

ST IVO ACADEMY LOCAL GOVERNANCE COMMITTEE

Autumn 1, WEDNESDAY 20 OCTOBER 2021

3.30 p.m.

Microsoft Teams

Membership: Sam Griffin - Principal, Charles Glanville, Frank Newton, Richard Potter, Philip Speer, Elaine Warriner

Clerk: Emillie Newell

In Attendance: David Thomas, OBE, Regional Director Cambridgeshire

Distribution: Julie Bloor, Link Trustee Cambridgeshire,

Melanie Basson, Information and Governance Officer, Astrea Academy Trust

Agenda

Item	Subject	Format
1	Election of Chair	Gr
2	Apologies	Chair
3	Declarations of Interest	All
4	David Thomas	DT
5	Minutes, actions and matters arising	Chair
6	Chair's update <ul style="list-style-type: none"> Scheme of delegation (no change – acknowledge and adopt for this year) Terms of reference (no change – acknowledge and adopt for this year) Updated Local Committee Member Handbook Link members – Safeguarding, SEND and Grants (PP) Safeguarding Training/Child Protection: KCSIE, Child Protection in Education (via Educare) Recruitment to Committee Impact statement 	Chair Papers Papers Papers
7	Principal's Report	Gr Papers
8	Self-Evaluation Framework/School Improvement Plan	Gr Papers
9	Member visits report	FN
10	Policies for approval <ul style="list-style-type: none"> Astrea Health and Safety Policy – For information First Aid Policy – For mention 	Chair Papers
11	Any other urgent business	Chair
	Date of next meeting: 8 December 2021 at 3.30 p.m.	

**MINUTES OF THE
LOCAL EDUCATION CONSULTATIVE COMMITTEE MEETING (LECC)
WEDNESDAY 16 JUNE 2021 15:30
Via Teams**

PRESENT:

Sam Griffin (Principal)
Frank Newton
Emillie Newell (Clerk)
Richard Potter
Philip Speer

Julie Bloor	Adrian Smith
Carol Darnell	
Charles Glanville	

ITEM	DISCUSSION	ACTION
1.0	Apologies	
1.1	Apologies received from Mrs Bloor, Mrs Darnell, Mr Glanville and Mr Smith. The committee consented to the apologies.	
2.0	Declarations of Interest	
2.1	There were no declarations of interest.	
3.0	Minutes, actions and matters arising	
3.1	<p>Minutes of the last meeting approved electronically as a true and accurate record of the meeting held 28 April 2021.</p> <p>Matters arising</p> <p>At the last meeting the committee focussed on the assessment process for GCSEs and A Levels; progress made since April will be discussed during this meeting together with the new behaviour policy and system.</p> <p>Mr Speer requested Mrs Warriner to provide an update following her detailed contribution at the last meeting. Mrs Warriner spoke of the relief for both students and staff that the process this year is over. To ensure that grades for history students (both GCSE and A Level) are fair, the department also provided historic data to evidence that grades were fair and authentic. The history department did not put forward a set of results that would be challenged by SLT and all documentation circulated by Dr Craig was utilised by the department during the process.</p> <p>With year 11 and 13 students returning after the half term break, with all assessments, marking and moderating complete, Mr Griffin requested departments to provide meaningful activities during the week. English focused on CV and letter of application writing, maths focused on personal finance and science provided sessions regarding careers.</p>	

