



Minutes of The King Alfred School Board of Governors Meeting

Held Tuesday 13th June 2017
18:00 Room G01

Present: Eur Ing H Mackay (Chair), Mrs N Augar, Mrs D Cornish, Mr R Dyer, Mr M Ellis, Mrs D Hurr, Miss L Lamb, Mr P Reddish and Mrs J Strong

In Attendance: Mr S Aylward, Miss Z Elder, Miss P Matthews, Mr John Wells and Mrs T Humphris (Clerk)

Apologies: Mr K Elliot, Mr S Lodge and Mrs A Milburn

1. Apologies were accepted from Keith Elliot, Simon Lodge and Annette Milburn. There were no **Declarations of Business Interests or conflict of Interests**. HM welcomed ZE and JW to the meeting.

2. Minutes of the meeting held on Tuesday 23rd May 2017.

LJL's name was added to the apologies, the spelling of Fritzlar was corrected and then the minutes were signed off as an accurate record of the meeting.

3. Matters arising from the meeting on 23rd May 2017

The Governors confirmed that information had been circulated in relation to the data request following the Pupil Premium review.

4. Urgent items:

DCH confirmed that she had received a draft copy of the Ofsted report the previous Wednesday and she had submitted 5 points for clarification/amendment. The full report will be published within 14 days. It must then be circulated to all parents and we must hold a meeting for parents.

DC asked whether the report will affect students coming to the School in September?
DCH said it is vital to manage the message that goes out, so parents have confidence in the School. *HM asked whether he and DCH should pay visits to the feeder schools?*
DCH said that the Heads of the feeder schools are aware that the Ofsted inspection didn't go well, but they have assured her of their absolute support. She said that the Local Authority (LA) will provide a statement and the governors agreed that they are happy to follow the LA script.

5. Interim support arrangements put in place by LA

DCH informed the Governors about the work of JW and ZE and then JW shared with the governors the presentation that he had made to the staff on the first day after the half term. The Governors had also noted the newsletter that had been circulated "What's happening at KAS".

JW said that CLT had been commissioned by the LA to work with KAS. As a result, they are now accountable to the LA, rather than to KAS, so their approach is rather different. He said that the RSC are monitoring what is happening at KAS. He said the decision hasn't yet been made as to which MAT the School will be forced to join, but he still hopes that it will be the CLT. Other MATs will be looking at the situation with interest too. He said that the day-to-day running of the School is still in Denise's hands as Headteacher, but he is the Executive Headteacher. He said he didn't know how long he would be working with the School, but he believes the RSC will make a decision as to KAS's future in the autumn. Although the work is what JW and ZE had been already been commissioned by KAS to work on, the Ofsted inspection has meant that the time frame has shortened. They have to show impact in a very short time span.

DC asked how much time is being spent by them at the School. JW outlined the time that he had given so far and said he is being "back-filled" at CLT. JW and ZE have visited classrooms to identify some students who are working well and 46 positive praise letters have gone out so far. He said he had also been sharing some of the experience of his staff regarding homework and seating plans.

JW said the School needs to concentrate on becoming more consistent about what we do regarding teaching and learning. It's not just about the border line (C grades) but all abilities. He said that all staff have now been told about the "non-negotiables" (teaching and learning strategies to ensure every student makes the best progress that they can). These are to be considered the "baseline" and not the "ceiling". He reminded the Governors that the Ofsted inspectors had commented on the Be Proud Plan, saying that they felt it had been established, but not yet developed enough.

JW shared with the Governors the new leadership structure and outlined the responsibilities of each member of the team. He said that the new structure should ensure clarity of the messages given.

DC asked whether Governors could go through this on the Governor Training Day? HM said they would be mostly looking at the Statement of Action and he will be going through the role of the Governor. *DC asked whether governors could be given assigned roles to take responsibility for some of the things that have come out of the Ofsted inspection report.* HM said the Governors could look at some of the themes.

JW said he felt the School needs to engage the students more and he shared the "So that" slides from his presentation. ZE emphasised that the right hand column is key to their work. They can check whether things are in place through learning walks and through talking to staff and students. This then enables them to be really sharp with their feedback and then they can use it as a diagnostic tool to put more in place and make changes which are sustainable.

