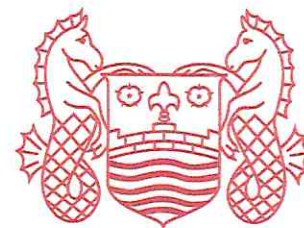


**The Netherhall School and Oakes College  
Local Governing Body  
Meeting Minutes**



01 March 2023 via Zoom

**Governors present**

Paul Bullen-Smith (PBS Co Chair), Nicky Odgers (NO Co Chair), Chris Tooley (CT Principal), George Bucknall (GB), Gilles Monniaux (GM), Ellie Wood (EW) and Heather Edwards (HE)


EW left the meeting for a short while

**Others Present**

Karim Marsaoui (KM), Tom Hunter, (TH), Dan Berry (DB), Steve Lewis (SL), Will Brocklebank (WB), Janet Goldsworthy (JG Clerk)

The meeting was quorate throughout.

	ITEM	ACTION
1	<b>Acceptance of Apologies for Absence</b> No apologies.	
2	<b>Declarations of Interest with regard to agenda items</b> GM – colleague put forward as potential governor NO – potential employment with AL PBS – an ex-colleague from Cambridge Assessment put forward as potential governor	
3	<b>Minutes of last meeting and matters arising</b> The minutes of 06.12.2023 and 24.01.2023 were approved.	
4	<b>Principal's Finance Report</b> CT had circulated a report prior to the meeting At the beginning of the year, the school was forecasting a deficit of £143k. Current forecasts show that this has been reduced to £25k and may even be closer to breakeven at the end of the financial year. However, significant uncertainty exists moving forward:- <ul style="list-style-type: none"> <li>Industrial action continues and it is increasingly likely that any pay increases will be unfunded and need to come from the school's core budget.</li> <li>It has come to light that the sports centre has £100k of unpaid invoices outstanding. The current financial position is unknown but bookings are strong so hopefully this will result in a breakeven position.</li> </ul> Financial projections for next year indicate a surplus of £250k due to growth funding but then a deficit for the following year due to probable unfunded pay increases. Recent approval of an additional form of entry from September 2023 will result in further funding of £73k in 2023-2024 and £160k in 2024-2025 which will impact positively and move any deficit to a surplus. There are also indications that the school may be offered an additional form of entry the following year. However, caution is still recommended due to the uncertainty of unfunded pay increases. The sale of the bungalow is progressing slowly but surely and the intention is to use £300k of the proceeds to fund new toilet blocks. The feasibility of this project needs to start soon in order to complete the work in a timely manner	

Chair's signature.....  




	<p>and governors agreed that investigations should begin. The remaining £300k will be spent on other school projects.</p> <p>Q Why has the forecast deficit moved into surplus this year?</p> <p>A This is largely due to increased pupil numbers and attendant funding.</p> <p>Q Will the toilet provision be sufficient given the additional FE in September 2023?</p> <p>A The formula has been used and provision should be sufficient for 1400 pupils. The school has current capacity for 1500 pupils.</p>	
<b>5</b>	<b>AIP focus – Alternative Provision – Innov8 and ALVIN</b>	
	<p>KM joined the meeting at 6.30pm. A report had been distributed prior to the meeting. Key points of note:-</p> <ul style="list-style-type: none"> <li>• Innov8 has been a great opportunity to work alongside a great team</li> <li>• There has been positive feedback from the student voice relating to the enhanced opportunities offered</li> <li>• Attendance and behaviour have improved</li> </ul> <p>Q How many pupils are likely to access the Innov8 programme next year?</p> <p>A Currently 20 and likely to increase to 35-45 pupils being given bespoke support</p> <p>Q Innov8 was initially targeted towards SEND pupils but it seems that it is now being increasingly used for disengaged pupils?</p> <p>A There are 4 criteria used to select attendees but it is the higher needs pupils who are more likely to be disengaged.</p> <p>Q What is the difference between all the programmes?</p> <p>A See below:-</p> <p>Star groups - Nurture groups in Years 7 and 8 for those needing more supported transition.</p> <p>Innovate - For students in 9-11 for whom 10 GCSEs are not appropriate.</p> <p>REBOOT - Internal behaviour support with therapeutic input.</p> <p>Hobbs - For those who would otherwise be permanently excluded.</p> <p>ALVIN - For those with medical needs.</p> <p>ASPIRE - Aspire after school provision (a reference to a historical provision).</p> <p>EAL – There is also support for those with English as an additional language.</p> <p>Q How is the decision made and is it made by staff alone?</p> <p>A Yes the decision is made by staff but in consultation with pupils.</p> <p>Q What does the staffing look like for the Hobbs programmes?</p> <p>A The programmes are staffed by qualified teachers with full time learning mentors and members of the inclusion team for those with High Needs.</p> <p>Q How will the current cohort proceed through the years given that students will be taught in mixed year groupings in Innovate.?</p> <p>A Faculty leaders will review all pupils and subjects and be involved in deciding who goes where. Students will avoid repeating work because faculty leaders will map the curriculum to ensure that pupils cover what is needed to achieve a Level 2 qualification or other nested qualifications. It is however a challenge!</p> <p>KM was thanked for his contribution and left the meeting at 6.50pm.</p> <p>DB joined the meeting and had sent out a report prior to the meeting.</p> <p>Key points of note:-</p> <p>The Hobbs programme continues with 4 students. It has been challenging due to their adverse childhood experiences. However</p>	

