



MINUTES:

BOARD: School Improvement Committee

SCHOOL Noadswood School

DATE: Thursday 22nd September 2022

TIME: Starting at 7pm until 9.30pm

VENUE: To be held at Noadswood School

ATTENDED:

Kathryn Marshall (KM)	Headteacher
Gary O'Flaherty (GO)	Chair of Governors
Helen Sanderson (HS)	Parent Trustee arrived: 19:23
Neil Wright (NW)	Parent Trustee
Matthew Hewitt (MH)	Deputy Headteacher left: 19:50
David Crowley (DC)	Assistant Headteacher
Helen Loveday (HL)	Assistant Headteacher

APOLOGIES: Alison Munden Chair of School Improv. Cttee.

ATTENDING: Louise Instone Judicium Clerk (via Teams)

QUORUM: Three Trustees

The Code of Conduct for Governors requires governors to be honest and open with regard to conflicts of interest (either real or perceived). Governors must not use their position for personal gain in business, political or social relationships. Therefore, a governor who has, or may be perceived to have, such a personal interest in a particular matter under consideration should declare that interest, withdraw from all discussions relating to it and take no part in any vote on such matter.

Items marked * are those in which a majority of Governors may have an interest because of some shared attribute. When considering these items, Governors should aim to achieve a balanced view, paying particular attention to the sources of information and advice, and remind themselves of their duties as governors and to act in the public interest.

Item	
1	Welcome and Introductions: Those present were welcomed by GO who was the acting chair for this meeting.
	Procedural items: Apologies for absence Apologies for absence as recorded were accepted by the Governors. Confirmation of Quorum The meeting was confirmed as quorate Declarations of pecuniary or personal interest for this Meeting: No pecuniary or personal interests were advised for any agenda item for this meeting.



3	Any Other Business: No other business was added to this meeting
4	Minutes: The Minutes of the previous meeting on 23 rd June 2022 were approved and will be digitally signed by the Chair.
5	Matters Arising from the Minutes: Please see list below
6	Correspondence: There was no correspondence to address
7	Safeguarding/Child Protection/Suspensions: To note any matters for the Committee to be aware of and updates on KCSIE 2022 Presentation from HL <ul style="list-style-type: none"> • All colleagues have had safeguarding training • DSL has had their statutory training • Safeguarding training for trustees to be added to the first FGB and will be presented by HL • Safeguarding Action Plan has been reviewed by CoG and his report will be added to the GovernorHub • Invigilators have had safeguarding, contact will be made to each of them to ensure they have all had the training. • Kitchen staff have received Hampshire County Council training, HL will review what that entailed. • HL is in the process of organising training for the cleaners. <p>Q Where is this training recorded?</p> <p>A: A list is kept of training received by teaching staff, support staff and another other staff</p> <ul style="list-style-type: none"> • Information on the updates this year in KCSIE is in a powerpoint in the papers for this meeting, LI to link this documents for trustees to be aware of. <p>ACTION: Remind Trustees, and give a deadline, for signing KCSIE, adding a link to HL's powerpoint of the changes this year: ACTION: LI</p> <p>ACTION: Add Safeguarding Trustee training to the first FGB agenda: LI</p> <p>ACTION: Obtain Safeguarding Action plan visit report from CoG and add to GovernorHub: LI</p> <p>Trustees were advised of a recent negative Tik Tok trend that some students had picked up on. Whilst the account has been removed, it is still possible to access the negative material on YouTube. It was regarding, among other things, negative views about women. The school is addressing these comments and are covering this in citizenship and generally during the school day.</p>



