

**Governors' Strategic Priorities and Projects Meeting
11th November 2019
Training Room
4.30pm**

MINUTES

Governors Present:	Mick Baker, Jane Dickson, Alison Frost, Les Gunbie, Vanessa Hickey, Matt Hillier, Reg Hook, Jennifer John, Dick Knight, Jenny Poore (Chair), Bronagh Shevlin, Haydn Stride
Officers Present:	Teresa Dee (Clerk)
In Attendance:	Roshan Dias, Loretta Lloyd, Paul Watson

	<u>Part One - Business - Agenda Items</u>	<u>Action</u>
1	Introduction a) Apologies for Absence Apologies for absence received from Rosie Reekie and Derek Swindells. b) Declarations of Interest None	
2	Items Requiring FGB Approval a) Pay Policy AGREEMENT - The Full Governing Body approved the pay policy as presented.	
3	Any Other Business	

	<u>Part One - Strategic Priorities and Projects - Discussion Items</u>
1	Pupil Premium Loretta Lloyd presented to Governors on pupil premium. The report for 2018-2020 had been circulated to Governors in advance of the meeting. The following summarises the discussion points. <u>Big pupil premium spends and projects</u> <ul style="list-style-type: none"> • Pupil premium first initiative. • Monitoring and analysis of data using 4 Matrix. • Stringer learning culture. • Empty chair strategy to improve attendance. • Attendance wave set up with clear structures on individual responsibilities and tasks. • Mixture of nurture and stretch groups. • New assessment framework. • New learning behaviours introduced with more specific feedback. <u>Current forecasts for Year 11 Pupil Premium Group</u> <ul style="list-style-type: none"> • Progress 8 of -0.18 predicted (-0.31 at same time in 2018). • Attainment 8 predicted higher than in 2018. • The attitude for learning and attendance also improved on 2018 with less persistently absent students. • Lower prior attainment disadvantaged group predicted progress 8 of +0.88 <u>Pupil Premium Report</u> <ul style="list-style-type: none"> • Similar format to previous apart from section 7.

- Includes section on what staff do in their roles.
- Diamond fund provides financial support to families in difficulties.

Scholarships & Funding

- Brighton College scholarships being applied for, targeted at disadvantaged students.
- Ten students identified as possible applicants.
- For some students would be too far outside of comfort zone.
- Additional girls group with funding attached as an outreach programme from the universities providing opportunities through mentoring by female professionals.
- Education endowment fund recommend providing practical support to help young people achieve their aspirations.

Governor questions

- Weighting of disadvantaged in year 7 is this a trend likely to continue. Future years intake unknown. Primary schools better at identifying those eligible for free school meals.
- How identify disadvantaged at the school? The Year 7 Dolawen trip is a useful tool to get disadvantaged families to come forward as the trip is subsidised.

4.58pm - Loretta Lloyd left the meeting

5.05pm - Alison Frost arrived at the meeting

2 Safe and Well at School Survey

Paul Watson presented some of the key findings from the school's biannual safe and well at school survey completed by students in November 2018 with report in the following term.

- 4/5ths of students at the school had completed the survey with a lower participation in year 11.
- In year 7 and 9 completed in computing lessons and in year 10 and 11 in PHSCE sessions.
- Children come from a number of wards within the city.
- Free school meals lower than average in local authority.
- Special educational needs students higher than average in authority.
- Diet and activity- responses fairly positive for the school.
- Drugs and alcohol - responses showed higher than average use compared to city.
- Wellbeing and emotional health - more students felt happier and safe at the school than in other city schools.
- School culture - positive responses compared to other city schools.
- Seeing more children struggling to sleep and experiencing conflict in families
- Demographic data provided information on the responses from groups and indicated that the LGBT were struggling more with a sense of belonging and that they felt sad more often than their peers.
- Frequency of suicidal thoughts were increasing in the city.

Governor comments and questions

- Had any connection been identified with the three young people from other schools that had died unexpectedly? A group that might have been affected had been identified using known school links. They were being held safe and given provision. There was a challenge in raising the issue directly with particularly cohorts to identify any connections outside of school.
- How could students be encouraged to refer their peers if worried about what they might be accessing on IT systems. Anonymous reporting system available in addition to being able to raise issues with a trusted adult. A wide number of social media platforms being used.
- As a school do we have a clear reporting system. The system is used but not clear if things going on that not aware of. School leaders were considering introducing CPOMS so information available in electronic format.
- What training provided to staff on picking up indications? Annual safeguarding training and other related sessions throughout the year.
- School needs to be careful about safeguarding and privacy issues. Pastoral leads and learning mentors had received mental health first aid training.
- Getting input from students on how best to encourage raising of concerns. Some students to go through a mental health champions programme.