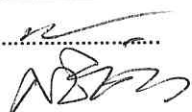




	<p>behaviour has improved significantly. One pupil has moved from Hobbs to ALVIN.</p> <p>Q Will numbers on the programme increase next year?</p> <p>A This is unlikely and will remain at 4 pupils.</p> <p>ALVIN supports 22-25 pupils across the trust who mostly have SEMH or anxiety. It has been a steep learning curve and the programme is still developing. All AL schools involved want it to continue and be extended to all year groups.</p> <p>Q It would be interesting to check percentage attendance rates to confirm impact.</p> <p>A Each child has an attendance record so this could be monitored.</p> <p>Q It would be interesting to note if and when pupils return to mainstream school.</p> <p>A One of the criteria for attendance at ALVIN is an idea of how pupils will come off it. As pupils attending are already at zero attendance, any attendance at all is a plus. Two pupils have already reintegrated back into mainstream school.</p> <p>Q Is it possible to monitor attainment to confirm efficacy of programme?</p> <p>A ALVIN is not likely to score well on attainment as the targets for these pupils were set in KS2 and the zero attendance is a negative. However, any attendance above zero is a success for these pupils.</p> <p>Q Could we see the categorisation of why pupils are attending ALVIN?</p> <p>A This information exists. At least 50% are attending due to anxiety and some due to autism.</p> <p>Governors thanked DB for his contribution.</p>	
6	<p><b>Update on attendance</b></p>	
	<p>DB and AR had circulated a report to governors prior to the meeting.</p> <p>Q What is the evidence base for getting pupils back into school using detentions?</p> <p>A It's a way of focussing their actions on being late. There is a follow up on why they are late and support offered.</p> <p>Q How do we know that the use of Sway is inclusive?</p> <p>A Good point – tutors follow through with PP parents and weekly contact is established. Parents may be signposted to Sway.</p> <p>Q The data tracking of attendance is excellent. Do other trust schools do the same?</p> <p>A We need to monitor attendance closely because of our particular issues with mobility whereas attendance at other trust schools are not so impacted in this way. Once mobility is excluded then attendance rate jumps in line with best in AL. ALVIN pupils have to be coded as C – unauthorised absence – if they are excluded, again attendance rate improves.</p> <p>Q Is attendance discussed across the trust?</p> <p>A Yes there is a group of attendance officers who chat together.</p> <p>AR presented information on work school is doing to support mobility. Key points of note:-</p> <ul style="list-style-type: none"> <li>• A staff questionnaire confirmed that 71% of staff do not understand the issues surrounding mobility so training needs are now being addressed and documents on mobility data are being shared.</li> <li>• Data collection is improving</li> <li>• A focus group of mobile students has been started.</li> <li>• Faculty mobile leads will be identified.</li> </ul> <p>Q Do we have links with organisations outside of the school?</p>	



