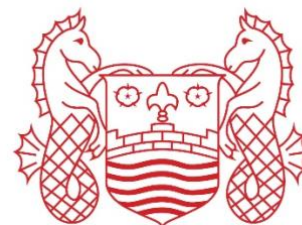


The Netherhall School and Oakes College Local Governing Body Meeting Minutes



20th March 2024 via Teams 6pm

Governors present

Paul Bullen-Smith (PBS Co Chair), Nicky Odgers (NO Co Chair), George Bucknall (GB), Heather Edwards (HE), Ellie Wood joined 6.15pm (EW), Claire Hunter (CH), Ellen Winchester (EW) via Zoom, Yair Doza (YD), Peter Monteath (PM), Michael Tamvakis (MT), Lauren Shields (LS) and Chris Tooley (Principal)

Others Present

Helen Parfect, Janay Fehr, David Polyhronopoulos and Janet Goldsworthy (Clerk)

The meeting was quorate throughout.

	ITEM	ACTION
1	Acceptance of Apologies for Absence N Crew Gee was absent (Family bereavement)	
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 13.02.2024 were approved without amendment. It was requested that any tracking be removed and the final version be uploaded to the website.	
4.	SIP link 2a and 2c Curriculum and technology HP had circulated a report for governors to review prior to the meeting. Key points of note:- <ul style="list-style-type: none"> The NHL Mark was launched 18 months ago and embeds lesson expectations for all staff eg. Greeting pupils at door, building relationships etc The school is pleased with how this has been received and adds coherency to the school's approach. SLT faculty reviews have also been embedded with a review being completed each half term. Each faculty leader explores their vision for the subject and feedback has been positive. The reviews were also the subject of an AL peer review and the process was described as 'developmental and collaborative' The school is in the early stages of a whole school literacy review being conducted by a temporary member of SLT who has attended conferences, reviewed research and completed a qualification in whole school literacy. Very exciting! Q What has been the impact of the refurbished library on literacy? A The library has been used for Year 7 reading as primary colleagues have commented on the limited scope for independent reading at KS3 so this provides that opportunity. It is hoped to open this up to other year groups later in the year. Q Has there been move within the library to more creative reading rather than the more staid non-fiction books?	

	<p>A Students are given a choice of reading books and Sparks fiction has been purchased.</p> <p>Q Who is responsible for the Curriculum Statement?</p> <p>A C Tooley and T Hunter</p> <p>Q Why is the school focussing on reading as opposed to writing?</p> <p>A There has been a national push towards reading. Improvement in writing comes from the use of language. Being able to read widely will allow better access to the curriculum. Audio books will also be explored. The improvement in writing can be addressed at a later stage.</p> <p>Q What is the 'trip' process?</p> <p>A This has replaced the previous appraisal system for staff. Teachers have one focus for research and investigation and leaders identify an area they would like to develop. The research is discussed and actioned in the Spring Term. The first cycle of the programme has been well received, teachers are developing their confidence and the results have been shared with the wider community and beyond.</p>	
5.	Principal's report	
	<p>The school had an Ofsted visit week beginning 4th March. There were 3 inspectors who conducted deep dives into Maths, English, History, Art and PE. The inspectors attended SDP meetings, 3 student panels and reviewed school data. They commented that the school has an excellent curriculum and the Netherhall mark was well received. Inclusion was seen as a strength and safeguarding is effective and highly sophisticated. There are high expectations regarding behaviour and progress has been made in this area since the last inspection. Feedback from both parents and staff was positive. The Netherhall SIP takes a different approach and this is seen as a positive. The draft report was received on 19th March. The report reads well and is very positive. It will be 4-5 years now before the next inspection.</p> <p>Key points of note:-</p> <ul style="list-style-type: none"> • Behaviour: The school has recorded 10 suspensions so far this year compared to 121 at this time last year. • Attendance: There has been a slight increase in overall attendance and the data is slowly moving in the right direction. Ofsted confirmed that the school is doing everything it should be doing in this endeavour. • Staffing: Some staff will be returning from maternity leave. There is a new pastoral assistant and the Head of Modern Languages has resigned. • Finance: AL have recouped £1.5m in savings and Netherhall have entered a balanced budget and are confident of their future direction. <p>Q It is worthy of note that SEN provision has increased but total SEN pupils numbers are decreasing. Is there any focus on this?</p> <p>A The number of pupils qualifying for SEN support and monitoring is at the discretion of the school. The data reflects a greater level of decision making as to who receives support and the numbers will go up and down.</p> <p>Q A number of students ask about the availability of languages. Is this something that could be included in the advert for Head of the Modern Language Faculty?</p> <p>A It is the case that those who choose to study languages are often the higher attainers who tend to move on to Hills Road so probably not relevant to add this to the advert.</p> <p>The Curriculum statement was also reviewed.</p> <p>Q Is Health and Social Care still being offered as a subject?</p>	

