

## Thomas Alleyne's High School, Uttoxeter

Minutes of a meeting of the Learning and Standards committee held in the school on Tuesday, 14 January 2020 at 5.00pm.

### **Present:**

Mr M Cruddas (in the chair), Mr A Barton, Mrs B Davies, Mr M Osborne-Town, Mrs L Perry, Mr M Prescott.

Mrs J Rudge (Headteacher)

### **Also in Attendance:**

Mrs A Maingay (Deputy Headteacher)  
Mrs C Dodd (Assistant Headteacher)  
Mr J Mitchell (Assistant Headteacher)  
Mrs E Young (Deputy Head of VI Form)

Mr R Sheldon (Clerk to the Governing Body)

### **Apologies:**

Apologies for absence were received from Dr M Jary (committee chair) and Mr S Clarke. An apology for absence was also received from Mrs R Lindsay (assistant headteacher).

### **144. NPQH Presentation:**

Mr G Holden (Abbot Beyne School) was present for this item to give a presentation following his review of the school's curriculum, undertaken as part of his NPQH. A copy of the presentation had been previously made available in Office 365.

His presentation highlighted two key themes, with recommendations for improvement:

#### a) Consistency of Implementation

- introduce and embed key PiXL principles across the school
- utilise Learning and Teaching communities as part of compulsory CPD through directed time

#### b) Transition

- undertake curriculum mapping exercise across KS2 and KS3
- introduce information advice and guidance (IAG) interviews for Y9 students prior to the options process
- formalise transition process with published timetable/brochure of transition events. Share with all stakeholders in the ULT.

Mr Holden also referred to the financial implications for the recommendations and the likely organisational capability challenges. Discussion followed and the headteacher confirmed that consideration was being given to implementing the proposed recommendations. Governors would be kept informed of any future changes made to the school's curriculum.

It was resolved –

That Mr Holden be thanked for attending the meeting and giving his presentation on the school's curriculum.

**145. Declarations of Interest:**

There were no declarations of interest relevant to agenda items.

**146. Minutes:**

The minutes of the meeting of the Learning and Standards committee held on 5 November 2019 had been previously made available to governors in Office 365.

It was resolved –

That the minutes of the meeting be received and approved as presented.

**147. Matters Arising:**

Headteacher Performance Management (Minute 139(ii) refers)

The chair of governors reported that a review of the headteacher's performance management had now been undertaken.

**148. Post 16 Strategies:**

Mrs Dodd referred to the monitoring visit undertaken by Mr Osborne-Town during the Autumn term and the recent external review of the VI form. A report had been previously made available in Office 365 giving an update on the intervention strategies that had been put in place to address issues raised and Mrs Dodd went through the detail. Strategies included:

- improving student attendance
- use of PiXL to identify network schools
- student testing to identify any special needs for exams
- parental engagement

The headteacher also gave an example of strategies that had been put in place in the History department to better track pupil progress and to put in place any support measures that may be necessary.

Discussion took place and governors recognised the importance of ensuring a continued focus on underperforming departments and also the need for accountability at all levels (teachers, students and parents) if improvement strategies were to be successful.

It was resolved –

That Mrs Dodd be thanked for providing an update on improvement strategies in place to bring about improvement in post 16 outcomes and that governors would continue to monitor, and challenge as necessary, their impact.

**149. Ofsted Report:**

Governors were circulated with a copy of the published Ofsted report following the school's recent inspection, together with notes taken during the feedback meeting with the inspectors. The notes provided more detailed information regarding the inspection process and highlighted the many strengths of the school. The headteacher was pleased to confirm that the official report showed that Thomas Alleyne's continued to be judged as a good school.

The headteacher invited governors to look at both reports and to contact her should further clarification be sought on any matter raised.

It was resolved –

- i) That the Ofsted report be received and noted.
- ii) That governors congratulate the headteacher and all members of staff for their continued work on behalf of the school, which had been recognised in the positive report.

#### **150. New Staff:**

The headteacher gave an update on recently appointed staff to the school, and a monitoring report to show the various help and support being given to them to help them settle into the school had been previously made available in Office 365.

