

Stratton Local Governing Body
Minutes of the Full Board
5th May 2017, 6.30pm at Stratton Upper School

Attendance		Apologies
Hazel Ramsay (Chairman) Rob Watson (Executive Headteacher) Alaine Anderson	Philip Howard Clare Neish Chris Westhead	Ian Bond Jane Harper
Also in attendance		Absent
Roz Hodges	Miranda Dixon (Clerk)	

Ref.		ACTION
1.	<p><u>Welcome and Apologies</u> The Chairman welcomed everyone to the meeting. There were apologies for absence from Ian Bond; the apologies were accepted.</p>	
2.	<p><u>Declarations of Interest</u> Hazel Ramsey is an Exam Invigilator at SUS.</p>	
3.	<p><u>Approval of Terms of Reference and Delegation of Duty Statement</u></p> <p style="text-align: center;">The Terms of Reference and Delegation of Duty Statement for the SLGB were approved.</p>	
4.	<p><u>Chairman's update re SET</u></p> <p>HR reported that the recent careers day was successful and well attended. The following areas of focus were highlighted:</p> <ul style="list-style-type: none"> • Practice of CV presentation skills for students • Education of local employers on the new grading system <p>RW reported that the consultation on the restructure of support and teaching staff is now complete.</p> <ul style="list-style-type: none"> • 5 (of 7) applications for redundancy have been accepted; 4 of these are teaching positions. • Retraining will be required for one colleague, to accommodate a change of role. • The current curriculum will be preserved. <p>It was reported that there has been a lot of anger from staff regarding the restructure; it has become clear that the financial position of the school was not widely understood by colleagues.</p> <ul style="list-style-type: none"> • 2 further compulsory redundancies have been identified; the Director of Finance and the Director of Operations and HR. • The financial duties will be covered by a new "Finance Manager" (role not yet filled) and the operation and HR duties will be distributed among the SLT. • A "Head of Infrastructure" will be appointed in due course – this is likely to be an internal promotion. <p>The governors asked what this additional workload will mean for the current SLT; voicing concerns over loss of a T&L focus. There will be additional SLT capacity with</p>	

Chairman's initials.....

Stratton Local Governing Body
Minutes of the Full Board
5th May 2017, 6.30pm at Stratton Upper School

	<p>the return of James Birkett in September. The HR responsibilities will consist of the more mundane duties. The school will aim to make more effective use of EPM as HR advisors and to reconsider some of the more time consuming HR practices.</p> <p>The governors enquired whether there are a lot of (HR) policies and procedures that pre-date academisation. Yes, many of these were put in place by CBC.</p> <p>What is the current number of teaching staff? The exact number was not to hand; There has been a reduction of around 10 FT staff since 2016.</p> <p>Are the redundancies being made in areas that can sustain/manage the losses? Not all requests were accepted, for this reason, however the IT department will be seriously depleted.</p> <p>How will the redundancy costs be met? The current assumption is that they will be absorbed by the Trust, although a claim has been passed to the EfA.</p> <ul style="list-style-type: none"> • It was noted that over 70% of secondary schools (nationally) are having to set deficit budgets. <p>How will the school ensure that the opposite problem is not encountered in a few years' time, as student numbers rise? The school anticipates a dip in student numbers over the next couple of years, followed by a rapid increase. However, with new houses continuing to be built in the local area, and a constant influx of new residents, an accurate forecast is not possible.</p> <p>How is the school planning for this? There is a 3year budget forecast in place. This year sees the removal of both the ESG (Educational Services Grant) and the 6th Form grant.</p> <p>Will the funding cuts reduce the "A Level" offer? Yes, this has already taken place. Students will be asked to select 3 (instead of the previous 4, reducing to 3 in the second year) subjects for "A Level" study. The school hope to be able to maintain the "character" of the 6th form.</p> <p>The governors thanked RW for his work on the difficult task of re-structure.</p>	
5.	<p><u>Approval of Minutes</u> – 20th March 2017 The minutes were approved and signed by the Chairman.</p>	
6.	<p><u>Matters arising</u></p> <p>i) Section 6–</p> <ul style="list-style-type: none"> • Visit report from CN to be appended to minutes – action complete • CN to liaise with RW to review presentation of RAISE Online data <p>NOTE: CN and RW will meet at 5.30pm on 19th June 2017, prior to the next meeting of the SLGB, to review the data. All governors are invited to attend.</p> <p>ii) Section 7–</p> <ul style="list-style-type: none"> • Clear links to the SES to be added to the WSIP – these will be included in the 	ALL

Chairman's initials.....

- next update, which will be presented to governors at the June meeting.
- Update on section 4 of the WSIP to be provided – see section 7 of this agenda.
- iii) Section 14 –
- A comprehensive list of staff concerns around the open access facility to be passed to the SLT – report tabled and discussed.

How does the dining hall get used? This is well managed by the catering team. The majority of users are seen within the first 20 minutes of the lunch break.

The governors suggested that the school might consider staggering lunchbreaks or providing a satellite dining area, possibly re-purposing one of the old science labs.

- Staggering lunch breaks might be unduly disruptive due to the noise of pupil movement.
- There is an outside servery.
- The exhibition hall has been used as a dining area in the past.
- The old science labs will eventually be needed as classroom space.
- Other schools have outside, covered seating areas but these are expensive to install, with the largest expense being ground preparation.

