



Minutes of the meeting of the Secondary Local Board
of Hessle Academy
Tuesday 22 November 2022 at 5.30pm



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:

Mrs J Anderson (Assistant Head, JA), Mr A Chapman (Deputy Head, AC), Mr S Jarman (Director of Sixth Form, SJ), Mrs J Meir (Assistant Head, JM), Mrs L Price (Deputy Head, LP), Mr C Sinclair (Assistant Head, CS), 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.

20 WELCOME

MB opened the meeting by welcoming everybody to the second meeting of the academic year. Liz Kenny was introduced as a newly appointed Trust Appointed Governor.

21 DECLARATION OF INTERESTS

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

22 APOLOGIES

Mr R Lambert and Ms N Gaddu

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

23 APPOINTMENT OF PP AND SEND LINKS

NG had informed the Clerk that she could not continue as PP Link. It was agreed that MB and EK would both be the PP Link and SEND Link.

Resolved: M Benson and E Kenny to be joint PP and SEND Links

24 MINUTES OF THE LAST MEETING

Resolved: That the minutes of the meeting held on 11 October 2022 were confirmed as a correct record and signed by the Chair.

It was requested that a list of acronyms be circulated to assist new governors.

ACTION: Clerk to circulate list of educational acronyms

25 MATTERS ARISING FROM THE MINUTES

- 25.1 **ACTION: PP Link and SEN Link positions to be agreed remotely** - see minute 23
- 25.2 **ACTION: Clerk to circulate full Safeguarding Report to governors** - complete
- 25.3 **ACTION: Reporting of behaviour to be reviewed to avoid double / triple reporting**
- complete
- 25.4 **ACTION: GS to circulate the weekly position statement to governors** - complete
- 25.5 **ACTION: J Meir and V Groak to ensure the new targets agreed are reflected in both the SEF and ADP** - complete
- 25.6 **ACTION: M Benson (any governor welcome) to complete the National College module: "Annual Certificate in Safer Recruitment for Education Settings (2022/23)"** - complete
- 25.7 **ACTION: A Chapman to include complaints data in the additional safeguarding data** - complete
- 25.8 **ACTION: All Links to carry out a visit before the end of term** – ongoing, see minute 32
- 25.9 **ACTION: N Gaddu, A Haynes, L Kenny and R Lambert to complete the "Certificate in the Role of a School Governor" ASAP** - see minute 33
- 25.10 **ACTION: All Governors to complete the 'Certificate in Safeguarding for School Governors' (2022/23) before the next meeting** - ongoing, see minute 33
- 25.11 **ACTION: GS to circulate the Data Protection Policy. Governors to read the policy, complete the back page and return** - complete

26 HEADTEACHER'S REPORT

- 1380 students are currently on roll, this is the highest number ever seen – planning for this has been a huge undertaking
- When the additional numbers come through the Sixth Form, additional facilities will be needed so a bid for DfE funding has been made through the Post 16 Capacity Fund
- There have been notable sporting successes in football and rugby league
- There have been 5 departmental reviews; the recurring finding is the need to secure consistency across a department
- Face to face progress evenings have resumed
- Access Reading and Maths tests have been completed for Years 7 to 9 with interventions planned for those below their intended reading age
- Currently have 8 trainee teachers
- Hessle Education Research Team (HEART) meet to develop research projects in educational theory and practice

Q: (MB) Is the DfE bid to increase facilities to cope with the additional 60 to 70 in Sixth Form or will this deal with additional numbers if we attract even more students into the building?

VG: It would be to increase the Sixth Form facilities to cope with an additional 70 students and would include new classrooms, meeting rooms and have the capacity to be a Sixth Form hub.

It is a very ambitious bid so unlikely we will receive all the funding.

Q: (MB) *Would this be wholly funded by the DfE?*

VG: *The bid is for just over £4M and the Trust has committed 6% - £250K.*

Q: (MB) *No one gives a fixed price for building works and if a bid goes in for a certain amount the costs will only go up. If there is overspend, would we have to scale down the plans?*

VG: *Yes, we find out in spring 2023 if successful and would need to deliver by August 2024.*

Q: (MB) *How many students are below their intended reading age as identified by the Access Reading tests?*

JM: *Approximately 20% of the year group in Years 7-9, which is about 120 students per year group. We are going back through the data to check accuracy as there are many below their reading age. The interventions will cover the bottom 60 first.*

Q: (IF) *How many attended the Year 7 Progress Evening?*

JM: *We had 78% parents attend – this compares with about 50% that attended online. 60% parents attended the Year 10 evening.*

Q: (IF) *What's the block to attendance?*

JM: *It could be either the parents being out of habit of attending or we cannot match the times that they are available.*

27 PERFORMANCE DATA REPORT

KS4 Outcomes 2022

- The DfE has released the Attainment 8 scores from 2022 that have been used to calculate the Progress 8 scores. The recalculation has led to a reduction in the progress score for all Trust secondaries
- Hessle's Progress 8 has dropped from +0.12 that was reported in the October meeting to -0.22
- Basics 9-5: 50% (Hessle 2019 45%, East Riding 2022 47.7%, national 49.6%), Basics 9-4: 70% (Hessle 2019 64%, East Riding 2022 70.1%, national 2022 69.5%)
- Disadvantaged outcomes: Basics 9-5: 32% (Hessle 2019 34%), Basics 9-4: 55% (Hessle 2019 44%). DA progress has dropped to -1

Current Year 11

- Currently sitting their mock exams, data will be presented at the next meeting
- Difficult year group but behaviour has been good during the mocks
- 57% entered EBacc
- To address areas identified at the last meeting (progress for high ability students, specifically HA boys and HA DA, embed improvement seen in Science and ensure forecast improvements in RE and MFL are secured) a number of strategies are being used including a list of DA students strengths and concerns is constantly reviewed, departments have target students linked to high ability, gender and DA status, a Science review has taken place and a meeting has taken place with St Mary's to discuss MFL provision.

Q: (KN) *What is Goole Academy doing to achieve +0.57?*

VG: *They manage behaviour in a different way that I would not be proud of. Progress 8 in Yorkshire and Humberside schools have gone down from 2019 but has increased in Southeast and London schools. I think it depends on the waves of the virus and when it hit regions. The DA gap has widened in most schools. Data is not really comparable to 2019 but these are the reasons.*

Current Year 13 KS5 forecasts

- Cohort of 60
- Progress -0.12

- Average grade B- (average)
- Top subjects ranked by value added are Criminology and Psychology with Biology and Business being a concern due to current negative VA and large cohorts
- Forecast is that 85% will achieve A*C (this would be above national at 82%)
- Focus area is the proportion achieving A*A, which although forecast to improve on last year, is forecast to remain below LA average and national

C: (SJ) We do not have the updated 2022 progress figure yet as this has not been published. We are running our mocks already; it should be remembered that this is the last cohort that hasn't sat external exams before, and they require different handling. Our forecast P8 at -0.12 has led to steps to address such as moving some students to AS from A2 in maths.

Q: (MB) Where are your concerns?

SJ: Biology – we have a cohort of 20 and progress of -0.5.

Q: (MB) I would like the Head of Science to present to us at the next meeting, outlining plans to improve the forecasts.

Q: (IF) Are there plans for interventions in Business too as that is also a large cohort with -0.33 progress?

SJ: Not presently, as there is a clearer plan in Business and there has been caution with forecasts. The actual will be much better.

Q: (MB) When the mocks were sat in October was it a full paper or just the areas that have been taught?

SJ: The latter – purely Y12 content.

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

28 ACADEMY DEVELOPMENT PLAN

The four strategic priorities that can be seen in the SEF and Development Plan are:

- Ensure consistency of teaching & learning across all phases and for all groups
- Ensure ambitious and appropriate curriculum for all pupils
- Ensure a positive, safe learning culture in which all individuals treat each other
- Secure high levels of stakeholder engagement with academy vision and values

VG explained that the Plan had been reviewed and updated to show progress against actions.

Q: (MB) There appears to be a lot of red against the actions in 3d (safeguarding systems), why?

AC: Most SLT have done the safeguarding course and most of the Heads of Years and Assistant Heads of Year too – only when everyone completes the course will this turn green. Regarding the pupil voice of how safe they feel in school, we are building more evidence before we turn this green.

VG: The safeguarding team across the through school is working effectively.

Q: (MB) And what are the reasons for the red in 2f – assessment model for KS3?

JM: We are working with other Trust schools to produce this model; working collaboratively will be slower as we are waiting for feedback from other Assessment Leads, but we are nearly there.

Q: (IF) What is ERP provision – 2d?

JA: Enhanced Resource Provision. This is a supportive environment that bridges the gap for students that can access the mainstream curriculum but require additional assistance. We have put in a bid for an ERP at Penshurst based on communication and interaction and also for the High School based on cognition and learning. We have worked with the local authority to produce a bid and hope that we are successful this time round.

29 PUPIL PREMIUM PLAN

Pupil Premium Statement

- Pupil Premium funding 22/23 £331,945
- Recovery Premium 22/23 £48,000

The Strategy was approved at the last meeting. JM stated that at the next meeting she will provide an update of PP performance.

30 INCLUSION REPORT

30.1 Safeguarding Report

- 425 safeguarding concerns reported on CPOMs since September including 6 subject to abuse, 21 bullying incidents (14 verbal) and 2 Operation Encompass notifications
- 7 CLA (Children Looked After)
- 8 students have a Child in Need Plan
- 2 Child Protection cases
- All case reviews and core group meetings have been fully attended
- 2 referrals made to Early Help
- Safeguarding team is one member of staff down due to illness

Q: (KN) Is the number of causes for concern the number of students or cases?

AC: Number of children, so approximately 40% of Year 10 and 11 have causes for concern but it should be remembered that all concerns are logged on here such as attendance concerns and conflicting behaviours, as well as the more serious concerns. The CPOMs logging is becoming standardised across all the schools as the DSLs have worked together to align the issues.

Q: (AH) I have completed a Link visit and seen the recording systems first hand. I know that temporary support has been put in to address the long-term illness in the safeguarding team, but when will there be a permanent solution with the right resource in place?

VG: We have appointed someone to work until the end of the academic year irrespective of whether the member of the team returns from illness. We will review what else we need. The safeguarding team has grown in size to deal with the increase in students and cases.

AH: It may be the case that we are seeing an increase in reported cases as there is more awareness of reporting.

AC: I will ask other DSLs about the numbers in other schools to gauge levels across the schools.

30.2 Attendance

- Attendance to date: 92.5%, national 89.7%
- Lowest attendance is in Year 10 and Year 11, highest in Year 7
- Non-DA attendance is higher than DA. Concern around DA attendance, particularly in Year 10 and 11 (77.8% and 80.9%)
- Most persistent absence (attendance <90%) is in Years 10 and 11
- SEND attendance is below that of non – SEND, particularly in Year 10
- Recently appointed an Attendance Manager

Q: (IF) Do you believe attendance would have been higher if there had been an Attendance Manager in place?

AC: Yes. We appointed on 28 November and yes, I believe attendance would be higher.

30.3 Behaviour (Reporting changed to number of children, not number of incidents)

- 1 permanent exclusion – in line with national
- 46 children suspended, most from Year 10 (compares to 108 in 2021/22)
- Zero tolerance regarding defiance and bad language
- Disproportionate number of suspensions by boys and disadvantaged
- 396 children have had classroom removals, most from Year 9 (135)
- 6 students currently at alternative provision
- 8 students have been sent out on Off Site Direction to break the cycle of behaviour. This is a temporary move to another school. 7 schools are used in the East Riding.

CS reported that through his contacts he is aware of schools struggling with extreme behaviour and knows that there have been over 20 permanent exclusions in the East Riding this term. Also, most schools are struggling with students in Year 8 and 9 and this could be down to when Covid fell in their school life.

Q: (KN) Was the permanently excluded child DA or non-DA?

CS: Non-DA

Q: (MB) I remember behaviour of last year's Year 7 was good?

CS: Yes mostly, with 15 focus students.

Q: (IF) Do students respond well to Off Site Direction?

CS: Yes, for most it works effectively and is a short sharp strategy.

30.4 Complaints

- 16 Stage 1 complaints (informal)
- 1 Stage 3 regarding an allegation of bullying
- New Complaints Policy is out for consultation with the schools

30.5 SEND Update

- 169 students have SEND support in Years 7-11, with 8 in the Sixth Form (national average 12.6%)
- 34 (2.8%) have an Educational Health Care Plan (national average 2.2%)
- 5 further EHCPs are in the pipeline
- Highest area of need is speech, language and communication
- Currently interviewing to fill one HLTA vacancy
- SEND outcomes were good (above national) and the gap has been closed and is smaller than national
- SEND attendance is an area of focus as SEND support students have average attendance of 86%

C: (JA) Although it is to be commended that we are seen as a top choice for families with the greatest need, the number of increased EHCPs means that more resources are needed, and the funding doesn't cover these additional requirements.