	<p>Mrs Warriner and the history department looked at history in the news: memorials for D-Day landings and the cost of doing so. Mrs Warriner informed the committee that more students attended during the last week than had been anticipated; Mrs Warriner acknowledged that young people have been through a tough time but they have all coped admirably. Mr Griffin added that last year's students fared better, but overall, it is easier for students and schools to go through the usual examination season. The grades submitted have been based on ability, achievement and have been issued fairly and accurately. We await to see what the summer will look like next year for our current year 10s.</p> <p>Mr Speer enquired as to whether students left with the impression that they had been subjected to a fair process or whether there was widespread disgruntlement.</p> <p>Mrs Warriner advised that they were are very positive year group and that did not change throughout the assessments and her mixed ability history group still attended after half term.</p> <p><u>Mr Newton informed the committee that the only complaint he was aware of from students was the number of assessments completed in one day by year 11s. Mr Newton also raised the issue of whether there was more commitment from the year 11s planning on continuing their post 16 education at St Ivo Sixth form.</u></p> <p>Mr Speer thanked everyone for their contributions and congratulated everyone for managing this year's assessment process.</p> <p>Mr Potter commented that the process is not over as the responsibility of appeals lies with the school.</p> <p>All NQTs (Newly Qualified Teachers) received a letter from Mr Speer congratulating them on their work during a particularly challenging year.</p>	
4.0	<u>Chair's update</u>	
4.1	<p>Mr Speer reported that Professor Simon Gregory will be stepping down as Chair of Trustees. The trust is currently looking for three new trustees; Mr Speer will circulate email regarding this.</p> <p>Further to Dr McMahon's resignation in May 2021, Mr Speer advised that recruitment for another parent committee member will take place in Autumn 2021.</p> <p>Mr Speer is to liaise with Mr Thurogood-Hyde regarding the skills audit template circulated to the committee. The audit makes reference to HR, finance and estates, all of which are areas not considered to be part of a LECC members remit. Committee members are not to complete this until clarification is sought from the trust.</p> <p>Mr Speer referred to the annual impact statement reflecting on the committee's impact for last year. Mr Speer spoke of the difficulties in completing this as it has not been a typical year; COVID-19 has impacted upon the contributions as LECC members have not felt involved or visible within St Ivo and there is an element of feeling detached. Mr Griffin acknowledged this and agreed that the committee is not able to see what is happening in school. Mr Griffin stated that over the past eighteen months St Ivo has become a different place. Mr Newton commented that the move from being governors to a member of the LECC has been difficult for everyone, relying on Mr Griffin to keep the LECC up to date.</p> <p>Discussion took place regarding interrogation and challenge, it was agreed that for the next academic year, SLT members will attend LECC meetings to present and it is hoped that in September 2021 normal practice can resume.</p>	

	<p>Mr Griffin and Mr Speer will discuss ideas in the Autumn term for future meetings.</p> <p><u>ACTION: Dates of meetings for next year to be identified and shared with the committee.</u></p>	Mrs Newell
5.0	Principal's Report	
5.1	<p>Firstly, Mr Griffin brought the committee's attention to the final year figure for attendance sitting at 96.3%, this is an outstanding figure taking into account COVID-19 and the fact that attendance tailed off after the May half term break.</p> <p>The biggest change during this term has been the introduction and implementation of the new behaviour system. At the time of this meeting, the system has been in place for eight days and on average one hundred students a day are attending after school detentions for lateness to school/lesson and non-completion of homework. The school feels calm and purposeful, and some members of staff have reported that they feel safe and secure when managing their classes.</p> <p>Mrs Warriner commented that as students are now issued detentions for non-uniform compliance, the tone is now set when children are moving around school, students are no longer wearing hoodies and it has removed some of the mentality linked to some of the trickier groups of students. In addition to this out of twenty four students in Mrs Warriner's large history lower set group twenty three students had completed their homework; these little wins have given members of staff a boost.</p> <p><u>Mr Newton referred to historical incidents relating to a group of students threatening a female member of staff and whether this had been resolved.</u> Mr Griffin advised that the particular group are no longer students at St Ivo. The committee then discussed the 'Everyone's Invited' agenda – sexualised behaviour and how people speak to others.</p> <p><u>Mr Newton questioned Mr Griffin on the exclusion data and those students with five day exclusions.</u> Mr Griffin advised that these incidents within school were due to feuds within the community.</p> <p><u>Mr Potter reported that the exclusion data reflects the data of most schools' behaviour of the last six months and therefore is not just isolated behaviour at St Ivo – it is everywhere. Mr Potter commented that the silent majority of parents are really pleased with the new system, and when looking at the daily figures of hundred after school detentions it indicated that seventeen hundred students are not in detention.</u></p> <p><u>Having met with Mr Varey as safeguarding link on Monday 14 June 2021, Mr Potter expressed his concern regarding how much Mr Varey is dealing with as DSL and his capacity due to being utilised in the Reflection Room.</u></p> <p>Mr Griffin advised that Student Support Assistants are not on the rota for the Reflection Room and initially, Mr Varey, Mr Daly and Ms Sherwood were based in the Reflection Room as a two week arrangement to set the tone. However, we will shortly be advertising for a Reflection Room Manager to join St Ivo in September 2021 and therefore Mr Varey will gain time back in September. Mr Griffin also advised that two leaders will be DSL trained. <u>Mr Potter questioned as to how useful year leaders will be when there are other constraints on their time and asked whether another full time support staff member of the safeguarding team would be more beneficial. Mr Potter also suggested that with curriculum leaders gaining time it would be a good opportunity to use them in the Reflection Room this gives them time to catch up on their marking.</u></p> <p>Mr Griffin advised that only three to four students are in the Reflection Room at any one time but thanked Mr Potter for providing the idea to use curriculum leaders.</p>	