JS asked whether JW and ZE had received any feedback from staff so far? JW said the staff were very quiet at the meeting. He felt there was a strong sense of unity. He sensed for some it was a case of, "This is what I do every day", some probably thought, "That will help me", but some others, "Yikes".

JW said that the Be Proud Plan has been refined following the Ofsted report and they are building an identity around it, starting with "Belong". He has been encouraging positive relationships: staff to staff and staff to students. He has insisted that teachers meet and greet anyone they pass in the School. He said he felt that it had had a big effect already, even in such a short space of time. He said that he has also insisted on students' uniforms being perfect and a common language for behaviour. He confirmed that they are developing a new strategy for attendance and they have been working on Anti-Bullying, live lessons and the use of data.

JS asked whether there is training available for Governors, and wondered how they could improve their questioning? JW said he would provide some open strands of questions that they can use when meeting with their SLT link.

He invited the members of SLT and the Staff Governors to provide some feedback on how things have gone so far. LJJ said that staff feel they have received clear direction and they feel unified. ME said that he felt the atmosphere in school is calmer at break and lunch times and he was very pleased. SMA said it feels like an evolution, as a lot of the work was already in place, but he has very much valued the support of the CLT. PLM said she felt that seeing the School through a fresh pair of eyes had been valuable, being a critical friend to the SLT and the extra capacity that they have added to the School has allowed them extra time to meet with others. DCH said she felt the balance was just right.

JW said the newsletter would be going out each week until the Ofsted report and meeting. HM asked JW to circulate the PPT to the Governors and to provide the question strands. **Action JW.**

6. Final position and end of year balance summary (report from JAG)

RD said this year we have come out on top but this might be different next year. This does not include the proposed new funding. DCH said that under the new funding model, we should benefit. RD said we must ensure things do not get worse. DCH said she is pleased to see we are in credit. HM thanked JAG for the report.

11. SLT/Governor links presentations - Sixth Form (RD)

RD confirmed that JPH felt the Sixth Form was doing well, so was disappointed by the Ofsted outcomes. *JS asked what the numbers are for next year.* DCH said 55 students will be joining the Sixth Form, which is less than the School had hoped for, but more than last year. Jonathan Gaskell is meeting with Year 10s to encourage better numbers next year. *ME asked whether students would be allowed to retake English and/or maths this year.* DCH said that they have asked students to get a Level 4+, but we do have some capacity to offer some extra English and maths from September if necessary.

7. Report on SDP - Leadership

DCH said she is pulling the messages together and developing the middle leaders' practice. She said she has led on the aspirant senior leader module (succession planning). She mentioned Kate Clough who the Governors had met earlier in the year

as Peer Development Associate, now Head of Department for PE. DCH said that all staff are required to sign up to 2 hours of CSPD, or else they would be required to work the first Monday of the Summer Holidays. However, many people had signed up to many more than 2 hours.

DCH outlined the staff vacancies and confirmed that we have agreed to return to TES for the advertisement of our vacancies next year, and we are hopeful that this will result in a greater field of candidates. DCH was asked to share the PPT that she used for Governors. **Action: DCH.**

8. Report on SDP - Wellbeing

PLM said she is excited to be working with a new team on wellbeing, with added capacity and fresh ideas. She is confident that they will be able to make a real impact on behaviour, attendance, Pupil Premium and barriers to learning, using the Be Proud Plan for absolute clarity on what we are doing and why we are doing it. PLM confirmed that there is a 3-year cycle for safeguarding. She said in September the safeguarding update for staff would be better than before, using the Keeping Children Safe In Education as the basis and quality-assuring the training via an online questionnaire. She said she was pleased that Ofsted recognised that the School had "robust systems" for safeguarding the students.

PSHCE - PLM said ME has given us a great base to move on from and the new Co-ordinator will ensure that we have more in-depth coverage. She said it's important that the delivery is monitored to ensure any students who miss out through absence are given an opportunity to catch up.

PLM confirmed that the School now have peer supporters, 3 new Assistant Head of Years, with a static Year 7 team. Mental health and wellbeing are important strands of our work. There is little diversity in terms of race in the area, but we do know that recorded incidents of racial incidents have reduced.