5.42pm - Paul Watson left the meeting.

<p>3</p>	<p>School Uniform The Headteacher provided his thoughts on the current school uniform policy following a meeting with the school leadership team.</p> <ul style="list-style-type: none"> • Currently the school shop had a significant amount of stock and the shop was only opened for short periods of time. • If uniform supplied online it would free up space for alternative use and provide easier access to parents. • Main issue with current uniform identified was the skirts and the lengths of them. • Prospective parents coming around the school on tours had asked about whether the uniform was going to be sorted. Parents choose according to what they see and currently students presenting a bit messy. • Balance to be attempted between respecting what students want to wear but removing the daily battles over how uniform worn. • No intention to introduce blazers and ties. • Three styles of skirt were considered with comments from Governors. The examples would go to student representatives for comment. • Some uniform pieces were not was labelled and had to be returned. • Black tailored trousers as part of uniform without logos. <p><u>Governor Comments and Questions</u></p> <ul style="list-style-type: none"> • What was the cost of the skirt? £29. A rain jacket would be offered in addition for PE if required. Polo tops would come out cheaper. A larger size of jumper would come out more expensive due to vat for adult sizes. The uniform even with the new skirt was one of cheapest in the city. • The design of the skirt would not deter students from rolling them up. • Had any thought been given to trousers only? Yes, but wanted to retain choice. • Had consideration been given to not having uniform? Concerns over poverty proofing issues and turning into a fashion parade. • What is done for students that could not afford uniform? Support available through the financial support officer which when agreed could be applied to the online shop. • Elastic addition to the skirt would be useful. • Which students would be part of the consultation? The junior leadership team. • If students say don't like any of styles how will proceed? The ultimate decision would be down to leadership team. • A refresh of uniform can have a positive impact on discipline. • Were grey trousers considered? Yes, but easier to get grey jeans and more variations in grey. <p><u>Tender Process</u></p> <ul style="list-style-type: none"> • Support requested from Governors for school leaders to go out to tender once the final decision made on style of skirt <p>AGREEMENT - The Full Governing Body delegated authority to go out to tender to the school leadership team with one Governor (Alison Frost) involved in the process.</p> <p>6.02pm Vanessa Hickey left the meeting</p>
<p>4</p>	<p>PIXL Demonstration The Headteacher advised that the school had invested in PiXL secondary a programme for improving outcomes for student and provided a demonstration of the resources available within it. These included the following:</p> <ul style="list-style-type: none"> • Mock exam paper and mark scheme building tool. • Individual personal learning checklist based on student completed mock papers. • Learning booklets for independent learning. • Motivational videos. <p>Governors were impressed with the wealth of resources available through PiXL and considered it value for money at £3900 per annum.</p> <p>6.36pm - Haydn Stride left the meeting.</p>

	<u>Part Two - Business - Agenda Items</u>	<u>Action</u>
1	<p>Introduction</p> <p>a) Apologies for Absence Apologies for absence received from Rosie Reekie and Derek Swindells.</p> <p>b) Declarations of Interest None</p>	
2	<p>Items Requiring FGB Approval</p> <p>a) Pay Policy The Chair of Governors having reviewed the proposed pay policy for 2019/20 recommended it for approval.</p> <p>AGREEMENT - The Full Governing Body approved the pay policy as presented.</p> <p>b) Pay Panel The terms of reference for a pay panel were incorporated within the pay policy and specific attention was given to this as it created a delegation to two Governors to review and approve the Headteacher's recommendations for pay progression and the need for an appeal panel if needed.</p> <p>AGREEMENT - The Full Governing Body approved the pay panel terms of reference delegating the decisions around pay to the Chair of Governors and one other Governor and the appeals process to the Vice Chair of Governors and one other Governor.</p>	
3	<p>Any Other Business</p> <p>a) Headteacher's Performance Review Governors were advised that the Headteacher's performance review involved just the objective setting part as the Head was new to role and that this had been completed by the Chair and Vice Chair of Governors.</p> <p>b) Child Protection Policy To the next meeting for approval.</p> <p>c) Diversity in Communications School leaders were urged to ensure that more diversity seen in photography within school leaflets.</p> <p>d) Equality Monitoring Governors reminded to complete an equality monitoring form.</p> <p>e) Business Group In view of the deficit budget position it was recommended that the decisions around budget stayed with the Full Governing Body and the Business Group remained as it was without delegated powers.</p> <p>f) Fundraising Role The advert had been passed and would be placed shortly.</p> <p>Meeting ended at 6.48pm Date of next meetings - Full Governing Body 20th January and Strategic Priorities and Projects on 9th March.</p>	