	<p>The committee discussed Pupil Premium and acknowledged that the COVID-19 situation has prevented significant progress in this area.</p> <p>Mr Griffin informed the committee of a significant piece of work being undertaken by Mr West, SENCO and Dr Craig, lead for Pupil Premium focussing on the Pupil Premium and SEND overlap. The new behaviour system has highlighted that a number of Pupil Premium student have been issued after school detentions for non-completion of homework. <u>Mr Potter enquired as to whether the same group of students did not engage in lockdown and whether access to IT is the issue resulting in non-completion of homework.</u></p> <p>Mr Griffin referred to staff changes and the change plans to re-structure the Sixth Form with the departure of Mr Hedges, Head of Year 12 and Teacher of Law and Politics at the end of the summer term following a promotion.</p>	
6.0	Academy Improvement Plan	
6.1	<p>Mr Speer advised the committee that this item will be carried over into the Autumn term.</p> <p>Mr Griffin discussed the upgrade to the WiFi system funded by the Trust rather than the school budget.</p>	
7.0	Link Member Reports	
7.1	<p>Mr Potter's safeguarding report was circulated to the committee prior to the meeting and as discussed earlier in the meeting Mr Potter's main concern centred on the areas Mr Varey is covering.</p> <p>Mr Potter and the committee discussed Everyone's Invited' and informed the meeting that this was originally for universities but has since received reports of incidents from primary and secondary schools across the country. Schools published on this paper do not know for what reasons they are on there and nor is there an indication of the dates when alleged incidents occurred.</p> <p>Mr Potter referred to language used in schools by students, negative language skorts attract when worn by students and the sexualisation of PE tops for females and the possibility of removing the words boy's and girl's when referring to uniforms. Conversations also took place regarding raising awareness of internet safety and preventing children from accessing pornography on their mobile phones; this needs to take place in year 6 as this is when children are most likely to receive their first phone before moving on to secondary school.</p> <p><u>Mr Potter advised that guides should be circulated to parents of year 6 students before they join in September 2021.</u></p> <p>Discussions took place regarding Local Authority safeguarding inspections and the role of the LADO now we are part of Astrea Academy Trust.</p>	
8.0	Any other urgent business	
8.1	<p>Mr Newton enquired as to whether due to the pressures nationally in relation to higher needs students funding from the council is directed to Astrea centrally rather than individual schools.</p>	

	<p>Mr Griffin advised that pupil specific funding is re-allocated to St Ivo and therefore cannot be top sliced by Astrea, however, the council is able to top slice from our higher needs funding.</p> <p>End of year thank you</p> <p>The committee discussed ways in which the LECC could thank all members of staff for their efforts this academic year.</p>	
	Meeting closed at 16:53	

Astrea Local Committees Terms of Reference

With effect from 1st September, 2021.

Introduction

As a charity and company limited by guarantee, the Trust is governed by a board of trustees (the **Board**) who have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and running of the academies maintained by the Trust.

In order to support the effective operation of the Trust and the Academies, the Board has established a number of committees to which it has delegated certain powers and functions. These terms of reference set out the constitution, membership and proceedings of the Trust's local committees.

In summary, the Board has established two different types of committee:

- main Board committees which are established to deal with Trust-wide matters such as Education and Standards; Finance and Budget; People and Remuneration; Audit and Risk Assurance (**Board Committees**); and
- local committees which are established by the Board to support the effective operation of the Academies.

Local Governing Bodies outlined under the articles appointed pursuant to Articles 100-101A and 104 will be known in practice as Local Governance Committees (LGCs).

The Board will review these Terms of References together with the membership of the local committees at least once every twelve months.

These Terms of Reference may only be amended by the Board. The functions, duties and proceedings of LGCs set out in these Terms of Reference shall also be subject to any regulations made by the Board from time to time.

1 Establishing the Committees

The Board has resolved to establish local committees for its Academies each as a separate committee of the Board. A local committee may act in respect of two or more Academies.

For schools in need of a high level of support and direction from the Trust, a Trust Management Board (TMB) will be established and employees of the Trust will be assigned to be included as members. The functions of these Boards will mirror those of the Local Governance Committees (LGCs) though its members will – by virtue of their position within the Trust – exercise greater direction than an LGC.

