



Full Governing Body General Meeting

Tuesday 21st October 2014 – 4.00pm for 4.30pm start

Venue: Learning Centre

The formal part of the meeting was preceded by an opportunity to meet new staff who have joined us since September 2014.

Sally Lees, Assistant Headteacher and Allyson Godwin, SENCo presented on SEN.

Present: Neil Spurrier (NS), Allan Foulds (AGF), Rob Farrow (RAF), Tim Mansfield (TM), Steve Reis (SRs), Stephen Rudge (SR), Matthew Gray (MRG), Nicola Hayward (NH), Keith Chamberlain (KC), Scott Harvey (SH), Ian Batty (IB), Angie Langley (AL)

In attendance: Jules Godfrey (JMG), Gareth Burton (GB)

Apologies: Antonia Noble (AN), Phillip Avery (PA), Richard Knight (RK), Krissy Scott (KS), Vanessa Weir (VW), Andy Ponting (AP)

Clerk: Sharon Peacey (SDP)

1. Apologies for absence

- Apologies from AN, PA, RK, KS, VW and PA were received and accepted.

2. Chairman's introductory comments

- NS welcomed NH as one of the new Parent Governors recently elected and asked her to say a few words about herself which she did. NS confirmed that NH would be joining the Admissions Committee.
- NS stated that KS was unable to attend this meeting and confirmed that she would be joining the Finance & General Purposes Committee.
- NS stated that he intended to take the agenda in a slightly different order and that the Admissions Policy and the Admissions Committee report would come after the Progress 8 briefing.

3. To declare any financial and other interests

- There were no declarations of financial and/or other interests.

4. To confirm the minutes of the previous meeting of 29/09/14

- The minutes were agreed to be an accurate record of the previous meeting pending the agreed minor amendments.

5. Matters arising

- AGF confirmed that 53 re-marks had been requested. Of these 16 of the grades went up and no grades went down. All parents of students whose papers were re-marked were informed of the risk that grades may go down as a result of the re-marking process.

6. To receive the Headteacher's Report

AGF highlighted key areas of his report, these included:

- The Main School Open Evening. AGF stated that this was an excellent opportunity to show case the school. This year saw a far greater number of visitors at just over 850. The feedback received following this event was extremely positive. This is a huge tribute to GB's organisation and the commitment of all staff. AGF stated that nearly a quarter of the student body willingly gave up their time to help make the event such a huge success. He commented that they were great ambassadors for the school.

7. ESPR Report

- AGF reminded Governors that NS had spoken previously regarding the importance of receiving an objective view from an external source.
- AGF confirmed that the key driver for the initiation of the ESPR was aspects of relative underperformance in the GCSE results this year.
- AGF reminded Governors of an important question asked by a Governor at the previous FGB meeting i.e. 'Why have the results come as a shock?'. AGF stated that he believed that results had also come as a shock to a large number of other schools nationally. He added that SLT take their key accountability extremely seriously. AGF stated that headline statistics do not reveal the whole picture adding that this will be evident to the Curriculum Committee.
- AGF explained that in part the dip in grades could be attributed to the change in curriculum and assessment models, particularly in English Language, and he substantiated this with reference to specific data.
- Amongst other issues the report contains 17 recommendations, all of which have been taken on board and appropriate action plans have been created. AGF stated that the issues outlined in the report are not a surprise to the school. Following receipt of the report, GB and AGF have been in communication with Roger Whittall (author of report) to discuss some minor changes to the language used and reordering of the report. GB confirmed that Roger has approved all changes to the report.
- The report highlights the need to pay more attention to progress over time, rather than simply a 30 minutes 'snapshot' during a lesson observation
- AGF spoke to staff on Monday 20th October at the staff briefing meeting and reminded them that the ESPR brief was to look at 40% of the taught curriculum (English, mathematics and science), which is a significant sample of all provision at Bournside, also clarifying the likelihood of whole school policy implications.
- AGF stated that the school is on the cusp of replacing some of its current data systems which relate to student performance. Training and support will be offered to all staff on new systems.
- In terms of pace AGF stated that the actions from the action plans created as a result of the ESPR report will on the whole be completed by January 2015. Other actions are ongoing.
- A staff Governor confirmed that the majority of the report echoes what is already being put into place.
- GB confirmed that he had visited Roger's school and had a sense of confidence in the recommendations Roger had brought to CBS.
- A Governor asked how this report will affect the performance review objectives set for SLT. AGF stated that whilst Governors oversee that the process is carried out effectively decisions are confidential. NS confirmed that there are performance related objectives for SLT.
- A Governor stated that the Headteacher's response to the ESPR was an action plan to what is effectively, an audit. The Governor asked who will drive this and what will be the indicator that the actions have been completed. AGF responded that the responsibility would be split right across SLT as each line manage HODs. AGF stated that ultimately he is held responsible to ensure

that this is delivered. He further added that the first Policy Committee meeting (PO2) of 2015 would be the first opportunity to review progress made.