	A Other local schools in Anglian Learning do not seem to have such an issue with mobility, although other Cambridge schools do have this issue as well. There may also be an opportunity to develop a joint research project.	
<b>7</b>	<b>Safeguarding update</b> SL had circulated a report prior to the meeting Key points of note:- <ul style="list-style-type: none"> <li>• The new KCSIE places more emphasis on attendance as a safeguarding issue and requests that child on child bullying also be recorded. This means that expectations are higher and that numbers of concerns are increasing along with the complexity of cases.</li> <li>• Other factors other than home circumstances are becoming issues eg social media, friendship groups etc</li> <li>• The safeguarding team has had to increase its resources as a result and this has been recognised by the student body.</li> </ul> Work on Integr8 links closely to safeguarding and has been very successful Q Are there any key points of note in the new Low Level Concern policy? A The new trust policy reflects the new KCSIE All governors formally approved the Low Level Concern policy.	
<b>8</b>	<b>Pupil Premium update</b> TH joined the meeting at 7.30pm and had circulated a report prior to the meeting. PP parents are engaging more widely and the gap is starting to shrink between PP pupils and others. Q How are we managing to improve PP parental engagement? A This has happened due to the use of mixed media, frequency of communications and accessibility of communications Q Can this success be replicated across other areas? A There's no reason why not Q Do we use the opportunities created through engagement with PP families to discuss attendance? A This could happen although attendance letters are currently prescribed.	
<b>9</b>	<b>Staff wellbeing update</b> Key points:- <ul style="list-style-type: none"> <li>• Staff survey was completed by 135 staff and was a 48% response rate – hope to increase this in future</li> <li>• Positive feedback from staff who enjoy opportunities to meet up</li> <li>• Responses show need to focus on what is on offer to support staff eg contact with faculty leads between Spring and summer terms and support from AL</li> <li>• Future steps include possible refurbishment of the staff room</li> <li>• It's clear that staff enjoy their jobs but that there are some actions needed to support them.</li> </ul> Governors are very pleased with this important piece of work and thanked WB for his efforts  Q Was there much mention of levels of pay in the additional comments in the survey? A No – much more about workload	
<b>10</b>	<b>Governance items</b> The RSE policy will be reviewed at the next meeting	



	<p>Governance updates AL are advocating more centralised financial collective responsibility but we must also retain accountability so we need to monitor our own finances moving forward.</p> <p>Governor recruitment This has been very successful and there are potentially 5 new governors, 3 of whom are parents but we need to be careful not to have more than 50% of governors who are parents. Governors agreed to move to the next stage with all potential applicants and request their governor applications.</p> <p>If new governors are appointed then the next LGB meeting may need to be on site.</p> <p>GM offered his services on an ad hoc basis to support with short term projects if needed, once he has stepped down as a governor.</p>	NO/PBS
<b>11</b>	<b>Reasons to be cheerful</b>	
	A Head of PE and a Deputy Head of PE have been appointed. Pupils enjoyed a fantastic ski trip	
<b>12</b>	<b>Date and time of next meeting</b>	
	Next LGB is 23 <sup>rd</sup> March and may be on site The meeting closed at 8.05pm.	

#### Items for Future Meetings

Meeting	Item
LGB	RSE Policy

#### Action Log

ITEM	ACTION	DEADLINE	RESPONSIBILITY
10	Progress governor applications	23.03.2023	NO/PBS

#### Rolling Action Log

ACTION	DEADLINE	RESPONSIBILITY	UPDATE
Send Business Interest Form to HE	January 2023	JG	Completed February 2023
Send Business Interest Form to GB	January 2023	JG	Completed February 2023
Send minutes of 06.12.2022 to NO and PBS	March 2023	JG	Completed February 2023
Report showing all categories of attendance and excluding mobility and medical needs	March 2023	DB	Completed February 2023
Send out new meeting dates and change calendar invitations	January 2023	JG	Send out new meeting dates and change calendar invitations