8	<p>Update on SEMH RP and impact for students and SEND Strategic Plan including Y9 Integrated Curriculum (see matter arising from the last meeting: Y9 extra literacy and numeracy).</p> <p>HL reported that the mental health support is exceptionally good for these students and they are developing specific responses for the individual students.</p> <ul style="list-style-type: none"> • This has been running for a year • There were 3 students last year and there are now 6, maximum will be 10 • Students are in mainstream school as much as possible, but they go there for social times and it is a very safe place for them. • When they are in mainstream school, the teachers must be upskilled to work with this level of SEND. <p>Due to the massive up turn nationally and at Noadswood in EHCP students, the school commissioned Mike Armiger to support the SEND work and create the SEND strategic plan. Now the document is created when Mike visits next month he will monitor, evaluate and review the work being done and his report will come to trustees.</p> <p>SEND is an area of school development to ensure culturally teachers work well with these students. This involves:</p> <ul style="list-style-type: none"> • Training for staff • Sharing good quality information with colleagues about the students and the work being done. <p>A small number of students are on alternative curriculum pathways</p> <p>It was explained that SEND is the overarching description used and one strand of that is SEMH (Social, emotional and mental health).</p> <p>ACTION: Add Mike Arminger's report to next SIC Agenda: LI</p> <p>Helen Sanderson joined the meeting</p>
9	<p>Review Interventions put in place for students, including case studies – Flexible Learning/LIFE students/Reduced Hours Students</p> <p>Alternative provisions, this includes college placement, reduced hours timetable and work placements.</p> <p>LIFE project ran from Easter to Summer</p> <ul style="list-style-type: none"> • Businesses came in to do careers based work • Police came in to cover safety in the community • Sexual health nurses came in • Working in the community and helping the community • Lots of life based activities and skills. <p>The students were still subject to the same behaviour policies, there was one student suspended but this was a large reduction in suspensions.</p>



	<p>LIFE project is starting again next week, it is bespoke for the students.</p> <ul style="list-style-type: none"> • Some students will do the LIFE project in the morning then go home. • Some do the project in the morning and then go into lessons or 1:1 or flexible learning. • Some of the students are going to college one day a week after half term. <p>Now this project is running and engaging the students in school, the next priority is to up the curriculum content.</p> <p>Some students have done an ASDAN qualification</p> <p>National Tutoring Programme: Staff have been doing short sessions of Maths and English. Longer term planning will involve using staff who are low on their allocation to support this.</p> <p>Trustees agreed it is important to ensure these interventions take place but still ensure students come away with qualifications.</p> <p>There are 11 students on a reduced timetable, 9 doing flexible learning</p> <p>There was discussion around how the school can ensure they are making sure that no student falls through the net. The challenge is attendance, Year Leaders are getting better at catching students early ensuring there are clear plans in place of what is expected of students and parents, consistency across the school is needed.</p>
10	<p>Review the use of school space, including safe spaces at social times</p> <ul style="list-style-type: none"> • The whole school has been reviewed • Duty Rota has been done to ensure staff are in the best places • There has been a RA done of what is happening around the site • An indoor space facility is being looked into • Toilets have been kept in separate year groups • Vape detectors are being purchased for toilets
11	<p>Quality Assurance Calendar and Performance Development 2022/23</p> <p>Learning Walks: There won't be feedback or judgement on the staff but this is to gather information of what children are experiencing during the day, is it a good experience? This is an opportunity for staff to view their own curriculum area and others.</p> <p>There will be formal team quality assurance where a day will be spent compliance checking, the subject lead will do a thorough learning walk and work scrutiny.</p> <p>There will be a led conversation done to gain context with line managers the day before. They know when and how it is going to happen, there is an outline of what the day will look like and what they can expect.</p> <p>There will be feedback to the whole team.</p> <p>Performance Management – rebranding as Performance Development</p>



