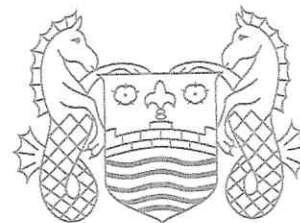


**The Netherhall School and Oakes College
Local Governing Body
Meeting Minutes**



09 May 2023 in IT Boardroom

Governors present

Paul Bullen-Smith (PBS Co Chair), Nicky Odgers (NO Co Chair), Chris Tooley (CT Principal), George Bucknall (GB), Gilles Monniaux (GM), Michael Tamvakis (MT), Yair Doza (YD), Ellen Winchester (EW), Heather Edwards (HE), Ellie Wood attending via Zoom (EW), Peter Monteath (PM) and Claire Hunter (CH)

Others Present

Andy Schofield (AS), Dan Berry (DB), Janet Goldsworthy (JG Clerk)

The meeting was quorate throughout.

	ITEM	ACTION
1	Acceptance of Apologies for Absence Apologies were received from Noah Crew-Gee (working abroad) and approved by all those present. As there were new members of the board attending for the first time, all those present introduced themselves.	
2	Declarations of Interest with regard to agenda items None and no changes.	
3	Minutes of last meeting and matters arising The minutes of 23.03.2023 were approved by all those present with a minor amendment from SITCOM to CITCOM. CT had investigated the process for approving the RSE policy and this will be approved at the start of the Autumn Term – add to agenda planning	JG JG
4	Principal's Report and Budget Update Key points of note:- <ul style="list-style-type: none"> Numbers on roll are increasing and by approximately 5% this year PP students now represent over 10% of total pupils The number of EHCPs will double by September 2023 to 40 pupils The new intake is increasingly diverse and challenging There is a significant number of leavers in Year 9 but they will be replaced by pupils on the waiting list Behaviour This year's suspensions are significantly higher than last year and are essentially related to the use of social media. However, a governor commented that in spite of the increase, Netherhall figures are still relatively low compared to the 400% increase in suspensions across the whole of Cambridgeshire. Q Are physical assaults increasing? A Yes again fuelled by use of social media where one person organises aggression against another person. Parents are increasingly requesting	

Chair's signature.....

support from the school about how to manage social media use by their children.

Q Would it be useful to support Year 6 pupils in primary school with use of social media ahead of them transitioning to secondary school.

A Yes this is done already with videos to parents in Year 6 and across the school

Is there a small number of pupils being suspended multiple times

A Yes this is indeed the case and results are skewed by just one family on whom sanctions are not impacting. There are 3 or 4 pupils responsible for 33% of suspensions.

Attendance

Although Netherhall is showing as below the national average for attendance (91%), this is largely due to the fact that we have a large number of pupils in alternative provision and cannot mark them as attending even if they are attending every day. If alternative provision is excluded, the attendance figures improve significantly.

Q Are PP pupils still an issue?

A PP pupils suffer from higher suspensions and lower attendance

Q Attendance seems to fall as students enter Year 10?

A There exists a higher incidence of mental health issues in this year group which appears to be mirrored across the trust.

Q Are there other schools within the trust achieving better attendance figures?

A No not really. Netherhall are close to the national average.

Q Has there been any impact of the strikes on attendance?

A Probably not. Zero comments have been received from parents regarding the strikes.

Staffing issues

Staffing represents 80% of the Netherhall total budget expenditure. This year there has been unprecedented turbulence within staffing but this is a national picture and reflects the challenging circumstances of recruitment.

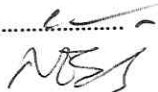
The school had advertised for a Deputy Headteacher but in spite of it being the only DHT role in the Eastern Region and an initial application round of 5 applicants, the preferred candidate withdraw on offer due to feeling that he/she lacked experience.

The school agreed on a different way forward and decided to advertise internally. This has the advantage of being equally affordable, gives middle leaders an opportunity to develop and also encourages the retention of good staff.

The plan is as follows:-

- 2 x existing SLT to take on DHT role
- Internal advert for middle leader to join SLT
- 4 development posts created on a 2 year temporary basis to take on aspects of leadership
- Full time administrator for inclusion
- Second administrative post to support IEPs

	<p>Q As the plan results in a reduction in teaching for the middle and senior leaders involved, are teachers being recruited to take up the slack?</p> <p>A Yes, there are adverts out for MPS teachers: Head of Science, Maternity leave for English, 1 x Computer Science, 1 x MFL, 1 x Science and 1 x Maths.</p> <p>Q Is there enough capacity within the SLT to coach the middle leaders?</p> <p>A Yes SLT have recently been trained in the practical side of coaching</p> <p>Q Is the school aware of the need to retain an outward facing perspective if recruiting SLT from within?</p> <p>A Yes the trusts perspective is important in this respect and CT also sits on the Whole Education board which is public facing.</p> <p><u>Finance</u></p> <p>The financial environment has been in constant flux over recent months due to the uncertainty regarding pay increases and recruitment challenges. Having factored in the recent forced changes, the budget is showing a small £6k surplus, previously an £87k deficit. There is still some uncertainty but the school is determined to set a balanced budget for next year.</p> <p>Q When does the LGB need to recommend the budget to the trust?</p> <p>A At the next LGB meeting on 14th June. GM and NCG are supporting the school to develop best guess and worst case scenario modelling.</p> <p>Q Has the new DHT plan been shared with the trust?</p> <p>A Yes and the trust were impressed with the thinking and the investment in people.</p>	
5	<p>Blueprints update: People and Leadership</p> <p>The trust has asked schools to put on hold all risk assessment and blueprint development until next academic year.</p>	
6	<p>AIP focus 1b</p> <p>AS presented a powerpoint on the experiential programme at Netherhall. Key points of note:-</p> <ul style="list-style-type: none"> • The programme offer a range of clubs and has received fantastic buy in from staff during the year • 48% of students are participating in the extra curricular programme <p>Q Is there a cost reduction for PP pupils?</p> <p>A Half of the activities on offer have zero costing. There is a pot of funds for those who request support.</p> <p>Q How many parents have requested support?</p> <p>A About 12 families which is quite a small number</p> <p>Q Could this funding be promoted in a different way next year?</p> <p>A Perhaps the creation of a social fund with some more affluent families contributing more so that other less fortunate families can benefit? It must be noted that some free activities can be rich in cultural capital. The school is also looking to set up a charity where all parents contribute £2 per annum to support these activities.</p> <p>Q What may be done differently next year?</p> <p>A The biggest challenge has been embedding the concept so perhaps programme promotion will start earlier, include it as part of the appraisal process and start to measure the impact.</p> <p>Q How will you assess the impact?</p> <p>A Observation, feedback, student voice, surveys, measure relationship, behaviour and interest changes</p>	



