



Minutes of the meeting of the Secondary Local Board
of Hessle Academy
Tuesday 18 July 2023 at 5.30pm



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

PRESENT:

Mr M Benson (Chair, MB), Mr I Frankish (IF), Mr V Groak (Headteacher, VG), Mr A Haynes (AH), Mrs E Kenny (EK), Mr K Nicholson (KN), Miss K Staveley (KS)

ALSO IN ATTENDANCE:

Mr A Chapman (Deputy Head, AC), Mrs J Meir (Assistant Head, JM), Mrs L Price (Deputy Head, LP), Mrs G Stafford (Governance Professional, GS)

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

74 WELCOME

MB opened the meeting by welcoming everybody to the final meeting of the academic year.

75 DECLARATION OF INTERESTS

No conflicts other than those documented on the annual forms were declared. There were no conflicts specific to this meeting.

76 APOLOGIES

Ms N Gaddu and Mr R Lambert

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

Mrs H Marshall was absent without apology.

ACTION: Clerk to find out the reason for HM's non -attendance

77 MINUTES OF THE LAST MEETING

Resolved: That the minutes of the meeting held on 16 May 2023 were confirmed as a correct record and signed by the Chair.

78 MATTERS ARISING FROM THE MINUTES

78.1 ACTION: Head of Science to be asked to present at the September meeting

78.2 ACTION: Attendance and Safeguarding Links to carry out a visit before the end of term – Safeguarding complete and report submitted. Attendance visit completed but awaiting report

78.3 ACTION: N Gaddu to complete the "Certificate in the Role of a School Governor" and "Certificate in Data Protection and GDPR for Governors and Trustees (2022/23)" - complete

78.4 ACTION: Reviewed Risk Register to be presented at the next meeting - see minute 88

78.5 ACTION: GS to organise an Ofsted readiness training session, conducted by JOB – complete, this took place 13 June with another planned for January 2024

79 HEADTEACHER'S REPORT

- Behaviour is the number one priority for next year due to increasing challenging behaviour. A behaviour curriculum has been written which details expectations of students during their time at school, in lessons and during unstructured time
- A re- launch of the rewards package is taking place
- A summary of number of hours taught per fortnight was presented following a request during the Ofsted readiness session

Q: (IF) Is there a correlation between declining behaviour and a drop in results?

JM: We will know more in August when the results come out.

VG: Year 10 are better behaved, but attendance is their barrier.

Q: (KN) Consistency is key. How do you ensure that staff are consistent when dealing with discipline?

VG: We quality assure. All staff know why we are so rigorous in dealing with behaviour.

Q: (IF) It is good to see you have a full set of staff for next year. Are there any subjects you are concerned about?

LP: We have alleviated any constraints. For example, sociology was vulnerable as we only had one member of staff to teach in key stage four and five, but we have now recruited a sociology and English teacher.

Q: (MB) Is any subject not in the curriculum that you wish was present?

LP: The DfE has set an expectation that students study two hours per week of PE but our students study one hour per week in Year 7 and 1 1/2 hours per week in Years 8 and 9. However, we do run fitness classes in Years 8 and 9.

VG: I've had to shuffle people around that can teach a mix of subjects.

C: (MB) Staff retention is a good indicator of how good a school is, so it is pleasing to retain a high percentage of staff with only one teacher leaving on Friday.

79b Quality of Education Report

- All departments have had 3 reviews (except MFL, IT/ Business, History and RE which have had 2). From September the number of reviews will reduce to 2.
- There will be a change in September to how the school quality assures with a move to SISRA Observe.

Q: (MB) Did the Trust dictate a reduction in departmental reviews from three to two?

VG: No, we were doing more than other schools. We will conduct a review when there is any concern. Subject leaders are now better equipped to assess where their department is regarding performance.

79c Year 10 Mock Data

- It is expected that outcomes for 2024 will exceed 2023 in strong basics, standard basics and progress 8
- The Year 10 cohort is the first to experience the two-year key stage 4 curriculum
- Mocks were held week commencing 19 June and from these predictions for 2024 are: P8 -0.87, Basics 5+ 40%, Basics 4+ 67%

- EBacc entry is 57% (national 39%, local average 33%)
- A Year 11 'Success Team' has been formed to maximise next year's Year 11 cohort. This team has focused on improving attendance.

