



THE CONSORTIUM
ACADEMY TRUST

Minutes of the Virtual meeting of the Secondary
Local Board of Hessle Academy Tuesday 15 September 2020 at 5pm

PRESENT:

Mr M Benson (Chair, MB), Ms N Gaddu (NG), Mr V Groak (Headteacher, The Hessle Academy, VG), Mr K Nicholson (KN, present for minutes 01-04)

ALSO IN ATTENDANCE:

Mrs J Meir (Assistant Headteacher, Standards JM, from minute 07), Mrs G Stafford (Clerk to the Trust, GS)

Throughout these minutes a question is indicated by Q followed by the initials of the questioner and a comment is marked by C.

01 WELCOME

MB welcomed everyone to the first meeting of the academic year, which was being held on MS Teams.

02 APOLOGIES

Apologies had been received from Miss JM Quinn. Miss K Staveley requested the link to the meeting at 5.10pm to be re sent but as the meeting had already started the Clerk missed this request.

Resolved: Consent was given for the absence of the above named governors.

03 DECLARATIONS OF INTEREST

The Clerk had sent out the forms that required annual completion by all Governors: personal details and pecuniary interests. Some forms had already been completed and returned. All Governors were asked to ensure they complete and send their forms via email to GS by 25 September.

No conflicts of interest were declared for this meeting.

ACTION: All Governors to send their completed personal details form and pecuniary interests form to GS by 25 September.

04 LGB MEMBERSHIP

It is the annual duty of an LGB to elect their Chair. MB reported he was content to stand for another year. All Governors approved this appointment.

JMQ and SH prior to the meeting had agreed to carry out the DSEN and Safeguarding Link positions between them, should one not be able to conduct a visit then the other will cover.

K Nicholson confirmed he would like to continue his Careers Link role.

NG volunteered to take on the PP Link role.

Resolved: The Hessle LGB positions for 2020/21 are as follows:

Chair: M Benson

Careers Link: K Nicholson

DSEN Link S Howroyd and JM Quinn

PP Link: N Gaddu

Safeguarding Link: S Howroyd and JM Quinn

It was noted that A Etheridge and C Sharpe had resigned from the LGB. S Howroyd had returned to the LGB after an absence and was welcomed back.

The LGB currently has two vacancies. GS informed the meeting that there is shortly going to be a Trust wide marketing push for recruitment of Governors.

KN left the meeting at 5.12pm. The meeting was not quorate from this point onwards.

05 MINUTES OF THE LAST MEETING (14 May 2020)

The minutes of the meeting held on 14 May 2020 could not be confirmed as a correct record due to not being quorate. GS to seek approval via email.

ACTION: GS to seek approval for the minutes via email due to the LGB meeting not being quorate.

06 MATTERS ARISING FROM THE MINUTES

06a ACTION: KN to discuss with VG / LP how he can assist with student voice / mentoring – action carried forward

06b ACTION: LP to report on the issues with College provision in the Quality of Education section of the Strategy Report for the next meeting – action carried forward

06c ACTION: Consistency in presentation of graphs required – all graphs to have current data at the top - action carried forward

06d ACTION: Attendance graphs to show absence for comparable time last year e.g. Autumn 2019 compared to Autumn 2018 not 2018/19 as a whole –action carried forward

06e ACTION: Governor safeguarding visit section to be updated on the CP and SG Report – action carried forward

06f ACTION: KN to look into mastery within English-action carried forward

06g ACTION: Please could all Governors read the Child Protection and Safeguarding Addendum - complete

07 LEARNER RETURN TO SCHOOL ANALYSIS

VG made the following points:

- Priority is to keep the Academy open
- Standard Operating Procedure was circulated over summer, setting out plans for opening the school

- All year groups are in separate bubbles. This means the staff are the ones to move around the school - this is being reviewed as staff are coming into contact with lots of students on corridors
- Start time, breaks, lunch times and end of day are all staggered
- Bubbles have zoned areas and this has led to significant decrease in behaviour problems
- Staff resilient and students have learnt routines quickly
- Small number of students have found routine difficult and 5 have been FTE
- Attendance: first week average 96% but Year 10 below average. Attendance dipped in second week to an average of 93.4% with Year 10 dropping to 90% – seems to be reflected nationally due to students self- isolating due to their own symptoms or a member of the family has symptoms. All students that are marked absent for C19 reasons will not show in official absence as they are following PHE advice
- One member of staff is currently self- isolating as child has suspected symptoms
- Any students turning up to school with symptoms are being sent home
- Face coverings – now expected for all secondary students and teachers in communal areas (corridors, toilets and canteen). Seen a very high level of compliance, some do not have to wear due to medical issues.
- Catch up Premium: will get £80K and will be used to support students to catch up and is expected to be spent on small group catch up lessons when it has been diagnosed where gaps are
- Staff well-being: staff appreciate the openness and transparency but are concerned about the sustainability of the model (moving around the school and due to staggered breaks their duty time is extended)

JM joined the meeting at 5.25pm.

C: (MB) Good to hear we are recording Covid absences so we can analyse the full impact.

Q: (GS) Do you ask for any proof of a student taking a test?

VG: No, we ask for notification of taking a test and the result but we do not ask for evidence as if self-isolating there is no evidence. We have a number of test kits we can issue but then there is the wait for the results, which takes 3 or 4 days.

Q: (MB) Are the face coverings worn in class?

VG: No, just communal areas. They only have to wear them for about 15 minutes a day. This has gone very well in the vast number of cases. We will keep that communication going with parents and students to ensure compliance. If any student refuses to wear a mask, they will be asked to stay at home.

MB: I fully support this. All schools are doing this so there is no choice – you are absolutely right to say they cannot come in if they refuse to wear a mask. Well done getting your communication out to parents on Friday after the announcement from the East Riding late Friday afternoon.

Q: (NG) How will you decide who receives the extra tutoring and be in small group learning?

VG: It will be directed to those that need extra support. We need to properly analyse where gaps are, not just Year 10 and 11. The sum is £80 per student so we will have to direct the funds to be able to make an impact. We are looking at using our own staff to provide these extra sessions – paying them to do this. We will not buy in a commercial provider.

C: (JM) It is difficult doing this amount of duties (3-4 hours a day) and some teachers are turning up to lessons 5 minutes late, which is vital lesson time. The staff have been great but I am worried about their well-being and they will get tired, even more so when it becomes colder. Everyone is behind this and working together but we need to be aware they will get tired.

VG: There are a couple of positives – as we don't have all the students out at the same time and there is more supervision, the behaviour has been very good and there are far fewer incidents. Secondly, with enhanced cleaning we hope there will be less staff with standard colds. If we get a few off through illness, this will put a real stretch on the staff. During a

survey, staff have been very positive about the measures taken. I need to make the decision in the next few weeks about whether we stick with the system we have i.e. the staff move around the school or if we should move to a more staff friendly solution that will preserve the staff stamina and move the students around.

VG asked NG as a parent how her daughter felt about the return.

NG: Very eager to return. I have explained the reason why face coverings should be worn and she accepts this. I cannot fault the communication throughout the lockdown to parents. She really hopes the school stays open.

Q: (MB) Have you had any challenges around the different types of face coverings?

VG: No, we didn't want to be too prescriptive, as this would create problems.

ACTION: VG / JM to send information to the LGB regarding where catch up funding will be directed once analysis has taken place

VG was thanked for his report.

08 2020 AWARDED RESULTS SUMMARY

- Centre assessed grades – very robust system used. Work considered included class work, assessments, PPEs and professional judgement around how students would have improved has led to confidence they were accurate
- Gender gap in English improved from the previous year as did DA High Ability progress and High Ability P8
- Progress 8 was +0.14 (2019 +0.03)
- Progress 8 DA was -0.2 (2019)
- Expected to be a bigger gap between DA students and non DA nationally next year
- Attainment 8 46.88 (2019 46.8)
- Standard Basics (English and Maths 9-4) 69% (2019 was 63%, national 2020 71%)
- Strong Basics (English and Maths 9-5) 46% (2019 was 44%, national 2020 49%)
- EBacc entry 47% (2019 was 38%) Standard pass at EBacc was above national but need to improve strong pass
- EBacc pass rate 32.7% (2019 17.3%, 2020 average 27.7%)
- English Language at 9-4 70.6% (national 71%)
- English Literature at 9-4 75% (national 80%)
- Maths at 9-4 75% (national 67%)
- No early entry English last year for Year 10
- Very pleased with Maths at 9-7 22% (national 19%)
- Successful GCSE subjects: Sociology progress 0.91, photography 1.22, History 0.67 and GCSE PE 0.93
- Successful Vocational subjects: Sport 0.55, BTEC Child care 0.07 (didn't give CAGs for BTEC Child Care)
- Concerns
 - English as Year 11 have Literature and Language to sit as didn't do early Eng. Language
 - Engineering – support given to staff to deliver appropriate curriculum
 - For a good EBacc pass rate need to focus on Spanish and French
- Self -Evaluation Forms carried out frequently on a 3 week rolling cycle

VG: The national at Basics 4+ was 64% 2018, 65% 2019 and shot up to 71% this year, as the algorithm to standardise was not used.

C: (MB) Fair to say that if we had been as lenient as other schools we would have been above average?

JM: We were very accurate with what we issued and we know that our students are on the correct pathways for their abilities.

Q: (MB) *In terms of catch up for this year, do you know if you will have to award grades or whether exams will be taken?*

JM: *We don't know. We can only do as much work as possible to make our data as robust as possible.*

Q: (MB): *Do you think as a teacher you have a great stick to say to the learners if your results go on CAGs it goes on what I say and therefore it is so important to work for the next 6 months?*

JM: *Yes, but we have made it clear these are centre assessed, not teacher assessed. The students are quite worried and know they cannot rely on taking exams. The mock exams should be taken more seriously as this could be a main piece of evidence. We need to keep the momentum going.*

C: (MB) *The 6% rise in national at Basics 5+ equates to a 16-17% uplift across the board, which is massive.*

JM: *It is true that many schools will see a drop next year. We may well see a drop too but it will not be as large a drop as some other schools.*

C: (VG) *The number of EBacc entries is a fundamental question as EBacc students are on an English, Maths, Science, Languages and a Humanities subject pathway. The Government want 90% entry, but this is not appropriate for our cohort. .*

JM: *We are pleased with our EBacc pass rate being higher than national and previous years.*

JM: *Top sets this year at Year 11 are very on the ball and managing to do a lot of work quickly. We are very much hoping to maintain the 9-7 grades in Maths next year.*

Current Year 11

- 48% EBacc entry
- Changes to specifications in exams happening frequently
- Year 11 attendance week 1 was 95.3% for all (94.4% DA and 95.7% non DA)

Leadership Priorities 2020/21

- Keep the academy open
- Recovery curriculum
- Focus on Year 11
- Disadvantaged students
- No early entry English

Further current Year 11 data to be given at the next meeting.

MB thanked JM for the in-depth analysis of results.

09 POLICY UPDATE

- Behaviour Policy
- Equality and Diversity Policy

KN, MB and NG had approved amends. Still need one more Governor to approve to be quorate.

ACTION: GS to chase approval for Behaviour policy and Equality and Diversity Policy ASAP.

10 GOVERNOR TRAINING AND SUPPORT

KCSiE updates - please read the concise information around the KCSiE 2020 guidance sent out with the papers

Learning Link – any 2 modules to be completed.

Data Protection Governor Module – annual requirement.

ACTION: Data Protection training to be completed before Christmas

ACTION: Any two Learning Link modules to be completed 2020/21 – LGB Links asked to choose modules related to their position within the Board

SH joined the meeting at 6.20 – she had experienced trouble connecting in the car.

11 DATE OF NEXT MEETING

The remaining meetings are as follows:

20 October 2020 5.30pm– Academy Development Plan and Pupil Premium Plan.

15 December 5.30pm

16 March 5.30pm

18 May 5.30pm

It is intended that the next meeting will be face-to-face meeting to properly discuss the plans.

12 ANY OTHER URGENT BUSINESS

12.1 Restructure

VG updated the Governors on the leadership restructure that had to be stopped during the spring term due to the pandemic. New timeline expected this week and the hope is the structure will be implemented from 1 January 2021.

10 AGREED ACTION POINTS

10a ACTION: All Governors to send their completed personal details form and pecuniary interests form to GS by 25 September (minute 3)

10b ACTION: GS to seek approval for the minutes via email due to the LGB meeting not being quorate (minute 5)

10c ACTION: KN to discuss with VG / LP how he can assist with student voice / mentoring – action carried forward (minute 04.2a)

10d ACTION: LP to report on the issues with College provision in the Quality of Education section of the Strategy Report for the next meeting – action carried forward (minute 04.2b)

10e ACTION: Consistency in presentation of graphs required – all graphs to have current data at the top - action carried forward (minute 04.2c)

10f ACTION: Attendance graphs to show absence for comparable time last year e.g. Autumn 2019 compared to Autumn 2018 not 2018/19 as a whole –action carried forward (minute 04.2d)

10g ACTION: Governor safeguarding visit section to be updated on the CP and SG Report – action carried forward (minute 04.2e)

10h ACTION: KN to look into mastery within English-action carried forward (minute 04.2h)

- 10i ACTION: VG / JM to send information to the LGB regarding where catch up funding will be directed once analysis has taken place (minute 7)**
- 10j ACTION: GS to chase approval for Behaviour policy and Equality and Diversity Policy ASAP (minute 9)**
- 10k ACTION: Data Protection training to be completed before Christmas (minute 10)**
- 10l ACTION: Any two Learning Link modules to be completed 2020/21 – LGB Links asked to choose modules related to their position within the Board (minute 10)**

MB thanked the Governors in attendance and wished everyone well and hoped for higher attendance at the next meeting.

The meeting closed at 6.32pm.