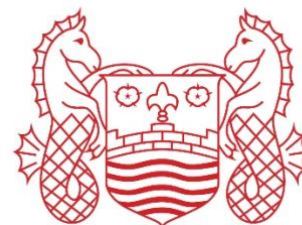


The Netherhall School and Oakes College Local Governing Body Meeting Minutes



13th February 2024 in IT Boardroom 6pm

Governors present

Paul Bullen-Smith (PBS Co Chair), Nicky Odgers (NO Co Chair), George Bucknall (GB), Noah Crew-Gee (NCG) via Zoom, Heather Edwards (HE), Ellie Wood via Zoom joined 6.20pm (EW), Claire Hunter (CH), Yair Doza (YD), Peter Monteath (PM), Michael Tamvakis (MT), Lauren Shields (LS) and Chris Tooley (Principal)

Others Present

Tom Hunter, Karim Masui, Chris Woods, Andy Schofield and Janet Goldsworthy (Clerk)

The meeting was quorate throughout.

	ITEM	ACTION
1	Acceptance of Apologies for Absence E Winchester (unwell)	
2	Declarations of Interest with regard to agenda items None and no changes.	
3.	Agree minutes of last meeting and matters arising not on this agenda The minutes of 30.11.2023 were approved with minor wording amendments to Item 4	
4.	Principal's report including review of key risks Key points of note:- <ul style="list-style-type: none"> The numbers on roll will increase to 210 in September 2024 as the school has confirmed agreement to take an additional form of entry in Year 7 with £80K of growth funding provided by the local authority. There is constant churn of pupils. 23% of current Year 11 pupils did not join the school in Year 7. These students often arrive in year with no SATS data and, as such, are not included in league table data. The impact is to slightly depress our outcomes. The numbers of suspensions have reduced significantly: Netherhall has the lowest suspensions of all AL secondary schools. To reconfirm, the key risks for the school are finance, attendance and recruitment, all of which are discussed in the Principal's report. <p>Q What assessments are done on pupils who arrive in year? A This depends on where the students have arrived from. Some bring existing assessments. All such pupils are screened for literacy and numeracy and the data team complete tests to identify a target grade for these students. These are called the MIDYIS and YELLIS tests and are used widely by schools across the country.</p> <p>Q Why have suspensions reduced and how has this reduction in suspensions been impacting behaviour in the rest of the school? A This is not the case. The data we collect on behaviour suggests that reducing suspensions has not negatively impacted behaviour in the school. In fact behaviour seems to be improving. We have decided to reduce the number</p>	

	<p>of suspensions. Instead of suspending pupils, the parents are called immediately and a collaborative process, sometimes taking up to 6 weeks, is used to 'educate' rather than punish the student involved before the student is then transitioned back into the school system. This process suits the neurodiverse student who may struggle to link actions with consequences.</p> <p>Q Given this new approach to supporting pupils is very labour intensive for staff, what is the school's capacity to support in this way if there was a significant incident involving lots of pupils?</p> <p>A At present, there has been capacity for the incidents that we have had. Some of this has come from using respite provision from other schools. This is a reciprocal arrangement.</p> <p>Q Are there any current staffing issues governors need to be aware of?</p> <p>A No</p> <p>Q What are the current finance and budgetary issues?</p> <p>A Due to the high cost of utilities and the current levels of inflation, the budgetary process has been moved forward to February earlier in the year. AL has taken a decision to manage all sports centres centrally and moved the costs and income to a central costs centre. The impact for Netherhall is a loss of £100k to the bottom line which was not anticipated. AL schools are not allowed to set deficit budgets so the Netherhall budget has had to be adjusted accordingly. In addition, a further pressure is the 5 year moratorium on the lease of part of the school field will not be continued and the lease costing £16k per annum (in 2016) will be reinstated at an inflated rate. There is potential to offset part of the costs as an area of special scientific interest which could potentially reduce the costs of the lease. This is being investigated.</p> <p>Q Is there a view on the current budget?</p> <p>A It will be balanced once all staffing has been entered, other areas will need to be reviewed.</p>	
5.	Parental survey feedback	
	<p>An external survey was sent out to parents and administered by AL. There was a high response rate. Each school can benchmark against other AL schools and against the National Average. Netherhall is above average in all areas compared to other AL schools and is 15-20% higher in all areas compared to the national average.</p> <p>Q Were there any negative areas?</p> <p>A There were questions relating to understanding the role of AL and also to how well students developed socially. A governor emphasised that relations with friends can impact significantly on attendance and perhaps this should be analysed further. A student feedback survey will be rolled out soon and should give further evidence to help unpick this issue.</p>	
6.	Inspection Data Summary Report	
	<p>The ISDR is used by Ofsted to provide context for their lines of enquiry. The data lags by about 6 months so is not completely current.</p> <p>Key points of note:-</p> <ul style="list-style-type: none"> • Progress and attainment are very positive and all subjects do well compared to the national average. • Suspension data at this point looks high but is currently very low. • The current Year 11 have low prior attainment compared to previous cohorts. Additional work was undertaken with the cohort which has impacted to bring them into line. <p>Issues for future intervention:-</p> <ul style="list-style-type: none"> • There are some students in the 16-18 group with below national average attainment but in fact these students make good progress. 	