The school is aware that:

- The arrangements around open access need to be made very clear to new staff as part of the induction process.
- It should also be made clear to all pupils that this is a privilege and not an expectation.

A number of options to improve the current situation were discussed, following which it was agreed that:

The governors will support the school in the provision of “open access” rooms for students, in principle, with the proviso that the SLT be open to suggestions for improvements from all members of the staff and governing body.

A review of the situation will take place in March 2018.

NOTE: Governors should attempt to incorporate witnessing the use of open access facilities as part of their visits to school.

- Confirmation of circulation of the consultation documents to governors – action complete.

ALL

Chairman’s initials.....

7.	<p><u>Headteacher's Report</u> The document was tabled for discussion and the governors were invited to ask questions.</p> <p>KS4 Standards –</p> <ul style="list-style-type: none"> • It was explained that the tracker sheet has been “re-scaled” according to the new, numerical scales; 4=a standard pass, 5=a strong pass (English and maths) • EBACC are still expecting “5s”. • The dark green column is the comparison to the national cohort. <p>The governors asked if the school agrees with this approach. Yes, but with a degree of caution.</p> <ul style="list-style-type: none"> • The current Yr11 are the most pro-active and engaged cohort for a number of years. • It is anticipated that the old “grade C” will be broadly similar to last year. • This cohort was significantly below the national average for “prior learning” at KS2 – although the previous year were slightly lower again. <p>ACTION: The governors acknowledged the hard work of all staff and the issues that have been faced. They asked that this message be communicated via the SLT.</p> <ul style="list-style-type: none"> • A brief outline of results will be circulated to governors on the day of release. • This will be added to the agenda for the first SLGB meeting of the new academic year. • RAISE online data is expected be released earlier this year (previously November) <p>Behavior –</p> <p>The governors asked how a student being educated at the ACB can stay on role. The school effectively “buys” their education from the ACB.</p> <ul style="list-style-type: none"> • A group 2 is not a permanent exclusion; the student may return to Stratton if there is a significant improvement in their behavior. <p>The governors enquired what reasons might incur an exclusion. Persistent defiance, disruptive behavior, verbal abuse, violent behavior.</p>	RW
8.	<p><u>Governor Visits</u> Thanks were given to CN for her comprehensive report.</p> <p>Dates have been circulated to governors for activities being held by the Art department.</p> <p>The school was congratulated for an excellent student production.</p>	
9.	<p><u>Safeguarding</u> A visit is scheduled for 9th June.</p>	

Chairman's initials.....

Stratton Local Governing Body
Minutes of the Full Board
5th May 2017, 6.30pm at Stratton Upper School

10.	<u>AOB</u> NOTE: The Yr9&10 awards evening will take place on 29th June – all welcome.	ALL
-----	---	------------

There being no further business the meeting closed at 8.50pm.

Dates of next meetings

- SLGB – 19th June 2017, 6.30pm – Focus: WSIP and policy review.
- Audit & Risk Committee 12th June 2017, 6.30pm

The following is an email thread of questions which CN has requested to be added to the minutes for this meeting:

Is it correct that English and Art are not doing transition projects with Year 8 middle schools that had been until recently been scheduled in? If so, this led me to think with the loss of levels how will Stratton assess their new Year 9's – do you do any CAT testing? What data will you get from the middle schools & how much use will it be. Do you use the new "Emerging, Secure, Mastered" definitions? What about English, maths and science.

We have been asked specifically by Middle Schools (KS3 Strategy group that meets once a half term prior to subject liaison meetings) to consider the workload of our MS colleagues and the data and projects we embark on and ask for around transition. It was felt unreasonable for us to ask for lots of different types of data that might or might not be used effectively and that we should all agree to use the same approach, similarly we had struggled to get all middles to follow through commitments to transition projects which meant students were coming to us with varied experience. We agreed to ask each subject in each liaison meeting early in the year to limit what we were going to share and pass forward. The middles agreed that they will be passing forward KS2 SATS and "Emerging, Secure, Mastered" data.

Hopefully moving forward we may be able to access the new GL assessment data for Eng/Maths and Science – but this is unknown at the moment

Last year you moved away from streaming in English and had had mixed sets in Year 9 – how successful has this been? Are you going to do it again next year?

Last July we had to move away from streaming in English due to a very last minute and unforeseen resignation which meant we were understaffed in September – tutor group teaching had to go forward in Eng, and a number of groups also had split teachers; this has been reported to Governors. It has had very mixed success - we were able to appoint for January and this allowed us to un-split some of the classes which has helped, however we are returning to half year group setting in English in year 9 as of September and as we roll the timetable forward after May half term, year 9 are moving into their yr10 half year group sets – so their experience of mixed ability teaching groups in English will come to an end having lasted for 2 terms.

Just to clarify, "half year group setting" – means you split the year group into two bands X and Y and each band is set – so there are a top, middle and bottom (or however many) in each band?

Yes, X and Y band and approx. 5-6 sets in each half depending on size of cohort – definitely a top, middle and bottom but groups in middle may well overlap and blur a little as the year progresses if set changes are required to make the groups work well.

Chairman's initials.....