The headteacher outlined the report in detail and referred in particular to the following:

- Claire Catterall  
Governors were informed that Mrs Catterall, assistant headteacher and designated safeguarding lead, had recently resigned for health reasons. Arrangements were in hand for both roles to be filled as appropriate.
- Temporary Contracts  
Consideration was currently being given to the number of temporary part-time contracts with a view to them being replaced by full-time permanent contracts.

It was resolved –

- i) That the chair be requested to write to Mrs Catterall to thank her for the help and support she had given to the school.
- ii) That governors agree that consideration be given to replacing the temporary part-time English posts and that the headteacher be requested to place an advert for a full-time English teacher.

#### **151. GCSE+ - Interventions Update:**

A copy of the KS4 intervention report 2019/2020 was circulated and Mrs Maingay, deputy headteacher, went through the detail of it highlighting how student progress was being tracked to identify the appropriate support programme to be put in place. Discussion followed and governors noted that a further report would be provided when exam results were known, to show the impact of the various intervention strategies. The financial implications of the support programmes were also considered and governors noted in particular the high cost of providing 1:1 tuition for 10 hours per week for English and Maths. The headteacher reported that this level of support was not financially sustainable.

It was resolved –

- i) That the KS4 intervention report be received and noted and that governors would continue to monitor student progress to ensure that the intervention strategies were having a positive impact on outcomes.

- ii) That governors agree that 1:1 tuition for 10 hours per week for English and Maths be discontinued from April 2020.

## 152. Policy Review:

Mrs Maingay, deputy headteacher, reported that the following policies had been reviewed and copies had been previously made available in Office 365:

- a) Admissions Policy

Governors noted that trustees were still to finalise the Admissions policy for schools across the ULT. The Admissions policy continued to reflect Thomas Alleyne's admission arrangements and approval was therefore recommended.

It was resolved –

That the Admissions policy be approved as presented.

- b) Anti-Bullying Policy

Governors were informed that changes to the policy had been highlighted although very few changes had been made. Any changes that had been made were to reflect findings from the recent Ofsted inspection.

It was resolved –

That the Anti-Bullying policy be approved as presented.

- c) SEND Accessibility Plan and TAHS SEN Information Report/Local Offer

Governors were informed that no changes had been made to both documents other than to alter dates as necessary.

It was resolved –

That the SEND Accessibility Plan and TAHS SEN Information Report/Local Offer be received and approved.

## 153. Other Business:

- a) Social Media Incident

The headteacher referred to a recent social media incident which had reflected on the school. The police had been informed and the students responsible had been dealt with by the school. The matter had also been referred to PREVENT. Governors were informed that appropriate sanctions had been given to the students and that safeguarding procedures had been followed where necessary. Staff continued to monitor the situation to ensure that there were no ongoing concerns.

It was resolved –

That the report of the incident be noted and that governors support all actions taken by the headteacher to resolve the matter.

- b) Extinction Rebellion

The headteacher reported that one or two students from the school had attended the recent national extinction rebellion rally and recorded as authorised absence. This had

been subsequently challenged and the school informed that attendance at future similar rallies must be recorded as unauthorised absence. Governors noted that the school continued to work with students in support of the environment.

It was resolved –

That the report be noted.

**154. Confidentiality:**

Governors were reminded about the need for confidentiality with regard to a number of documents discussed during the meeting but it was agreed that there was no need for any of the issues to be recorded in a confidential appendix.

**155. Consideration Given to KPIs:**

The KPIs covered during this meeting included:

KPI 4 – Governors provide challenge and hold the headteacher and other senior leaders to account for the improving quality of teaching, pupils’ achievement and their behaviour and safety

Covered through discussions relating to post 16 improvement strategies and governors to monitor their impact to support and challenge as appropriate. (Minute 148)

Covered through discussions relating to KS4 intervention strategies and governors to monitor their impact on student progress to support and challenge as appropriate. (Minute 151)

KPI5 – Governors use Performance Management systems, including the performance management of the headteacher, to improve teaching, leadership and management

Governors had sought assurances that the headteacher’s performance management review had been undertaken as previously requested. (Minute 147)

**156. Date of Next Meeting:**

Governors were reminded that the next meeting of the Learning and Standards committee would be held in the school on Tuesday, 12 May 2020 at 5.00pm.

Dr M Jary

Signed.....

12 May 2020

Date.....