	A governor offered support from Christs college if required. Parliament outreach services may also be a route to investigate. As was thanked for his presentation	
7	Behaviour and attendance summary	
	<p>DB distributed a report in advance of the meeting. Key points of note:-</p> <ul style="list-style-type: none"> • Behaviour incidents are at a similar level to last year • Behaviour points in the form of RBI have increased slightly but it's felt that the school manages behaviour well compared to other Cambridgeshire schools • The suspension rate has increased but this is largely due to a minority of pupils creating 50% of the suspensions <p>Q What is RBI and how does it track behaviour? A It is difficult to compare behaviour profiles of different pupils so the school developed a measure based on the severity of the stage of behaviour divided by the number of days in school. This is a powerful measure and gives a good indication of a pupil's journey through school. It also allows the school to track impact post interventions and shows parents their child's measure compared to the average pupil.</p> <p>Q What is a good number for RBI? A The lower the number, the better. Anything less than zero to 1 per week is good. 3% of pupils have an RBI greater than 1 and these pupils are being monitored and generally present with adverse experiences and complex circumstances.</p> <p>Q What are the behaviour stages? A Level 1 – reminder to focus on work or stop talking Level 2 – repetitive low level behaviour Level 3 – use of poor language or arguing or disruptive learning Level 4 – more serious incidents resulting in removal from class or Reboot</p> <p>Q Is there a breakdown of behaviour incidents by subject area and individual teacher? A Yes this can be done</p> <p>Q Is the RBI measure used just for in class behaviours? A An RBI for behaviour outside of class does exist.</p> <p>Q Are out of class incidents weighted in the same way? A Yes but this message may need to be repeated to staff.</p> <p>DB was thanked for his presentation.</p>	CT/DB
8	Health and Safety	
	<p>GB had distributed a report for governors in advance of the meeting. Q There were significant damages in school mentioned in the report? How is this being addressed? A CCTV has been installed to record the perpetrators.</p> <p>Q What is causing the damage to the fence? A Mostly the continued kicking of footballs against the fence.</p> <p>Q How is the school going to manage the loss of the site manager who works one day each week? A It is a difficult post to fill and discussions with Claudia Bateman have been ongoing as it is up to the trust to fill the post. The trust have suggested recruiting internally and appointing someone full time for the school.</p>	
9	Governance items	

	<p>The LGB now comprises 12 governors – well done on recruiting such well qualified people! GM will leave at the end of the academic year. The school will approach parents to be governors as there will be 2 posts to fill.</p> <p>A list of possible link areas for governors has been distributed based on preferences for the areas in the AIP. Governors to let PBS or NO know if they are not comfortable with their suggested area. This list is still a draft for discussion and additions.</p> <p>Governors need to discuss whether or not to continue with LGB meetings alone or whether to re-introduce sub-committee meetings.</p> <p>PBS and NO will arrange training soon on school visits which will be included in the agenda planning for next year.</p> <p>GM kindly offered to host a get together both as his last meeting and as the last of the academic year after the July LGB.</p>	NO/PBS
10	Reasons to be cheerful	
	<p>Netherhall secured funding from a philanthropist last year who will contribute £100k each year for 5 years to support literacy within the school.</p> <p>This year we are going to be looking at a redevelopment of the library to provide an office space for the Integrate project as well as developing the library to host meetings and practical sessions for the Innovate group.</p> <p>All students will benefit from these developments.</p>	
11	Date and time of next meeting	
	<p>Next LGB is 14th May 2023 and NO/PBS to confirm if on site or hybrid. The meeting closed at 8pm.</p>	

Items for Future Meetings	
Meeting	Item
LGB	RSE Policy next academic year – Autumn Term 2023

Action Log			
ITEM	ACTION	DEADLINE	RESPONSIBILITY
7	Repeat message to staff regarding out of class RBL incidents	ASAP	CT/DB
9	Review list of link governor areas for allocation	14.06.2023	NO/PBS

Rolling Action Log			
ACTION	DEADLINE	RESPONSIBILITY	UPDATE
Premises and Health and Safety report	May 2023	GB	Completed May 2023
Allocate Link Governor roles	May 2023	NO/PBS	Completed May 2023
Arrange date, time and venue for governor social at end of Summer Term 2023	May 2023	NO/PBS	Outstanding – emailed reminder 14.05.2023

Chair's signature.....