	<ul style="list-style-type: none"> The data compares progress of pupils with Free School Meals (FSM) against progress of pupils who do not receive FSM. (Almost all schools will score badly using this metric) It does not compare the progress of Netherhall pupils with FSM against national progress data of pupils with FSM. <p>Q Has the school considered other indicators for FSM? A The data compares progress of pupils with FSM against progress of pupils who are not FSM. (Almost all schools will score badly using this metric) It does not compare the progress of Netherhall FSM against national FSM progress data.</p> <p>Q The percentage of students with SEND support is well below average. Are you confident that this is accurate? A Yes based on our assessments, this is accurate. A governor commented that it was positive to see that the school is above average for CPD and below average for the use of supply.</p>	
7.	Attendance data update	
	<p>Key points of note:-</p> <ul style="list-style-type: none"> The data is positive in all year groups compared to last year. Areas for concern are:- PP attendance is low compared to the national average (85.9% national average compared to 83.7% at Netherhall) Boys are at national average for attendance whereas girls are slightly below national average. The tracking of attendance will be discussed at a later LGB meeting. Strategies have been developed to address and improve attendance. The parents of one PP pupil in each form is individually contacted to encourage their child to come to school and given a certificate to confirm their success. This has resulted in slight improvement for PP pupils compared to the whole school. <p>Q Are parents still fined if their parents miss school? A The process of fining parents is lengthy, and the ultimate fines are often small. The school tries to be supportive rather than punitive. Soft letters are initially used and Alvin if required. Attendance has been significantly impacted by the pandemic. Internal truancy is also an issue.</p> <p>Q Attendance appears to reduce as pupils get older. Are there targeted interventions for certain year groups? A This is due to be reviewed with a particular target for Year 11. The largest gap is between PP and non PP pupils who are currently 1% below national average. This is being investigated with a view to implementing a new strategy.</p>	
8.	Safeguarding – Review of MyConcern trends	
	<p>Key points of note:-</p> <ul style="list-style-type: none"> The school continues to have a positive safeguarding culture. The capacity of the safeguarding team has been increased to reflect the strategic model of safeguarding now being employed which logs the interventions being implemented. Safeguarding is becoming more complex and the school is trying to fill the void of reduced community support and long lead times for mental health services. The safeguarding team is doing an excellent job of responding to the needs of the students. It was noted that the AL parental survey showed excellent feedback for safeguarding at the school. <p>Q What is CoSafe and how is it used?</p>	

	<p>A This is a Swedish based app which issues a quick response to a safeguarding emergency. The school is looking to use this app in the near future.</p> <p>Q The concerns relating to ‘bullying’ are quite low. Why is this?</p> <p>A The definition of ‘bullying’ is that used by the Princess Diana Foundation and is defined as being ‘repeated negative behaviour’ and not one-off incidents.</p>	
9.	SIP Link 1a Build character through Pride Pledge	
	Due to sickness, this item was moved to a later meeting.	
10.	SIP Link 1b Expand horizons through student experiential programme	
	<p>Key points of note:-</p> <ul style="list-style-type: none"> • There continues to be good staff buy in to the programme and good pupil engagement. • There are 59 clubs, incorporating both academic and leisure pursuits and engaging different types of students. • 33% of PP and 25% of SEND students are engaged. <p>Q How do you see the difference between Netherhall and The Oakes?</p> <p>A Traditionally the Netherhall offer has been very good and The Oakes a little less so. However, staff at The Oakes have reflected on this and seen the value of the clubs in terms of building relationships etc.</p> <p>Q There seem to be less girls than boys engaging in the programme. How do you address this?</p> <p>A This has always been the case and it is being reviewed. Student voice has been used and girls say that they are not interested in clubs. However, a successful example is the new girls football team which is well attended.</p> <p>A governor visit is being planned and a report will follow in due course.</p>	
11.	Leadership and development	
	Due to staff workload, this item has been moved to a later meeting.	
12.	Governance items	
	<p>There has been an excellent response to parent governor recruitment. This will be followed up.</p> <p>Governance Forum – AL can see the value of the LGB in terms of community and stakeholder involvement. Blueprints are now being used flexibly to address the specific needs of each school. Netherhall continues to retain a H and S governor.</p> <p>Discussion re fobs/lanyards/photos</p>	JG
13.	Reasons to be cheerful	
	<p>Netherhalls’ LGB has been held up as an example of good practice by AL.</p> <p>AL initiated a visit by Skein who had discussions with staff and analysed CPD and other systems to give an indication of the organisations momentum for change. In 2 of the 4 categories, Netherhall is showing strong momentum with areas of approaching momentum. In CPD and appraisal, the school is showing strong momentum with elements of exceptional practice. Overall, the school is pleased with the result showing that the school has good capacity to innovate. The actions from the report will now be debated at SLT level to discover what is it that Netherhall is doing to achieve these results and what the next steps will be.</p>	
14.	Date, time and venue of next meeting	
	20 th March 2024 – Netherhall IT board room	

The meeting closed at 20.05.

Items for Future Meetings	
Meeting	Item
	SIP link 1a: Build character through Pride Pledge Leadership and development Link Governor visit – student experiential programme Link Governor visit – leadership and development

Action Log			
ITEM	ACTION	DEADLINE	RESPONSIBILITY
12	Speak to Kerrie Jones re governor lanyards, photos and fobs	March 2024	JG

Rolling Action Log			
ACTION	DEADLINE	RESPONSIBILITY	UPDATE
Add link governor reports to agenda planner	ASAP	JG	Completed February 2024