Local committees have five core accountabilities:

1. To ensure that the vision, ethos and strategic direction of Astrea is maintained within each school.
2. To hold school leaders to account for the educational performance of the schools, the inclusion of all pupils and the offer a knowledge-rich and broadly-based curriculum.
3. To work with the school's leadership and central team to ensure that high standards of safeguarding are maintained.
4. To promote positive parent, community and stakeholder engagement and to drive school-to-school partnerships for improvement within the Trust.
5. To identify, understand and report to Trustees any strategic risks facing the school.

2 Membership

- 2.1 All local committee members are formally appointed by the Trust, including in circumstances where they are elected by a stakeholder body or co-opted by the committee.
- 2.2 The Trust may appoint such independent persons as it deems fit to be members – including the Chair - of Trust Management Boards, provided that the numbers in each category do not exceed those indicated for LGCs.
- 2.3 Each LGC operating in respect of one Academy shall, unless the Board resolves otherwise, have a minimum of five members and a maximum of twelve members.
- 2.4 Each LGC operating in respect of two or more Academies (a "joint LGC") shall, unless the Board resolve otherwise, have a minimum of seven members and a maximum of fourteen members
- 2.5 The membership of each LGC (each an LGC Member) shall be as follows (unless the Board resolve otherwise):
 - Up to two parent members;
 - Up to two staff members;
 - The Academy Principal;
 - Up to seven persons appointed by the Trust;

- LGC2.5.1 The membership of each joint LGC shall be as follows (unless the Board resolves otherwise):

- Up to 1 parent member per Academy
- Up to 1 staff member per Academy
- Up to 1 Principal per Academy
- Additional persons appointed by the Trust so that a minimum membership of 7 is achieved, subject to a maximum of 14

2.6 The Trustees shall:

- 2.6.1 determine all matters relating to an election of parent local committee Members, including any question of whether a person is a parent of a registered pupil at an Academy. When a vacancy arises, the Principal(s) will write to all parents at the Academies in question seeking parents to nominate themselves for the vacancy. Nominees will be asked to provide a personal statement identifying their skills and suitability for the role. In the event that the number of suitably experienced nominees equals or is less than the number of vacancies on the LGC, the LGC can choose to appoint all (or any) of those nominated. If there are more nominees than places available, the Principal(s) will write to all parents at the Academies in question asking them to vote for their preferred candidate.
- 2.7 The LGC may co-opt two staff members whose experience, skills and attributes would benefit the committee.
- 2.8 The term of office for any LGC Member appointed on or after 1st September 2021 shall expire on the last day of December, March or August, being the first of these dates to fall four years after a member is appointed, save that this time limit shall not apply to a Principal. Subject to remaining eligible, any member may put themselves forward for re-appointment or re-election (as the case may be). For illustrative purposes, this means that a committee member appointed on 10th October 2021 shall reach the end of his or her term of office on 31st December 2025.

3 Chairs

- 3.1 The term Chair refers to the person appointed under this paragraph as chair of the relevant local committee.
- 3.1.1 the LGC Members shall at the first meeting of each academic year appoint an LGLGC Member to act as Chair of the LGC;
- 3.1.2 the LGC Members will elect a temporary replacement from among the members present at the meeting in the absence of the Chair;
- 3.1.3 the Trust shall appoint the Chair of a TMB.

4 Authority, remit and responsibilities of the local committee

- 4.1 Each local committee shall be responsible for the matters as set out in the Scheme of Delegation and below in Appendix A.
- 4.2 Each local committee is authorised by the Board to:

- 4.2.1 Carry on any activity authorised by these Terms of Reference; and
- 4.2.2 Seek any appropriate information that it properly requires to carry out its role from any senior employee of the Academy and all senior employees shall be directed to co-operate with any request made.
- 4.3 The establishment of any new sub-committees other than ad hoc working groups required to deal with specific issues, must be agreed in advance with the Trust CEO.