- NS added that GCSE results across the last two years have been lower than the school hoped. He stated that the ideal would be to further align the results with quality of T&L.
- A Governor asked what the target was e.g. was it to improve from the previous year or to return to the point we were at 3 years ago. NS stated that the aim was for the school to be at or above the top 25th percentile nationally. A Governor expressed concern that this measure might be not be objective enough. AGF confirmed that the school works with FFTD and a range of other indicators which are specific and challenging and entirely objective.
- GB stated that the shared view across the senior team is that some student targets may not be aspirational enough. A Governor asked how this can be if some students are not currently meeting their targets. A discussion ensued regarding league tables and performance indicators.
- GB stated that the school's data systems need to change to a system which incorporates 'progress'.
- A Governor stated that after taking into consideration all of the comments in the ESPR report and the discussions at previous Curriculum Committee meetings that, in his opinion, the school was not meeting the needs of all students. He added that the report recorded insufficient engagement with students regarding their targets and a lack of understanding from students regarding what they need to do to meet national expectations. He stated that it was insufficient to have an action in response to this such as *'Learning conversations to occur between teacher and student (s) ensuring that students are clear on their targets'*. He stated that this should be ongoing. The Governor stated that it was not enough to identify the problem, the solutions also have to be identified. The Governor stated that it was vital to ensure that students work to the level which they have been previously assessed to be able to work to. He added that he felt that the school was paying 'lip service' to the learning conversations. The Governor stated that he felt that students were carrying themselves and that something between the 'teaching and pupils taking it in' was being lost.
- In response to this a Parent Governor stated that in her experience pupils are fully aware of their targets and that these are in their books. NS and GB both acknowledged that as a school we can always do better and reminded Governors that Roger Whittall's brief was to ascertain areas for potential improvement and therefore this is what the report focuses on.
- The Chair of Governors asked the Headteacher to offer closing comment. The Headteacher further clarified that the ESPR report was presented for awareness, comment, understanding and scrutiny as opposed to approval and confirmed that it had already gone to teaching staff. The Headteacher reinforced the previous point regarding the importance of acceptance of the report and he drew Governors' attention to the opening sentence of his response to the report. The Headteacher then reminded Governors and clarified that they would not be in the position of reviewing any such report had he not initiated it in the first place with the support of the Chair and Vice Chair.

ACTION: Further investigation and analysis of areas to go to be carried out at Policy Committee.

8. Progress 8 briefing

- GB stated that Governors may have already heard of Progress 8 in the media.
- Progress 8 will become the main key performance indicator for all schools from 2016.
- GB stated that the aim of this agenda item was to create an understanding and awareness amongst Governors prior to a decision being made regarding whether to 'opt-in' or not in June 2015.

- GB stated that opting in would mean a number of things, including:
 - Any OfSTED inspection would use Progress 8 as the prime indicator of student achievement
 - Progress 8 would appear at the top of the schools' published tables
 - The 'floor standard' would be set using Progress 8
- GB reminded Governors of how performance indicators in schools have changed over the years from the instigation of OfSTED in 1992.
- GB explained that an individual student's Progress 8 score is calculated by subtracting their Attainment 8 (A8) score from the average (mean) A8 score for everyone in the country of the same prior ability (PA) level.
- Governors took part in a range of activities which aided their understanding of how Progress 8 is calculated.
- NS stated that this process raises some interesting questions with regard to where interventions are placed.
- GB highlighted the fact that with the Progress 8 system, the difference between an 'F' grade and an 'E' grade is just as important as the difference between a 'C' and a 'B'.
- GB demonstrated with a graph how Progress 8 measures are likely to affect the proportion of schools who are beneath the floor standard. GB showed that this proportion would broadly increase and the types of schools below the floor standard will also change dramatically.
- GB explained that by virtue of doing nothing, it is possible for a school's Progress 8 score to dip. It may take 3 to 5 years for this to be less volatile.
- GB stated that he welcomed the Progress 8 measure and felt the difference between each grade boundary was equally important.
- GB stated that the Progress 8 score will not be known until after the national results are released.
- A Governor asked how Progress 8 could affect individual students. GB confirmed that this would not affect the grades/data/figures that individual students leave the school with.
- A Governor asked if Progress 8 will be used to track student progress throughout the year. AGF confirmed that it would and this would be a potential strength in terms of threshold measure.