	<p>Full time teaching staff will have 2 objectives</p> <ul style="list-style-type: none"> • 1st curriculum development, contribution to subject area and around school. • 2nd operational objective, this will be a task to be completed to support the department. <p>Staff who are UPR and are expected to contribute above that of a usual teacher now have a suite of activities to choose from and work on through the year.</p> <p>Staff will be given time to review last years' targets and set new ones on the INSET day after open evening. Arbor will be introduced this year and used to record these targets.</p> <p>At a future meeting a snap shot of objectives set will be brought to this committee. MH left the meeting.</p> <p>ACTION: Snapshot of objectives to be brought to a future meeting: LI</p>
12	<p>Pupil premium statement review of 2021/22 and objectives: 2022/23</p> <p>The Pupil Premium Statement is still a work in progress. Just waiting for confirmation of monies carried forward from last year.</p> <p>As previously the money will be spent on curriculum supplies, uniforms, trips etc and once that is scheduled in a plan will be put in place for the monies left.</p> <p>There was a discussion around pupil premium money spent last year on for example "Young Gentlemen's" and "Let it Shine" groups, it was asked if students involved in those interventions could be tracked for attendance, suspensions and assessment data to review the impact.</p> <p>ACTION: Review of students involved in Young Gentlemen's & Let it Shine group, tracked for attendance, suspensions and assessment data to be brought to future meeting: HL/LI</p>
13	<p>School Led Tutoring Programme</p> <p>During the Summer term, staff who had gained Year 11 time were used to do this. An ex-Noadswood Science/Maths teacher will now be doing these sessions 1:1 and 1:3. Head of Department in Maths/Science will be asked to identify students who would benefit from this support in years 8-11. Students will get an hour of support every couple of weeks. These will be mainly SEND & disadvantages students plus any students who are of concern.</p> <p>Approximately 60-70 students will be involved from now to December.</p> <p>There is an ex-Noadswood English teacher who may also be interested in joining this programme.</p> <p>Some of this money, is from specific government funding but the rest will be from Pupil Premium funding.</p> <p>School will feedback to trustees at a future meeting.</p>
14	<p>Yr 11 Results Review</p>



MH shared a Results 2022 Powerpoint that was available to trustees on the GovernorHub, this listed all the results for each subject.
MH explained grade boundaries were lower this year and will continue to be slightly lower for the current year 11s.

When staff are using 2022 papers to test students they are adding on about 10% to the grade.

The school was very pleased across the board with the results as was the Local Authority.

The school has put through some appeals for grades but has only had 6/7 requests from students/parents for papers to be remarked.

English and Maths results were solid.

Science – as previously discussed students were removed from single science, the school was happy with the results for the students.

Geography and History were great results, as per the predictions.

MFL results were great but the school now needs to increase the number of students taking a language. The department are going to work with Hampshire Advisory Service to help broaden the impact with more students.

Focus area:

Disadvantages gap, this does exist, there were 5/6 students that didn't do any GCSEs. It tended to be disadvantaged students who have haven't attended school. The gap is nationally. The programmes discussed above are in place to help these students.

Governors reflected that this gap is going to last for a few years.

It was agreed and also links into SEND and what teaching is in place for those students.

Academically Able students: There was reflection over the academically able students who come out with good grades but they maybe should have come out with better grades. Were they stretched enough to get them a 9? Some staff don't want to predict students with a 9 as it puts pressure on the teacher and the student. In future teachers need to predict a 9 if that is the right grade for that student.

Governors asked how progress is measured.

It was explained the KS2 Maths and English scores taken with the fisher family trust recommend a progress score also reflecting the social demographic. The average score comes out at 100.

Reporting has been changed slightly:

They have a score for Effort, Independent Learning and Behaviour. These will be reflected now as: Excellent / Good / Poor / Inconsistent

Target Grades



	<p>The target grades previously have been FFT-50, however, they will now be somewhere between FFT50 and FFT20</p> <p>FFT benchmarks are based on how similar pupils nationally performed in the subject last year, there are 3 options: FFT50 – Average – schools that made average progress last year 50th percentile FFT20 – High – schools that made greater than average progress last year, 20th percentile FFT5 – Very High – schools that made above average progress, 5th percentile</p> <p>Assessment fluency isn't across the school, it is a culture that is being worked on.</p> <p>CATs have been introduced again for year 7</p> <p>Literacy is being tested electronically across the whole school, teachers and students will know their reading age.</p> <p>Subject leaders will be returning to SLT meetings to discuss where the current year 11 students are and what is being done to support them.</p> <p>Governors reflected they were pleased to see high level students were considered and not just SEND and disadvantages students. It is important to support the whole spectrum of students.</p>
15	<p>SEF Review This has yet to be updated. However, it will have the same evaluation and objectives as last year in order to see the impact of what has been put in place.</p> <ul style="list-style-type: none"> • Full range of trips and enrichment is still to come back on line but is in the pipeline. • Using the same approach for CPD for teachers and support staff, there will be a review of the impact. • Safeguarding & H&S are a developing strength <p>Priorities for improvement:</p> <ul style="list-style-type: none"> • Consistency of culture for restorative behaviour • Attendance • Finance – working budget will include the teaching and support staff increases to salaries that were announced after the budget. Working budget will ready by tomorrow night. It is still a concern. • Disadvantaged students • Diversity – citizenship curriculum, lessons and attitude to being a good citizen. • Quality of curriculum for SEND students <p>Stretching students who are high achievers to achieve higher will be added to the SEF</p>
17	<p>Governor Visits</p> <ul style="list-style-type: none"> • Safeguarding visit from GO and report has been written and will be posted on GovernorHub. • Tim Sunderland science visit is being organised