5 Proceedings of local committee meetings

- 5.1 The local committee will meet as often as is necessary to fulfil their responsibilities but at least six times a year (unless otherwise resolved by the Board), and to review the frequency of meetings as necessary or on the advice of the Trust.
- 5.2 Meetings attended by three or more full members of the committee shall go ahead. Where fewer than three members attend, the Chair may determine whether the number of members attending a meeting is sufficient for the committee usefully to discharge its responsibilities.
- 5.3 The relevant Principal(s) shall ensure that a clerk is provided to take minutes at meetings of the committee.
- 5.4 Any resolution at a meeting of a LGC must be determined by a majority of the votes of the members present and voting on the matter.
- 5.5 Each committee member present in person shall be entitled to one vote.
- 5.6 Where there is an equal division of votes the Chair shall have a casting vote.
- 5.7 A register of attendance shall be kept for each committee meeting and published annually on the relevant Academy's website.
- 5.8 Local committees may invite attendance at meetings from persons who are not members to assist or advise on a particular matter or range of issues. Any member of the Executive Board may also attend and speak at local committee meetings.
- 5.9 References to the "Chair" shall in the absence of the Chair be deemed to be references to the chair of the relevant committee meeting.

6 Conduct of Committee members

- 6.1 All committee members shall observe at all times the provisions of the Code of Conduct.

7 Members' Interests

- 7.1 Local committee members are required to declare any business or other interests in any item being discussed at a meeting.

- 7.2 Each committee member, if present at a meeting, disclose their interest, withdraw from the meeting and not vote on a matter if:
- 7.2.1 there may be a conflict – or the appearance of a conflict – between their interests and the interests of any of the Academies or the Trust;
 - 7.2.2 there is reasonable doubt about their ability to act impartially in relation to a matter where a fair hearing is required; or
 - 7.2.3 they have a personal interest (this is where they and/or a close relative will be directly affected by the decision of the committee in relation to that matter) in a matter.

8 Disqualification & Removal of Committee Members

- 8.1 A person shall be ineligible for appointment to a local committee and, if already appointed, shall immediately cease to be a member if the relevant individual:
- 8.1.1 is or becomes disqualified from holding office under the Trust's Articles of Association;
 - 8.1.2 is or becomes disqualified from holding office as a governor of a school or academy;
 - 8.1.3 is included in the list of teachers or workers considered by the Secretary of State as unsuitable to work with children or young people;
 - 8.1.4 is barred from any regulated activity relating to children;
 - 8.1.6 is convicted of any criminal offence (other than minor offences under the Road Traffic Acts or the Road Safety Acts for which a fine or non-custodial penalty is imposed or any conviction which is a spent conviction for the purposes of the Rehabilitation of Offenders Act 1974);
 - 8.1.7 has been fined for causing a nuisance or disturbance on school/academy premises during the 5 years prior to or since appointment or election as a Committee member;
 - 8.1.8 refuses to an application being made to the Disclosure and Barring Services (DBS) for a criminal records check;
 - 8.1.9 commits a serious breach of the Trust's Code of Conduct or any standing order or protocol implemented by the Board, as determined by the Trust;
 - 8.1.10 is absent without the permission of the committee from all their meetings held within a period of six months;
 - 8.1.11 resigns his/her office by notice in writing to the relevant Chair;
 - 8.1.12 in the case of a Principal, they cease to be the Principal;
 - 8.1.13 their term of office expires and they are not re-appointed.
- 8.2 The Trustees shall have the right at their sole discretion to remove or suspend (on such terms as they see fit) any committee member by written notice to the member and the relevant Chair.
- 8.3 The suspension from employment duties of any committee member who is an employee of the Trust shall have the effect of suspending their membership of the committee.

- 8.4 Any committee member who is subject to a banning order issued by the Principal shall be deemed to be suspended from the committee for the duration of the ban.
- 8.5 The CEO may suspend a local committee member where it is necessary to undertake an investigation into any alleged breach of the Code of Conduct.

9 Reporting Procedures

- 9.1 Within 5 working days of each meeting, the Clerk will produce draft minutes of the meeting;
- 9.2 Within 15 working days of each local committee meeting, the draft minutes will be received by its members and agreed as a final, accurate record of the meeting;
- 9.3 Once ratified at the subsequent meeting of the committee, the final adopted committee minutes will be held by the Central Governance Team and the Academy Office as an official record.
- 9.4 The Chair of the local committee shall meet, or arrange for a deputy to meet, the Link Trustee and will report on the committee's work.
- 9.5 Each committee shall conduct an annual review of its work and shall communicate its finding to the Trust.