TIMELINE:

January 2015 - School to receive confidential data relating to the 2014 GCSE results.

March 2015 - Governors to receive recommendations from SLT

May 2015 - Ratification of the decision at FGB

June 2015 - Communication of decision to the DfE

ACTION: GB to send ASCL Progress 8 guidance papers to Governors.

9. A1 - 02/10/14 & Admissions Policy - Reviewed at A1 (02/10/14)

Policy

- NS stated that there had been very little change to the policy other than the change to the sentence detailing who the policy is relevant to. It now reads: *'This policy is effective for entrants from 1st September 2016 to 31st August 2017'*.
- NS confirmed that this policy had been reviewed by the Admissions Committee of 2nd October 2014 and would now go out for consultation.
- NS stated that the policy had served the school well and has not undergone any change in the previous two years since it was last consulted on.

PROPOSAL: Admissions Policy (Entry 2016) to be approved.

PROPOSED: NS

SECONDED: TM

All in favour

APPROVED: Admissions Policy (Entry 2016) approved.

Meeting

- NS stated that item 6 from the Admissions Committee had been triggered by the Chair of the Appeals Panel who upheld 7 appeals. Observations had been made regarding due process. These had been reviewed and discussed in detail.
- The panel had requested that the school's documentation which is presented as evidence be reviewed (and thinned out).

ACTION/AGENDA: Documentation to be reviewed at the next Admissions Committee meeting 12th February 2015.

10. Reports from the committees

PO1 - 16/09/14

- NS reported that the ESPR had been covered at PO1

C1 - 18/09/14

- KC reported that IB had been elected as Vice Chair of the Curriculum Committee meeting.
- The committee had reviewed the SED (Self Evaluation Document)
- NS asked SDP to investigate if the latest version of the SIP (School Improvement Plan) is on public documents for staff and Governor FROG.

F1 - 23/09/14

- The committee had reviewed the budget and agreed that the the role of Responsible Officer for Finance was no longer a requirement as this role is effectively sub contracted out.

11. To receive and approve policies

Best Value - Reviewed at F1 (23/09/14)

AGF confirmed that the Best Value Statement is an EFA requirement for academies and is a statement of principle.

PROPOSAL: Best Value Statement 2014 to be approved.

PROPOSED: SRs

SECONDED: SD

All in favour

APPROVED: Best Value Statement 2014 approved.

Charging & Remissions - Reviewed at F1 (23/09/14)

ACTION: Charging & Remissions Policy to come back to the next FGB meeting with previously agreed amendments included.

Upper Ability Student Provision - Reviewed at C1 (18/09/14)

This policy had undergone minimal change.

PROPOSAL: Upper Ability Student Provision Policy 2014 to be approved.

PROPOSED: AGF

SECONDED: SR

All in favour

APPROVED: Upper Ability Student Provision Policy 2014 approved.

Data Protection - Reviewed at PO1 (14/10/14)

PROPOSAL: Data Protection Policy 2014 to be approved.

PROPOSED: MRG

SECONDED: IB

All in favour

APPROVED: Data Protection Policy 2014 approved.

12. To consider the policy schedule

- NS ran through the policy schedule highlighting the changes made since September 2014. This included the delay of the reviewing of the Staff Conduct, Capability and Grievance policies which will now be reviewed at PA2 and the School Emergency Response Plan which will now be reviewed at F2.
- The Charging and Remissions Policy will return to the next FGB meeting (09/12/14) for approval.

13. To consider the training/awareness issue for the next meeting

- It was agreed that AGF would invite KJH to offer training/update on the new data systems.
- NS asked Governors to email either himself or SDP with any additional training ideas.

14. Any other business (by notification to the Chair ahead of the meeting)

- There were no items of any other business
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