	<ul style="list-style-type: none"> Alison Munden H&S visit is being organised Alison Munden Redwood visit is being organised
18	Review of terms of Reference, prior to their approval at the next FGB ToRs for each committee will be re-written, this is a large piece of work. In the meantime the current ToRs will be approved at the next FGB.
19	Risk Register Monitoring R1 - Inability to recruit and retain pupils leading to an unsustainable school. Dropping numbers resulting in recruitment not being achieved. Failure to achieve short or long-term enrolment targets resulting in reduced funding allocation. R5 - Failure to keep children safe and protect them from harm in all aspects of school life for example: Allegation against staff, allegation against student, Student hurt or missing, Safeguarding concerns not reported or responded to. Adverse media coverage which could impact on subscription and reputation. Poor behaviour management impacting on teaching and learning, reputation and retention. R6 - Failure to keep children safe and protect them from harm in all aspects of school life for example: Allegation against staff, allegation against student, Student hurt or missing, Safeguarding concerns not reported or responded to. R7 - Success rates drop which results in loss of reputation. Funding cuts in future periods (financial viability) resulting in the school having financial difficulties R13 - Progress risk due to staff or students shielding or isolating. There are a few cases in school. Most of the risks have been covered in the agenda R1 – the fact is, there is a falling demographic, however the school had more year 7 students than were predicted. Open Evening will be a big event and KM continues to visit primary schools, the marketing is in place. Governors asked if the school had maximised the great GCSE results to the full in promoting them on the website and social media? KM explained it is not only the great results but also the richness of the curriculum as the reason students come to Noadswood. Results are not usually mentioned at Open Evening but they will be this year. It was explained they were put on social media but reflected that more could be made of them. R7 TS is aware of where we are with getting the budget and year end complete.
20	Policies to be reviewed Pupil Premium Yr 7 Literacy & Numeracy (non statutory) To be added to the next agenda
21	Any Other Business: N/A
22	Meeting Dates: 17 November 2022 19 January 2023 16 March 2023 27 April 2023 22 June 2023
	Identify Items for Confidential Part II Minutes: There were no items identified for Part II Minutes.
	The meeting was Closed by the Chair at 21:01hrs



Matters arising from the minutes of the School Improvement Committee held on 22nd September 2022.

Item	Action	Actionee	Status
7	Remind Trustees, and give a deadline, for signing KCSIE, adding a link to HL's Powerpoint of the changes this year	LI	
7	Add Safeguarding Trustee training to the first FGB agenda	LI	
7	Obtain Safeguarding Action plan visit report from CoG and add to GovernorHub	LI	
8	Add Mike Arminger's report to next SIC Agenda	LI	
11	Snapshot of Performance Development objectives to be brought to a future meeting	LI	
12	Review of students involved in Young Gentlemen's & Let it Shine group, tracked for attendance, suspensions and assessment data to be brought to future meeting: HL/LI	HL/LI	

Item	Action	Actionee	Status
7	Review Interventions at next meeting	LI/AM	Completed at this meeting
7	Trustees to review use of space at next meeting	LI/AM	Completed at this meeting
7	HL to bring case reviews to next SIC meeting	HL	Add to next agenda
10	SIC to review Year 9 students having extra literacy and numeracy integrated curriculum	LI/AM	Next agenda
15	KM to ask Carys to get a quote for redesigning the toilets	KM	Complete this will go to GP

Matters arising from the minutes of the School Improvement Committee held on 9th March 2022

Item	Action	Actionee	Status
13	KM to ask BW to contact trustees & colleagues regarding speaking to students about their work	KM	Carried over

Minutes are signed digitally by the Chair on GovernorHub