Appendix A: Remit and Responsibilities of the local committees

The powers and functions delegated by the Board to the committees are set out in detail in the Trust's Scheme of Delegation as approved by the Board and in summary include the following which should be read in conjunction with the scheme of delegation:

- 1 To ensure that the vision, ethos and strategic direction of Astrea is maintained within each school.
- 2 To hold school leaders to account for the educational performance of the schools, the inclusion of all pupils and the offer a knowledge-rich and broadly-based curriculum.
- 3 To work with the school's leadership and central team to ensure that high standards of safeguarding are maintained.
- 4 To monitor and advise on the running of the Academy in terms of learning, standards, safety and wellbeing. This includes identifying committee members that take on a special link responsibility in the following areas: Safeguarding, SEN, Grants (PP/PE/COVID Catch-up).
- 5 To promote positive parent, community and stakeholder engagement and to drive school-to-school partnerships for improvement within the Trust.
- 6 To support the Academy's senior management staff to deal with parental complaints pursuant to the Trust policy on parental complaints and support Principal(s) in recruitment and selection, grievance and disciplinary processes where appropriate.
- 7 To review the decisions of Principals of other Academies within the Trust in exclusion cases where appropriate and, if requested, recruitment panels.
- 8 To record visits to the Academy/Academies both during school hours (with prior arrangement with the Principal) and for evening events.
- 9 To identify, understand and report to Trustees any strategic risks facing the school. To draw any significant recommendations and matters of concern to the attention of the Trust Board via the Link Trustee.

Principal's Report: St Ivo Academy

OCTOBER 2021

School Highlights since previous meeting:

The ending of bubble arrangements has been the biggest change this term. Staff are teaching in their own rooms and students are moving to them. This has changed the dynamic of the school and the working atmosphere for colleagues. There are still issues with Covid in the community and at the time of writing we have around 100 positive cases in students and around 5 in staff. We have discussed this rise with Public Health and the LA and both are happy with our mitigations and level of control.

We have held face to face Open Evenings. The Y6 into 7 evening saw around 700 visitors to the site on timed, ticketed entry and with pre planned routes. All visitors wore masks and were time limited in each area. There are elements of this that we need to consider keeping as it gave a much better flow throughout the evening. We will have had the Sixth Form evening by the time we meet, and I will discuss that verbally.

The Academy Improvement Plan will be discussed elsewhere but I would draw attention to three main areas. We have set very ambitious targets for outcomes this year and have also, thanks to trust support, put a huge amount of resource into this. The focus on behaviour is, I believe, key to success this year and will be discussed later. Thirdly is our focus on reading across the school.

This term see Fiona Boyle leave us. She has been the Student Support Assistant for Year 11 and is leaving us to be Head of Year 7 at Abbey College. We have also said goodbye to Jo Cameron who has just retired after 34 years as our Reprographics Assistant.

We have welcomed a number of new colleagues to the school this term and several existing staff have taken on new roles. These are:

New staff:

Adrian Berrisford	Teacher of Law and Politics
Susan Dobos	Teacher of Reading
Mark Henry-	Teacher of Geography - 2iC
Amy Lewis	Teacher of English
Amy Noon	Teacher of English
Jordana Theriault	Teacher of English
Lesley Westbrook	Teacher of Geography (0.6)
Alys Wilman	Teacher of Maths (0.8)

Changes to roles:

Elaine Warriner	Associate SLT, ITE Lead and Lead on Reading Strategy
Jane Panter	Key Stage 5 Co-ordinator English
Pat Braybrook	Head of Year 12

Athena Bell	Head of Year 13
Lucy Smith	Head of Biology
Nicole Wright	Key Stage 3 and 4 Maths Co-ordinator
Chantelle Clifford	Key Stage 3 English Co-ordinator– Fixed Term until 31 August 2021
Jordana Theriault	Key Stage 3 English Co-ordinator– Fixed Term until 31 August 2021
Hannah Campbell	Key Stage 3 English Co-ordinator– Fixed Term until 31 August 2021
Judith Newlove	Permanent Teacher of Maths

Leadership and Management:

As ever there have been changes to roles and responsibilities within SLT this year. I am attaching the SLT roles document for information. You will have seen from the Improvement Plan that accountability at all levels is a crucial element of improvement this year. To that end we have centrally timetabled all Line Management meetings and also timetabled when SLT will be completing weekly lesson visits. The impact of this has been to get all senior colleagues into rooms more regularly.

We have changed the structure for the department element of the Improvement Plan.

Rather than a separate document of their own priorities we have asked them to complete an additional column on the whole school plan outlining where and how their area will be feeding into specific improvement areas/targets. This sharp focus is having a good impact on people's thinking and planning and also ensures a consistent understanding of where we are heading and how we all contribute to that.

Inclusion Highlights

The saga of the local BAIP arrangement continues. The LA have formally admitted that the Hunts schools are top sliced by the LA for £175,000 each year which is covering the cost of the Olive Academy PRUs in county. The Hunts schools have no access to this provision. The LA seem keen to find a solution (I can't see an obvious one) and this has not been the case in the previous six year's worth of meetings I have attended on this.

In school we are making a much smaller use of external AP this academic year. Last year represented a spike in this for many reasons. We have also increased our capacity in terms of internal AP provision. As such we can place students on reduced or part time timetables and have them still taught by our staff and working towards qualifications with us. At the moment there are around 6 KS4 students who are accessing some provision through this.

Behaviour Safety and Wellbeing

Improving behaviour has been one of the key priorities for this term. It has been the subject of two whole school training sessions so far (led by a range of non-SLT staff) and will continue to be our main focus throughout the year. In addition to the training focus the C1, C2, C3 and after school detention system is now well established and understood by students and staff.

The impact of this has been significant. Firstly, it is now very rare for a student not to complete homework. The majority of consequences are now for punctuality or conduct. Numbers fluctuate but this week the nightly detentions have been averaging in the 50s (out of 1750 as Sixth Form are eligible) and yesterday only 2 students were removed to the Reflection Room (on average this would still be single figures most days).

Supply teachers have commented this term that the behaviour they see here is noticeably better than in many local schools. Staff confidence in owning their rooms and dealing with the majority of situations seems strong. There is still plenty to do but we have made a very strong start in this area.

Mobility:

Starters: 10 June 2021 to 22 July 2021

Year 7	0
Year 8	2
Year 9	0
Year 10	1
Year 11	2
Year 12	0
Year 13	-

Leavers: 10 June 2021 to 22 July 2021

Year 7	4
Year 8	7
Year 9	6
Year 10	0
Year 11	0
Year 12	28
Year 13	-

Starters: 6 September 2021 to date

Year 7	3
Year 8	3
Year 9	1
Year 10	5
Year 11	1
Year 12	3
Year 13	0

Leavers: 6 September 2021 to date

Year 7	0
Year 8	2
Year 9	2
Year 10	2
Year 11	1
Year 12	1
Year 13	1

I would note in addition to the figures here that we are currently below our PAN in every year group. This means we are being asked to consider more in year placements and Managed Moves than we have seen in recent years.

Exclusions:

10 June 2021 – 22 July 2021

Gender	Year Group	SEN	Pupil Premium	Reason	Length of suspension (days)
Female	8	No	Yes	Disruptive behaviour	0.5
Female	8	Yes	No	Verbal abuse towards another student	1
Female	8	No	Yes	Disruptive behaviour	1
Female	9	No	Yes	Physical assault against another student	3.5
*Male	9	No	No	Disruptive behaviour	2
*Male	9	No	No	Physical assault against another student	1
Female	9	No	Yes	Disruptive behaviour	1
Male	9	No	Yes	Disruptive behaviour	1
Female	10	Yes	No	Disruptive behaviour	2
Male	10	No	Yes	Physical assault against another student	1
Male	10	No	Yes	Verbal abuse towards adult	1
*Male	10	No	No	Physical assault against another student	2
*Male	10	No	No	Disruptive behaviour	1
Male	10	No	No	Physical assault against another student	2
Male	10	No	Yes	Physical assault against another student	2
Female	10	No	Yes	Verbal abuse towards adult	1
Male	10	No	No	Physical assault against another student	1
Female	10	No	Yes	Disruptive behaviour	2
Male	10	No	Yes	Physical assault against another student	5
Male	10	No	No	Physical assault against another student	2
Female	11	No	Yes	Physical assault against another student	3.5
Female	11	Yes	No	Physical assault against another student	1
Male	11	No	No	Disruptive behaviour	1
Male	11	Yes	Yes	Damage	1
Female	11	No	No	Disruptive behaviour	1.5
*Male	11	No	No	Disruptive behaviour	2
*Male	11	No	No	Disruptive behaviour	2
Male	11	No	No	Verbal abuse	1
Male	11	No	No	Verbal abuse	1.5

*Same student

6 September 2021 – 13 October 2021

Gender	Year Group	SEN	Pupil Premium	Reason	Length of suspension (days)
Male	9	No	Yes	Physical assault against another student	2
Female	10	Yes	No	Verbal abuse towards another student	1.5
Male	10	No	No	Physical assault against another student	0.5
Female	10	No	Yes	Verbal abuse towards another student	1
Male	10	No	No	Damage	1.5
Female	10	No	Yes	Verbal abuse towards an adult	1
Male	10	No	Yes	Verbal abuse towards an adult	1
Male	10	No	Yes	Physical assault against another student	5
Female	11	No	No	Disruptive behaviour	2
Female	11	No	No	Disruptive behaviour	1.5
Female	11	No	Yes	Disruptive behaviour	1
Male	11	No	No	Disruptive behaviour	2
Male	11	Yes	No	Verbal abuse towards adult	0.5
Male	11	Yes	No	Physical assault against another student	3

Attendance:

See accompanying documents.