Q: (KN) What impact has there been of being understaffed and how have you dealt with this?

JA: It is the impact on the staff as they are tired. We prioritise who gets what support, so the students have not seen any negative effect and the outcomes reflect that.

Q: (KN) Have you reached out to St Anne's with their new site being close?

JA: Not yet, but now they have appointed a new Headteacher and Deputy we will develop that relationship.

Q: (IF) How is the SEND funding used – on staffing or educational aids to support?

JA: The majority of funds goes on staffing. SEND funding comes in two ways; the national amount which is not ringfenced and goes into resources and the top up funding is put towards additional staffing.

Q: (IF) Is there enough funding?

JA: *Never, but we make the very best from what we receive.*

Q: *(IF) Are there some students that you would recommend have an EHCP but do not get one?*

JA: *Yes, absolutely.*

Q: *(IF) Do you believe the students are slipping due to insufficient funding?*

JA: *There has to be a line, but we do the best with what we have and invest very heavily in SEN provision.*

31 ACADEMY RISK REGISTER

VG presented the risk register. There are 5 risks:

- Failure to ensure robust safeguarding arrangements in place
- Failure to secure good or better Ofsted judgement
- Failure to comply with Health and Safety legislation; risk of serious injury to students / staff
- Failure to maintain effective governance
- Inability to maintain high quality learning environment

VG stated that the Register had not been reviewed since the last meeting but there had been no change in risks. He stated that the capacity to deal with safeguarding incidents has increased but so too have the number of cases to deal with.

VG also brought to governors' attention that there were two areas where there had been a big increase in costs – staff pay awards and energy. Most of the school budget is dealt with centrally, but in a recent whole school budgeting meeting Headteachers were made aware of the scale of the issue with an expected shortfall of £2M this academic year and a further £2.5M next year. There has been a recent announcement about an increase in Government funding, but as yet the Trust does not know how much it will receive.

32 GOVERNOR LINK VISITS

There have been two visits since the last meeting:

21 November – K Nicholson conducted a careers link visit with H Lawes

22 November – A Haynes conducted a safeguarding link visit with A Chapman

Two visits still need to take place this term – PP and SEND Link visits.

Governors were reminded that in the Headteacher's Report they can find upcoming dates of interest and are always welcome to visit the school.

ACTION: SEND and PP Links to carry out a visit before the end of term.

33 GOVERNOR TRAINING AND SUPPORT

2 Governors still need to complete the following on The National College: "Certificate in the Role of a School Governor" and "Certificate in Safeguarding for School Governors (2022/23)".

The next module to complete before the next meeting is "Certificate in Data Protection and GDPR for School Governors (2022/23)".

ACTION: N Gaddu and R Lambert to complete the "Certificate in the Role of a School Governor" and "Certificate in Safeguarding for School Governors' (2022/23)" ASAP

ACTION: All Governors to complete the Certificate in Data Protection and GDPR for School Governors (2022/23) before the next meeting

34 DATE OF NEXT MEETING

Tuesday 24 January 2023, 5.30pm
Pre-meet Monday 23 January 2023, 7pm online

35 AOB

Pre – meets

It was agreed that the Vice Chair, AH, should lead the next pre-meet. All governors to ensure that the papers have been read prior to the pre-meet.

36 ACTION POINTS

- 36.1 **ACTION: Clerk to circulate list of educational acronyms (minute 24)**
- 36.2 **ACTION: Head of Science to be asked to present at the next meeting (minute 27)**
- 36.3 **ACTION: SEND and PP Links to carry out a visit before the end of term (minute 32)**
- 36.4 **ACTION: N Gaddu and R Lambert to complete the “Certificate in the Role of a School Governor” and “Certificate in Safeguarding for School Governors’ (2022/23)” ASAP (minute 33)**
- 36.5 **ACTION: All Governors to complete the Certificate in Data Protection and GDPR for School Governors (2022/23) (minute 33)**

The Chair thanked everyone for their attendance and contributions to the meeting.

Part A meeting closed at 7.50pm