79d Year 12 Data

- Data collected in June has led to the following forecasts: 26% A*A, 50% A*B and 85% A*C. Average grade B-
- Any student whose mock grades were more than two grades below target is to be set revision over summer and will have to re-sit the mock in September
- Biology, Chemistry and Physics mock outcomes were a cause for concern. An action plan is being put in place such as a summer revision programme, early start to the revision classes in Year 13 and some students will be placed back into Year 12 for additional revision classes. Parents have been contacted to explain these measures
- 8 students have left Year 12 over the year. This is unusual for the school, but is reflective of a nationwide picture of students leaving to do other courses or apprenticeships

80 ATTENDANCE AND BEHAVIOUR REPORT

80.1 Attendance

- Attendance to date is 90.5% (target 94%). Attendance has dropped the least in all Trust schools since May (-0.4)
- Lowest attendance is in Year 10 (87%) and highest in Year 7 (94.1%).
- Girls' attendance is lower than boys (89.6% compared with 91.4%)
- PP attendance is 83.4%, non-PP is 92.8%
- SEND attendance is 86.4%, non-SEND is 91.1%
- The challenge 100 initiative targeted a second group of persistently absent students to achieve 100% attendance for six weeks and was successful once more. Of the 152 students in the initiative, 9 had 100% attendance during the 6 weeks, 84 increased their attendance and 23 moved out of the persistent absence category
- Focus will be on Year 11 attendance next year

Q: (KN) Of all the areas in need of development listed in the report, which is the key?

AC: Next year's Year 11 attendance. There are some students with very low attendance, and this can be for several reasons, including safeguarding and well-being.

80.2 Behaviour

- 233 suspensions to date by 95 students, most in Year 11 (69 suspensions from 23 Y11 students)
- Number of days lost to suspensions to date is 555
- 2 permanent exclusions: drugs in school and persistent disruptive behaviour
- New behaviour system will be brought in from September. Aim for the next academic year is to reduce suspensions by 30% and push rewards for recognition of good behaviour or going above and beyond the school values
- B11 conducted a behaviour review in which they observed lessons, break times and carried out student and staff voice

Q: (MB) 95 students have been suspended this year for over 200 suspensions. They are therefore being suspended two or three times, is that typical?

AC: Yes, the suspensions have not had the impact that we hoped.

Q: (MB) Do you think you are giving more suspensions rather than moving to permanent exclusions?

VG: Yes, this is typical of all schools. Behaviour is generally deteriorating and if we permanently exclude then we are passing on students to another school that is already struggling with behaviour.

Q: (IF) Do you receive any complaints from parents saying that poor behaviour of others is impacting on the education of their child?

VG: We do receive some, but this has not increased as I believe that they can see that we are dealing with behaviour, and they are understanding of the problems we face.

Q: (IF) How do you communicate to parents/ carers of the change in behaviour policy?

VG: I have written about the behaviour policy in several recent Headteacher blogs, and the policy has been sent to parents/ carers.

Q: (IF) Do you track communications for engagement levels, such as how many opened the link to the blog?

LP: No, although we do know that the end of term blog had over 1000 reads.

Q: (GS) If the 555 days lost due to suspensions were removed from the attendance data, what would the overall attendance rate be?

AC: This would improve the attendance by less than 0.002%

VG: The B11 behaviour review was a positive report with strengths highlighted in leadership, behaviour around the school and in lessons. In addition, students felt safe. They raised 3 action points: introduce a risk assessment system to deal with behaviour and vulnerabilities, to develop positive discipline and to look at the dress code in the Sixth Form. This third recommendation is difficult as we are competing with other colleges that have a more open dress code. Ours must be more appropriate due to the younger students in the school. Generally, the Sixth Formers are very good, but during the audit B11 observed clothing that they felt was not appropriate. We need to be careful, as if we are too strict and oppressive then we may lose students to other colleges.

Q: (KS) Is the Sixth Form dress code the same across the Consortium?

VG: The code is the same, but the implementation differs.

C: (EK) The students will have a level of understanding about the appropriateness of their clothing as they know they are on a site with much younger students.

VG: They do, to a certain extent but they also enjoy the freedom they have.

Q: (KN) How was pupil voice collected, was it on a form or in a meeting?

VG: B11 met groups of boys and girls separately to discuss safety. Student voice takes place in two forms: on an annual report and in meetings with students.

Q: (KN) It is great to read that gay students felt supported by the school. How do you deal with pronouns?

KS: There are a lot of students who would like to be referred to by a different pronoun and the staff are brilliant at dealing with this and simply ask what the student prefers.

81 SCHOOL DEVELOPMENT PLAN

VG talked through a summary showing actions from the development plan that had not yet been fully developed and the reasons for these not yet being in place.

Q: (IF) How widespread is reading a problem throughout the school?

VG: It is very difficult to quantify. All Key Stage 3 will be tested in the new year.

Q: (EK) Is it a particular year group where you are finding a gap?

JM: All year groups, but the testing will apply to Years 7,8 and 9.

Q: (EK) When will the tests take place?

JM: September.

C: (EK) We can therefore conclude that there is a problem in the primary schools as Year 7 students are coming to you with reading gaps.

Q: (IF) Do the Year 6 SATs results for reading and the test that you perform give similar results?

JM: It varies, our tests will take place in September and February.

VG: I believe that there was a problem with the implementation of the tests this year in schools across the Trust.

Q: (KN) Are all teachers consistent with the push in reading?

VG: Yes, there is lots of buy in and the students read for a purpose.

LP: All Heads of Department are aware that there was insufficient progress made in reading and that this is a school improvement priority and will follow up if there are any missed opportunities of joining reading threads between subjects

Q: (KN) How do you deal with students with neurodivergent needs?

VG: These students will be picked up by the SEND team and I am confident that they are fully supported.

82 SEND REPORT

- 11% of Hessle students receive SEND support and an additional 3% have an education, health and care plan (EHCP)
- The percentage of students with an EHC plan is double the national average in Years 7 and 8 and this September the new intake will also be above national. This reflects the inclusive practise at the school and the good reputation that Hessle has for supporting students with additional needs
- This year has seen a significant increase in the number of referrals for autistic spectrum condition and ADHD, but the waiting list for assessment can exceed 2 years

83 SAFEGUARDING REPORT

- 9 CLA (Children Looked After)
- 8 students have a Child in Need Plan
- 4 Child Protection cases
- 35 multi agency meetings attended in summer term. All case reviews and core group meetings have been fully attended
- 658 logs for concern have been made
- Seen an increase in bullying incidents in Year 7, mostly verbal abuse
- There have been 21 referrals to Early Help and 6 to Safeguarding and Partnership Hub

C: (MB) It is a concern that 50% of bullying cases are in Year 7.

AC: Yes, most cases are verbal abuse. I have met with the victims. I have been giving students a wider vocabulary to better explain what has happened so that we can deal with the problem effectively. Bullying is persistent behaviour despite interventions. Most incidents that students think is bullying is teasing.

Q: (KN) Could you put the hierarchy of language leading up to bullying on the back of cubicle doors to raise awareness?

AC: I will investigate this.

84 STAFF SURVEY

- 107 Hessle High staff answered a Trust wide survey (83% response rate)
- 73% felt engaged with the Trust vision and values
- Strengths were that staff enjoyed working at the school, felt supported, enjoyed working with colleagues and had respectful relationships
- Areas to develop focused around workload and student behaviour

- Changes to be made for September include expanding the pastoral team, re-launching the rewards package, more effective communication with parents/ carers, training for staff on dealing with challenging behaviour

Q: (IF) Which responses were lower than the Trust average?

VG: The responses to "I care about the future of the Trust" and a wellbeing question, yet favourable responses were around "I am proud to say I work for the Trust", so responses contradict.

C: (KN) I believe the communication from the school to parents/ carers cannot be faulted.

VG: I believe the communication comments were around behaviour sanctions specifically.

85 RELATIONSHIPS, EDUCATION AND SEX CURRICULUM REVIEW

- The RSE Policy was last reviewed June 2022 and meets all the statutory guidance
- The content is delivered through the PSHE programme one hour per fortnight in Years 7-9 and in drop down days in Years 10 and 11.
- Consultation with parents will take place in October 2023
- A letter is sent out at the beginning of each academic year to explain the provision on the topics covered and this information is also available on the school website

86 GOVERNOR LINK VISITS

There have been 5 visits since the last meeting:

24.5.2023 K Nicholson – Enterprise Day

14.6.2023 A Haynes – Safeguarding Link visit

15.6.2023 N Gaddu – Behaviour Link visit

28.6.2023 K Nicholson – Aspirational Dinner

4.7.2023 K Nicholson – Careers Link visit

87 GOVERNOR TRAINING AND SUPPORT

All training is up to date. The autumn term training requirements will be given at the next meeting.

88 RISK REGISTER

There has been no movement in the order of risks. VG gave an update on the post 16 capacity fund bid to expand the Sixth Form that had failed, and he stated that central help would be needed to fund any project.

89 2023/24 MEETING DATES (all 5.30pm start)

Tuesday 26 September

Tuesday 28 November

Tuesday 23 January

Tuesday 23 April

Tuesday 16 July

90 ANY OTHER BUSINESS

Chair's Closing Comments

The Chair closed the meeting by stating "as a Board I feel that we are making good progress and thank you all for your contributions. For the SLT this has been a tough year, so well done for getting the best out of students. August results may not be a shock, but the efforts have been significant and so please try to take the positives and bounce back strong next year. Well done and enjoy a well-deserved break."

VG thanked the Leadership for their incredible support through the year and governors for their support and challenge.

91 ACTION POINTS

91.1 ACTION: Clerk to find out the reason for HM's non- attendance (minute 76) ✓

91.2 ACTION: Head of Science to be asked to present at the September meeting (minute 78.1.1) ✓

Part A meeting closed at 7.22pm