PLM confirmed that she plans to recruit a PSHCE and SMSC Co-ordinator and an additional Stonewall Champion. She is also developing the KAS Equality and Diversity Strategy and we will work towards the RRSA (Rights Respecting School Award).

PLM said the School is investigating moving towards a House structure and she will be visiting other schools in the last part of this term to see what this means for students and staff. *DC asked whether PLM will take some students with her?* PLM confirmed she would be and that she had received lots of volunteers already. PLM said that all staff and governors will be linked to a House. PLM confirmed that she has also planned for a new structure in terms of pastoral and inclusion.

PLM stated that attendance at KAS is not where it should be. Currently 93.3%, but should be 94%+. We have now got a EWO and additional EWO support has been agreed to work with key students. Some of our lowest attenders were already persistently absent when they arrived at KAS from their primary schools. *NA asked whether attendance would be worked on at the Team Around The School meetings?* PLM confirmed that they would. PLM said that Dave Herbert will be doing transition

work. *NA asked whether the EWO would be covering the feeder schools too?* PLM confirmed yes. She said that Suzanne Lawrence is also doing some work with parents who do not know how to deal with their child when they cannot get them into school. PLM confirmed that they are now seeing an improvement in the number of "lates" and said that she will be tweaking the system for next year.

PLM also confirmed that plans are in place for a new covered area on the back of the canteen, to expand the number of places for eating. Costings have been made and this will be brought to the Governors for approval later in the year.

9. Roll Projection

DCH said 223 students will be joining KAS in September, but we hope that this figure will rise in the summer. This will mean that we will have 1,238 students on roll in total. *NA asked DCH whether she felt this figure might change when the Ofsted inspection report goes out.* DCH said KOW have some capacity and parents might choose to go to Bridgwater, but she hoped not.

JS asked whether we have lost many Year 9s into 10s. DCH said none. *JS said she had heard that a couple of her son's friends are leaving at the end of the year?* DCH said that the letter was sent to the parents directly from the DfE. DCH said they will be using the Induction Evenings and the 3 days for students to reinforce the Be Proud Plan message.

PR suggested that the newsletter should be sent to the feeder schools. DCH said this was a good idea. **Action TJH.**

10. Report on progress data (Year 7 - Year 10) and Year 11 predictions

SMA reminded governors that a grade 5 is considered a strong pass and grade 4 is a standard pass. He said that next year all subjects, except DT, will move towards numerical grades. DT will become numerical the following year.

SMA talked about the different versions of data gathered: Basics, Progress 8, Attainment 8 and EBACC. Key student groups: Pupil Premium, SEND and Attainment (low, middle and high).

SMA outlined the most recent predictions for our results, including English 5+ 47%, 4+ 73%; maths 5+ 40%, 4+ 59%. ME said "Levels of Progress" have now gone. SMA said this is due to Progress 8 which rely on all results.

DC asked how SMA made the predictions. SMA said teachers' professional opinions, mock paper results, student preparation levels and reactions to the actual papers.

DCH reminded Governors that we don't know what will constitute a grade 5 or a grade 4 at the moment. SMA said we were guided by PiXL, who helped us by ranking the students against those from other schools. SMA explained the target figures for Year 10. *NA asked whether the grades come with the same caveat, in that nobody knows for definite.* SMA said that the Departments are being consistent so that we can track the progress.

SMA said that the value-added figure for Year 10 is 1016, which is excellent but he we are not currently adding value to the Year 9 figure. The Year 8s need quite a lot of work, but the Year 7s are much more in line and averaging at a Grade 5.

SMA agreed to circulate his PPT. **Action SMA.**

12. Governor Training feedback.

No Governor training was reported.

13. Dates for next year FGB meetings

The dates for next year were noted.

14. Policies to be approved: LAC Protocol

The amended LAC Protocol was noted. PLM said that SPL is the nominated teacher with special responsibility for Looked After Children in the School.

Meeting closed at 8pm.

Next Meeting Tuesday 4th July 2017

6pm in GO1

Signed as an accurate record of the Meeting:

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Eur Ing Hugh Mackay (Chair of Governing Body) Dated: