

MINUTES

Spring term 2019 meeting of the Quality and Standards Committee

Held at Beamont Collegiate Academy on 12 February 2019, 6pm

Present:

Paul King
Carolyn Williams
Sheila Yates (chair)
Jane Griffiths
Neil Pearson
Howard Platt

In attendance:

PK Vicky Briggs (Great Sankey Primary School)
CW John Carlin (Penketh High School)
SY Matthew Grant (Priestley College)
JG Andrew Moorcroft (Beamont Collegiate Academy)
NP
HP

VB
JC
MG
AM

Part One – Non-Confidential Business

1. Welcome

SY welcomed everyone to the meeting.

2. Absence/Apologies

C Roper, B Scott-Herron, M Grant, T Long, A Topping and A Grace sent apologies for the meeting.

3. Confirm outcome of election of chair of the Quality and Standards Committee (to be undertaken at the meeting of the Trust Board on 7 November 2018)

It was confirmed that S Yates was elected.

4. Declaration of personal interests

Committee members were reminded of the requirement to declare any interests, pecuniary or otherwise pertaining to the meeting. No personal interests were declared.

5. Minutes of 9 October 2018

The minutes of the previous meeting held on 9 October 2018 were confirmed as a correct record.

a) Matters Arising

There were no matters arising from the minutes.

b) Action Log

It was confirmed that all actions had been completed.

6. Performance Review

AM reported that a link had been sent to governors to enable them to access the performance tables. The outcomes were as expected. As the minutes of the performance review were not yet available AM provided a verbal update to governors following the December meeting. The RSC is pleased with the progress across TCAT last year and hence supportive in relation to growth for other schools coming in. VB was able to attend to give update on primaries within the trust. With regards to secondaries there were questions around SLT and sustainability of improvement (Sir Thomas Boteler). In terms of Penketh High School it is about incremental growth and reassurance to keep improving – they talked about the current data which suggests this. The first 18 months is about creating SLT and a climate for learning. Bridgewater High School is about Ofsted readiness; this has been an outstanding school but has not been inspected for some time.

There were questions on the teaching school function and how they are progressing towards KPIs – these were exceeded for year 1.

With regards to Beamont Collegiate Academy they were relatively pleased with the outcomes and improvement over the year. AM explained that they had discussed his role and how to sustain moving forward whilst not being the substantive headteacher at Beamont Collegiate Academy.

VB reported that with regard to the primaries it was an easy conversation due to the attainment and progress which was above national. They asked about shared moderation and shared work streams and growth plans for the primaries.

AM reported that the RSC were reminded that they had a large college (post 16) within the trust. There was a question around governance (in terms of the size of the trust board and the regularity of its meetings). There were questions relating to the central infrastructure (they felt that the top slice was too low). They are looking at building centrally to facilitate growth. There are a couple of primaries interested in joining the MAT and AM added that the plan is to consolidate over the next couple of years before further growth.

HP asked if they were given the impression that they would have schools thrust towards the trust. AM reported that the RSC were happy with the pace of growth and would like some strong schools in the trust to enable more capacity.

7. Score Cards Summer 2018

Beamont: AM reported that the score card is RAG rated green across the board and they judge themselves as good. They feel potentially they could push themselves to outstanding in a couple of areas. SY commented that since AM is not present full time this has not had an impact on the school. This is a good judge of leadership and good organisation.

AM explained that they had a clear transition plan and Gareth Harris has taken on more responsibility for operational matters within school. Mr Harris is also managing the priority action plan for good performance year on year. AM added that his own responsibility strategic leadership. Support Mr Harris and leading the 2-3 year and 4-year action plan and moving towards outstanding. A peer review is scheduled for two weeks' time and feedback will be received from colleagues following that.

Data looks good and they may have a slightly better year than last year. The performance of the cohorts in Year 11 and Year 10 is promising and they are engaged and committed as students. They are below where they expected for English; however the targets are in the top 5% of country.

Attendance is where they would like it to be, exclusions are low and the PAN is as reported – the school received 100 first choice applications over the PAN.

Padgate: AM reported that this was taken over two months ago. Currently they are working with SLT and have conducted a thorough peer review which has affected the judgement of themselves; hence the current judgement of RI for leadership. The data last year was poor – indicative data looks healthier than last year due to the support provided to heads of departments and teachers and also the nature of the cohort. A great deal of work is taking place in relation to curriculum models and staffing.

The first meeting of the newly appointed governing body is taking place tomorrow. It is hoped that a good team has been established which will move the school forward.

Comparing the data of 2017/18 to the autumn predictions results these should be moving forward significantly (projecting an increase of 0.7 which is a huge increase for one year). There is a great deal of support and training in place for teachers and support for middle leaders.

With regards to the PAN Catherine Thompson (LA) has confirmed that Padgate and Sir Thomas Boteler are likely to be close to full next year. **NP asked** if a representative of Padgate will be attending meetings. AM reported that the headteacher will be invited to future meetings.

Sir Thomas Boteler: AM reported significant progress last year for outcomes and teaching and learning. Behaviour and safety has changed to green, governance is amber and finance is red and remains a concern. Currently they are looking at staffing and curriculum models with the headteacher and opportunities to centralise to support the school with finance.

Leadership has been self-assessed as good; however at the peer review it was judged at RI. A new deputy headteacher has now taken up their position and has already had a significant impact in a short space of time which will hopefully cement good leadership. SLT are operating at full capacity.

Personal development is good which is the same for behaviour and welfare. The quality of education is judged as RI. An Ofsted inspection in 2019-20 could result in good judgements. **HP asked** the current position with regards to the £100,000 with the LA. AM reported that a meeting is planned in for March 2019. **SY asked** if that would take the deficit to -£217,000 or whether this is not included. HP explained that it is assumed that any figures are in non-receipt of the £100,000.

Bridgewater High School: AM reported that the school is RAG rated green across the board except for finance (there is an issue regarding funding from the LA). Previously the school would receive £300,000 per year to accommodate the split site provision – this money is no longer provided. Meetings are scheduled with the LA.

At a previous meeting Tim Long stated his case for an outstanding judgement and they now feel they are solidly good – a plan is in place to get them to outstanding.

With regards to KPIs in relation to targets the school expects to perform well in line with targets at FFT 20 or FFT 5.

Penketh High School: JC reported that prior to the peer to peer review they felt that whilst the SLT in school was credible the MLT did not reflect this, ie: articulating a vision for the department. This is now in place along with a middle leadership programme. They have secured a number of places on NPQH and MSL courses to develop in the run up to the Ofsted visit – this will be classified as RI until that particular piece of work concludes.

A safeguarding audit took place by the LA for a full day with a full team. They reported that they were extremely pleased with the changes and that the welfare of pupils is a priority. This is still reflected as good.

The KPIs are reflective of the incremental progress of the school with a huge focus on raising standards and expectations. They have managed to engage and focus Year 11 better than last year's cohort.

They were disappointed by the performance for English last year. A great deal of work has taken place with Beamont Collegiate Academy around the quality of assessment and to validate the outcome from the mocks (predicted at 80% for literacy and mid-70% for English language). This has been validated; however needs to be reflected in the final outcomes. Trilogy sciences needs to improve and are a focus. Languages are predicted as an improvement and similarly history. The EBACC is improving and heading in the right direction. The biggest challenge for progress outcomes are individual subjects.

In the current curriculum model pupils have just one creative option; next year's model has two creative options - teaching and learning by that point will be significantly better.

JC reported that the financial figures have not been included; there was a slight surplus last year.

There is approximately £140,000 to £150,000 to go back to the MAT to pay off the debt. The shortfall this year is significant due to the fall in PAN numbers. The projected deficit for next year is £457,000 – through the restructure this will reduce to £7,000. Other savings are being made through non staffing positions. Consultations will start the week after half term.

JC reported that they have managed to secure the PAN at 170 which has been confirmed by Catherine Thompson today – they are very pleased with this result. Year 9 stands at 222 and the staffing structure will need to reflect this number. JG asked the reason for this. JC explained that there was a birth hike for that particular year group. The staffing structure will be aligned to manage this. AM has provided valuable advice. AM commented that on walking around the school the environment is calm and productive and they have put middle leaders under intense scrutiny which is a difficult process for them.

CW asked about attendance at the school. JC reported that this is above the national average currently. The numbers of exclusions have halved compared to last year. Pupils understand the clear expectations. There are 54 clubs running at lunch times for pupils to attend. There is a greater focus on attendance which is more bespoke to the pupil, ie: why they are not getting into school.

SY asked if the issues for governance have improved. JC reported that some governors have not attended the last few meetings and conversations will take place. Currently there are two parent governor vacancies and they are looking for particular expertise. A governance training programme is in place for this year which needs to be developed. A skills audit will take place and governors will be robustly challenged.

SY asked if they are confident that SLT is now strong. JC reported that he is confident of the new SLT; the team is made up of new members.

Penketh South: AM reported that there is no change in the judgement and they are still good. Finance remains an issue. Teaching and learning also remains an issue in terms of areas of development in relation to the gaps for KS2 and the subjects beyond core, ie: geography, history and science, which need to be developed positively.

The KPIs are good and positive again this year, all attainment data is in line and attendance is strong and exclusions are low.

SY asked if they are satisfied with the way things are moving. CW noted that she is pleased with the strength of governance. HP added that he has been surprised with the rigour and professionalism on the governing body; the school is well governed.

CW added that they carried out a skills audit to identify what was required which has taken time.

Great Sankey Primary School: VB reported that the school is RAG rated green across all areas. A great deal of work has taken place around governance and middle leaders. There is now a tentative outstanding judgement for leadership. A review is taking place in 2-3 weeks and it will be a focus to check the judgement.

A strength of the school is that outcomes and targets remain high. They have worked hard on the curriculum model and worked with middle leaders. Behaviour is strong and they focus on the well-being of children.

With regards to areas of development they continue to work with middle leaders. There have been some changes in governance, NP is no longer the chair of governors and they have reviewed the roles within the governing body and aligned link governors to key documents against the school improvement model.

With regards to data and outcomes the EYFS target is 82. FFT 20 and FFT 5 are used for the targets. All targets are aspirational, including greater depth – indicators show that they should hit the targets. There was a significant programme last year for reading and maths.

The school is looking to be in a comfortable position financially going forward following last year's restructure. The TAs in school are very tightly timetabled. A great deal of targeted support is provided for special needs children. **HP asked** NP how long he had served as a chair of governors at the school. NP reported that he had served for 5 years as chair and he was a governor for 12 years prior to that.

It was noted that leadership is judged as a 1 and outcomes are judged as a 2 - **SY asked** VB why outcomes are also not judged as a 2. VB explained that she has pressure from governors to grade this as a 1; data is outstanding but this needs to be better again this year and next year. This grade is also taking into account DT, art and the new Ofsted framework about foundation subjects.

SY asked AM for his view. AM reported that the provision for English and maths is outstanding, it is about the provision for foundation subjects. The headteacher is reliant on middle leaders for foundation subjects and which needs to be more solid. VB added that they have strong middle leaders that have worked hard and the proof should be apparent in the summer. NP added that at primary level when they refer to middle leaders the teaching staff are few, ie: 15 teachers. If you take SLT out of the equation it is near enough every class teacher. VB added that they are also delivering history, DT, RE and music. AM informed the committee that next time under the new framework they will push for outstanding. VB explained that the new curriculum model was a gradual and careful process. AM reported that the onus on the inspection going forward is that there will be more on middle leaders than in the past and they need to ensure they are upskilled. There are some positives in the new framework.

Priestley College: AM reported that the judgement is similar to last time; however they are far more confident on the outcomes for personal development and behaviour (outstanding).

They have been asked that if outcomes are outstanding then leadership should be outstanding and this continues as an ongoing conversation. The performance last year was far better than anticipated. There needs to be more focus on courses that are not doing as well as expected. SLT and middle leaders are having a positive impact. KPIs show the targets for the year ahead which they are moving positively towards. SY noted that a good level of supply cover can be an issue.

PK asked if in-depth discussions took place with the RSC and if they were happy with the robustness of the judgements. AM reported that the RSC were satisfied with the judgements and acknowledged that there is a high level of internal challenge within the trust.

8. School Improvement Activities: Autumn Term 2018

AM reported that they wanted to learn lessons from previous trusts and the LA and be far more proactive in solving problems collectively. They wanted to highlight the amount of work that has taken place since September. The information provided includes the number of hub meetings, peer reviews, coaching sessions which provides a sense of what is happening. A record is being kept of evaluations and notes of visit and they are ensuring that each hub is working effectively to its remit. A leadership conference took place last week to bring all the leadership teams together from across TCAT. This was an extremely successful evening with 60+ attendees.

9. Pupil Premium Grant

VB reported that information had been circulated to governors. The working group had met three times (planning in reviews) and had captured an update for governors, ie: total number of pupils on roll, total number of pupils eligible for PPG, the money received and what this looks like for the trust. They developed a new action plan for this year with priorities: outcomes for PP students, common barriers, sharing of resources etc and they are developing partnerships for on the ground practice. They have also been auditing the school websites and reports which vary. **HP asked** if they are compliant with GDPR. VB explained that with regards to statutory requirements, strategies and good practice they have been trying to streamline the effect so that there is some commonality. They have been given impact statements from autumn and interventions which have started and they are seeing a shift in data. They are looking at attendance for pupil premium pupils in secondary.

It was acknowledged that it is an informative report that demonstrates how they have progressed from last year – **SY asked** if they are looking at the impact. VB reported that it is about building relationships. **SY asked** with regards to Ofsted whether they can present this report and the different strategies.

VB explained that next time they will have a more succinct report and they will be able to see the impact statement for that term 'at a glance'.

NP reported that they are very fortunate that AT has the experience and knowledge of education as their pupil premium governor. AT produces very detailed reports from her visits to Great Sankey Primary School.

VB reported that a great deal of money is coming in across the trust. VB was thanked for providing an excellent piece of work.

10. SEND

AM reported that the report has been provided by the SENCO. The SENCO group is positive and productive with similar issues being faced. There has been a huge overspend on the high spends block. SENCOS are under a great deal of pressure to do more with less. A programme of CPD has been introduced for TAs across the trust including the use of Assistive technology in the classroom. They are sharing a great deal of good practice regarding EAL. **SY asked** how things have moved on since last year. AM reported that a number of headteachers are asking to buy into the hubs. This will remain in-house for the short term but can include outside schools in the longer term. AM asked whether trustees would like to ask some hub leads to come to meetings to provide talks on a rolling programme. SY suggested that they potentially start with English initially at the next meeting.

HP reported that at the Sir Thomas Boteler away day a good talk was delivered regarding safeguarding and systems. At the governor conference in March it was suggested that it would be useful for him to present to a wider audience and whether this is a best use of their time.

ACTION: **AM to organise hub leads to provide talks to the committee on a rolling programme (to start initially with English).**

11. Any other business

Safeguarding

SY asked committee members if they can advise if they have completed the Hayes safeguarding training (this is a requirement for governors at Priestley College). The training focussed on several points that are the responsibilities of the trustees. SY added that she has spoken to MG regarding a general report being produced (similar to the pupil premium report). MG suggested that this should be at committee level as a standing item once per year with a report on safeguarding to ensure that all requirements have been carried out. It should be recommended to the trust as a whole that Hayes training should be completed. The talk previously mentioned by HP that was delivered at STB on safeguarding and systems could be delivered across the whole of the trust.

VB reported that the safeguarding hub meets regularly half termly attended by the designated safeguarding lead (or deputy DSL).

The Challenge Academy Trust (TCAT)



They do not have an overview from these. **SY asked** if individual schools would have a designated lead that could coordinate this across the trust.

ACTION: **Emails to be sent to trustees via their local governing boards to identify who has completed Hayes training.**

HP suggested that it is a reasonable requirement that all trustees are safeguarding trained as good practice. AM added that the contract is trust wide and therefore there would be no additional cost. VB reported that this should not replace full training.

ACTION: **Hayes safeguarding training to be raised and decided at trust level and actioned and administrated at local governing board level. AM to identify who will lead on this.**

12. Proposed future meeting dates

Summer 2019: Tuesday 11 June 2019 at 6pm at Beamont Collegiate Academy

The meeting closed at 7.43pm