:
- a) that the report of the Headteacher be received;
 - b) that governor representation was required for the nurture school assessment;
 - c) that governors received the deficit budget and the action plan to reduce the deficit by the 2024/2025 financial year.

2542 **SCHOOL DEVELOPMENT PLAN 2020/2021**

Chasing Great School Development Plan 2020/2021

It was reported that the only area not completed on the 2020/2021 plan had been the Nurture School Award.

Chasing Great School Development Plan 2021/2022

Amendments had been made to the 2021/2022 plan in accordance with the advice received from the School Improvement Adviser, Mr Knapton, and governors noted that the report was shorter than the previous one and would be red, amber, green (RAG) rated to demonstrate what had been completed, what was in progress and what remained outstanding. It was also explained that the Senior Leadership Team (SLT) Plan would sit behind the School Development Plan as part of senior leaders' development and that governors would also be part of the overall plan. Focus areas had been included, which would provide specific responsibilities. Governors were happy with the redesign of the plan and it was felt it was now more succinct.

- RESOLVED:
- a) that the School Development Plan 2020/2021 update be received;
 - b) that the School Development Plan 2021/2022 be approved.

2543 **SAFEGUARDING REPORT**

The school Safeguarding Audit Report had been circulated to governors prior to the meeting and was presented by Miss Brown., which was shared with governors on the screen. Governors noted that the format of the report had changed considerably as a result of the local authority redesign of the form.

It was explained that under the areas for development there would be school policies to review in consultation with parents as a result of the revised Keeping Children Safe in Education policy.

The Safeguarding Audit Report had been red, amber, green (RAG) rated to demonstrate what had been completed, what was in progress and what remained outstanding.

Recruitment had been included on the report as it was important for applications to be checked prior to invite for interview, although it was noted that the single central record had not yet been checked by the East Riding Safeguarding Children

Partnership therefore, was recorded as ‘amber’ on the report as the objective had not yet been completely fulfilled.

Section 6.1 on the report highlighted that a clear and effective anti-bullying policy had been put in place which included cyber bullying. Governors noted that the policy and reporting procedures had been updated in May 2021 and elements would be revisited every half term to ensure the monitoring and reporting processes were robust and also that feedback to parents was in place.

Miss Brown provided governors with an explanation for each section of the report and the strengths demonstrated by the school. It was also reported that local networking meetings to share best practice had taken place throughout the community to ensure the needs of the community were being managed. The Safeguarding Audit Report would be submitted to the local authority. Governors were happy that the report looked very comprehensive and demonstrated that a large amount of evidence had been included. The actions from the report would be discussed by the Leading Behaviour Committee.

RESOLVED: a) that the Safeguarding Audit Report be approved and submitted to the local authority;

b) that the actions from the Safeguarding Audit Report be an agenda item for the Leading Behaviour Committee meeting.

2544 **SCHOOL POLICIES**

The majority of the school policies for approval and adoption had been discussed at committee level and now required final approval by all governors.

Miss Brown explained the changes that had been made in the Behaviour for Learning Policy and that a full review of the policy would be undertaken in September 2021. The changes made to the policy to date had been around the language used regarding rewards, certificates, clean slates and exclusions. Amendments had also been made to the sections regarding uniform, punctuality and the consequences of noncompliance.

A governor questioned whether it was just illegal drugs which should be included on the ‘power to search without consent’ list. This would be confirmed.

The Attendance Policy was also discussed and Miss Brown informed governors that a new protocol for missing pupils in school had been added (i.e. when students disappeared in-between lessons). Attendance was reported as good and above national average, although in school variance was deemed too high. A number of referrals had been made to the (LA) Education Welfare Department and fixed penalty notices had been issued for unauthorised absences. It was also reported that students had been rewarded for excellent attendance and governors noted that the school was awaiting guidance from central government regarding Covid-19 related absences and how they would impact upon the attendance figures.

Governors were happy to approve and adopt the school policies.

RESOLVED: a) that the following school policies be approved and adopted;

- i. Accreditation of Prior Learning Policy;
- ii. Attendance Policy;
- iii. Behaviour for Learning Policy;
- iv. Charging and Remissions Policy;
- v. Complaints against a Governor Policy;
- vi. Evacuation Procedure for SEN;
- vii. Health and Safety Policy;
- viii. Lunchtime Absence Policy;
- ix. Medical Policy;
- x. Student Anti-bullying, Harassment and Discrimination Policy;
- xi. Student Mental Health and Wellbeing.

b) that the Headteacher notify staff of the adoption of these policies.

2545 **SECONDMENT POLICY**

RESOLVED: a) that the Secondment Policy be approved and adopted;

b) that the Headteacher notify staff of the adoption of this policy.

2546 **GOVERNOR DEVELOPMENT AND TRAINING**

Governors were asked to inform the school when training had been undertaken.

RESOLVED: that governor training details are available on the CPD website www.hereforschools.co.uk.

2547 **GOVERNOR VISITS**

There had been no governor visits due to the pandemic situation. Governor visits would resume once government restrictions had been lifted.

RESOLVED: that the governor visit update be received.

2548 **SCHOOL CLOSURE**

It had been necessary for the school to close prior to this meeting due to 29 members of staff required to self-isolate and during the current week nine members of staff were in self-isolation. Governors noted that the transmission had not taken place in school and that Years 7, 9 and 10 were due back in school the week commencing 12 July 2021, which would provide challenges for the school to maintain a well workforce.

RESOLVED: that the school closure update be received.

2549 **FUTURE MEETINGS**

RESOLVED: that future meetings be held on:

Thursday 9 December 2021 at 6.00pm;
Thursday 31 March 2022 at 6.00pm;
Thursday 14 July 2022 at 6.00pm.

Chair's Signature