	<p>A Yes for the coming year but the government has cancelled the course thereafter.</p> <p>Q There is no mention of D of E in the extra-curricular activities on page 9?</p> <p>A Page 9 refers to the Sixth Form which does not offer D of E</p>	
6.	Pupil Premium Review	
	<p>PM had conducted a link governor visit this term.</p> <p>The PP statement is produced in September and highlights how the school spends its PP funding. It is then approved and then published on the website in October. The school has 25% PP pupils.</p> <p>Q Is it correct that the school spends £2300 on music lessons and only £30 on school trips?</p> <p>A Yes this is correct. Trips are increasingly funded by other sources.</p> <p>Q In KS4, it appears that the gap between pp and non-PP attainment is increasing? A The national picture reflects a gap at age 5 which increases as pupils increase in age, All schools attempt to reduce the gap but success in this area is challenging.</p>	
7.	Behaviour review	
	<p>Key points of note from governor visit carried out by MT:-</p> <ul style="list-style-type: none"> • Overall, behaviour is good – the feel is vibrant but pupils are generally well behaved. • There is a very clear behaviour policy which is followed through. • There is strong provision for those students who are found to be misbehaving • A difference was noted between behaviour inside and outside of lessons. Student behaviour was not as controlled in the corridors which results in increased work for CW. It would be useful to see the RBI external to lessons. <p>Q Has the lack of suspensions meant that minor incidents are pushed into stage 2 or 3 of the behaviour policy?</p> <p>A There is an ECM meeting each week which identifies patterns in behaviour and focuses especially on Year 7. In this way, behaviour is identified and addressed before it progresses to the higher stages.</p> <p>Q What are the implications of the behaviour policy for staff?</p> <p>A The policy appears to be more time consuming as individual tutors now take ownership of restorative meetings which means more work. However, there is a belief that building relationships in this way is the right approach. Staff support the policy but also need to feel that any additional time over the half hour directed time each day will be given back elsewhere. This is challenging. There is also an argument to say that the amount of work involved in following through with the policy hasn't changed but the responsibility for who does the work has changed.</p> <p>Q Are staff critical of the policy?</p> <p>A Staff are behind the collaborative approach but also feel that as more is being asked of them, this needs to be recognised and appreciated.</p> <p>Q What is the plan for SEN students in Reboot?</p> <p>A Reboot is an inclusive programme for all students and staff adapt their practices to meet the needs of any student entering Reboot. There is no additional funding for SEN students in Reboot.</p> <p>Q Are there incidents occurring in the black box area that staff are unable to see?</p>	

	A There are priority plans to upgrade this area funded by the sale of the caretaker's bungalow and install electric shutters which can be opened up when required.	
8.	SIP link 1a Build character through Pride Pledge	
	<p>A paper was circulated to governors prior to the meeting. Key points of note:-</p> <ul style="list-style-type: none"> • There will be a relaunch of the Pride Pledge in September 2024. • There has been a positive response to the Pride Pledge so far. • The programme needs to be simplified and be more integrated. • Feedback reflects the fact that students like this idea but are requesting a change in its implementation. <p>Q Is there any data on those students who are not participating? A This will be reviewed again after the Easter holiday but so far, there is no clear data of groups who are not engaging. Q Is it the case that students are unclear about the motivation for participation and what they will gain from the programme? A There needs to be some kind of payback in the form of congratulatory messages, showcasing achievement or promoting involvement in order to highlight the secondary aim of becoming a better person Q Would it be possible to showcase the achievements of past alumni and link their involvement in the Pride Pledge to their achievements post-secondary education? A This is a good idea!</p>	
9.	SIP link 2b Curriculum pathways and alternative provision	
	<p>A report for governors to review had been circulated by JF prior to the meeting. Key points of note:-</p> <ul style="list-style-type: none"> • This is the second full year of the Innov8 programme • CRC has been shared with staff who are aware of the grades needed • Whilst Year 11 have mostly achieved the grades required, Year 9 have been more challenging and staff have learned lessons about the type of pupil who to select in following years. • Changes to the curriculum have been required • There is now a link with Wilmott Dixon which teaches pupils about the processes used on building sites • Governors were pleased to see the link with Cambridgeshire CC regarding the Clip and Climb 6 week SEND programme. <p>Q What is the plan for Year 9? A Relationships need to be built and strengthened and some pupils will need to return to mainstream classes</p>	
10.	SIP link 1b Expand horizons through student experiential programme	
	A visit has not yet taken place due to lack of available dates.	
11.	Governance items	
	There were 11 expressions of interest in the parent governor role. Of these 6 were of serious interest. An email has been sent out for nominations for receipt by 27 th March.	
12.	Reasons to be cheerful	
	See above for Ofsted report	
13.	AOB	
	None	
14.	Date, time and venue of next meeting	
	9 th May 2024 – Netherhall IT board room	

The meeting closed at 20.05.

Items for Future Meetings	
Meeting	Item
	Leadership and development blueprint 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

Approved