Safeguarding:

	Autumn	Spring	Summer	Total
Referrals to Social Care	9*			
Cases picked up by CSC	-			
Early Help Assessments submitted/ cases opened at TAC level (or equivalent)	-			
Child Protection Plans	3**			
Subject to Child In Need Plan	4			
Supported by TAC Plan/EHA or equivalent	-			
Prevent concerns	0			
Prevent Referrals (Chanel)	0			

*Six referred to early help, three awaiting a response

**Two families

Quality of Teaching:

The main focus of lesson visits this term has been to focus on the quality of direct instruction that staff are using to manage discipline and to ensure high levels of engagement with work. All staff have been seen by either their Head of Department or a member of SLT this term. Whilst there is still variation there is a definite upward trend across the school. In most lessons the quality of resources is very strong. The focus on direct instruction will remain across the year.

Curriculum Highlights:

There is no doubt that the biggest change this year is additional provision for Year 11 and 13. We are providing Period 6 study 4 nights a week for Y11 in all subjects areas and a more bespoke programme for Y13. In addition, a number of high achieving Y13 students are receiving external tutoring through Keystone to aid them in achieving Russell Group places for next year. This is across the main traditional, academic subjects. Y11 are receiving short term intervention in Maths through My Tutor, and this is targeting students who are capable of getting 4 or 5. All of this has been centrally funded by the trust and the staff who are involved are being paid for their time. The trust is also looking at ways to make this sustainable into future years.

Achievement and Progress:

Please see information on GCSE and A level performance last year. Whilst it is hard to draw meaningful conclusions from this it is interesting to look at the relative performance of subject areas. You will be aware that there will be a national change in grade boundaries over the next two years to bring outcomes back in line with those seen nationally in 2019.

Summer assessment tests were sat in 7, 8 and 9 for English and Maths and for just 8 and 9 in science. The mean SAS reveals strong, above average performance in all years for English and Maths and an out of place low number in Y8 science.

Year	English	Maths	Science
7	104.7	102.5	x
8	104.1	105	98.2
9	103.9	103.3	106.9

The below national average SAS for science is not consistent with the achievement of this cohort in other subjects. As a consequence, the department are monitoring the progress of the current Year 9 closely and we will see at half term whether this figure is an indication of a downward trend or a statistical anomaly.

Within individual subjects there are some interesting mini trends in terms of the data spread.

English

Y7 10% of cohort at 126 or higher and nearly 25% of the cohort sit in the top end of the average band. This high average pattern is repeated in Years 8 and 9. In terms of gender distribution there is a heavy trend of girls performing higher than boys in 7 and 9, it is a more balanced spread in Y8.

Maths

The Y8 data shown a significant pattern of above average attainment compared to national. It is a more balanced picture in 7 and 9 but in both year groups there is a significant spike of around 24% of girls sitting in the 89-96 low average band. Only in Y8 is there a gender split at the very top end with 12% of boys as opposed to 5% of girls being above 126.

Science

Year 8 is the anomaly here as performance is below national on most measures. This is not replicated in English and Maths. This could be an issue with curriculum coverage as the science tests are slightly different. This also seems at odds with the Y9 performance where the SAS is 106.9. In gender split there is a significant number of Y8 girls again in the low average band. Year 9 shows significant male achievement at both 119 and 126 and above. There is clearly work to be done on the tracking and level of challenge in the current Y9 following this.

Overall

There is plenty to be very positive about in these results. They suggest potential and attainment that is well above national average in most years and across all three subjects. The challenges remain boys who average or below in English and a potential anomaly in cohort performance in science for the current Y9.

Sam Griffin
October 2021

EHA YEAR TEAM RESULTS

OCTOBER 2021

	Open EHAs	Closed EHAs	New EHAs open this half term
Year 7	1	1	0
Year 8	2	0	2
Year 9	3	0	0
Year 10	8	1	0
Year 11	7	4	0
Year 12	0	3	0
Year 13	0	0	0
TOTALS	21	9	2