

**Minutes of the Full Governing Body Meeting**  
**Monday 14<sup>th</sup> March 2022 at 6.00pm**  
*Virtual meeting*

**Governors present:** Reem Al-Rasheed, Neil Amin-Smith, Mark Chapman (*Chair*), Jo Davey (*Co-headteacher*), Pat Dugdale, Zoe Judge (*Co-headteacher*), Nigel Linton, Ian Macaulay, Lauren Overs, Wendy Sloane

**Staff present:** Darrel Barsby (*Asst Headteacher*), Emily Brooks (*Asst Headteacher*), Nofer Fari (LINC Director), Florence Fineberg (*Asst Headteacher*), Stewart Hesse (*Deputy Headteacher*), Kirsty Holder (*Asst Headteacher*),

**Also present:** Sam Murray (*Clerk*)

**1. Apologies were received and accepted** from Romina Harris, Rachel Howarth and Helen DaSilva

**2. Declaration of interests**

There were no meeting specific declarations of interest made by Governors present. Governors were reminded to inform the Clerk of any changes to their business and pecuniary interests.

**3. SIP 2021-22 review (JD/ZJ)**

Governors had received a document providing an update on progress against the SIP targets. The SIP headline targets had been RAG rated with supporting commentary (paragraph numbers link to the full SIP 2021-22 document). In response to a governor question, JD confirmed that amber means that progress is on track but not complete. CoHeads outlined the key parts of the commentary document.

**Standards:** Progress walks have restarted and there is evidence of positive practice supported by the assessment policy and departmental data (green). Improvements in the use of CloudSchool to support standards targets continues (amber). Development of middle leaders and departmental systems is ongoing (amber). Changes to the Early Career Teacher Framework are implemented and an action plan has been developed by KH (amber). Sixth form student numbers are high (green) and development of identification and interventions to support student progress is on track (amber).

**Behaviour and safety:** Attendance has been affected by Covid but work continues to engage with students and families where there are concerns (amber). Work to further enhance the culture of safety in the school is focussed on increasing the student voice in decision making and monitoring (amber). Embedding new behaviour systems and the development of the Finch AP continue (amber). The whole school focus on mental-health and well-being through work with Place2Be is rated green.

**Community Cohesion:** Work to improve external and internal comms and the website continues and the use of surgeries and surveys to increase engagement (amber). The Communications group (JD, ZJ, RH, WS) will meet soon and report back to governors. Targets related to the student voice and parental engagement are rated amber. In response to a governor question, EB outlined some of the different ways that Heads of Years are developing the student voice with a view to moving beyond just consulting students to increased meaningful participation. Students and staff are keen to work

together on this so there is momentum. Governors requested an update on student voice at a later meeting.

**Action: Include student voice as an agenda item at a future meeting.**

Staff well-being and workload is a focus area and progress is rated as amber. A staff survey will take place in the summer term.

**Finance and resources:** Reorganisation of the operational systems has taken place but staff absence means changes are not fully embedded. Interim arrangements are in place. The appointment of the Site Manager has had a very positive impact. The budget is on track and a small year-end surplus is expected.

Site development plans with Haringey have stalled and no updates have been provided so this area is rated red. Haringey have entered Fortismere for funding via the DfE capital funding portal based on the school's condition survey.

The school is fully staffed and staffing plans for 2022-23 are being considered. Fundraising continues to build back after the impact of covid and the holiday programmes in conjunction with Haringey are providing additional income. The ICT strategy targets are rated amber.

#### **4. Curriculum development update (SH)**

Governors received a report detailing feedback from a recent visit by Heather de Silva (School Improvement Partner) to look at how the curriculum is being delivered in the classroom. The visit included one to one meetings with Heads of Department and joint lesson observations. The report includes strengths and areas for development. SH has met with HoDs who will share the findings and actions with their teams. Overall it was a positive set of feedback.

Link governors (IM & NAS) had discussed the report with SH in detail and were very positive about the feedback and strengths identified. Staff have worked really hard. SH noted that it was very good to be properly back in classrooms and doing the progress walks.

#### **5. Pupil progress data Y11/Y13**

Governors received a detailed mock exam data report for KS4 and KS5.

**Year 11:** Data presented has been reviewed and analysed at department and subject level. Data for identified groups and individual students has been used to plan targeted interventions and support. DB used the data to illustrate some examples for governors. Governors noted the very strong correlation in the data between attendance and performance.

The data shows the movement of P8 and A8 scores from progress point 1 to progress point 2.

Summary comments note the following from the data:

Performance of key groups remains an issue at key stage 4 - SEN K, PP and low prior attainment are the biggest obstacles for attainment.

Progress has improved since progress point 1 - students are achieving over half a grade [0.56] better across all subjects and this should further improve with interventions in the lead up to summer exams.

**Year 13:** Governors considered the headline data in the report and the post mock intervention plan. The school ALPS target is 2 and is currently at a 7. Students who need a plan of sixth form team led support (as opposed to just department led) have been identified (students are a total of 4.5 or more grades away from their A Level

targets in their three subjects combined) Some of the group belong to one or more of the school target groups (PP/ FSM/ SEND/ BBH). A parent and student event took place after school that included study skills and support talk, a personalised study plan and folder with action plan from each department, positive mental health and wellbeing advice and a Q&A session with sixth form staff. Feedback on the event was very positive. All subjects are running extra revision sessions. It was noted that this cohort are anxious about exams as they did not sit their GCSEs in 2020. Staff are mindful of this and providing support. Covid catch-up funding has been used to arrange extra revision sessions for targeted students as detailed in the report.

A governor asked if the data at this stage indicated that outcomes would be in line with previous years. CoHeads responded that this larger Y13 cohort contains more lower prior attainers than previous years. They also noted that the ALPS data is set to old benchmarks so does not always give the clearest picture. The school works to ensure students can get the best grades possible so they have options and choices open to them. BTEC data looks good. The school are confident that the right students are on the right courses for them.

## **6. Extra-curricular provision and participation**

Governors received a paper setting out the full range of extra-curricular activities on offer at the school. The commentary identifies the strengths of the provision in terms of its breadth and coverage across the whole school and in supporting the school's vision. Areas for development include tracking and increasing the student voice in setting up new extra-curricular activities. The school would like to appoint a co-ordinator for this area if possible.

CoHeads added that it is the commitment and enthusiasm of school staff that makes the impressive range of activities possible. The Director of music and Director of sport roles have had a positive impact on extra-curricular activities including those that take students beyond the school site.

The paper also included data on the participation rates including students from vulnerable groups and governors considered how rates could be increased. CoHeads noted that a co-ordinator would be very helpful in terms of data tracking and monitoring.

In response to a question about safeguarding and afterschool activities, CoHeads confirmed that risk assessments are in place but a tracking system for staff to use was also needed.

## **7. Operations report**

Governors had received a written report including a budget and finance and facilities management update. CoHeads noted that interim arrangements are currently in place for the management of these areas.

Facilities management update: The Site Manager continues to work closely with LB Haringey as the corporate landlord for the school. The report details works completed including fire safety work. The asbestos management plan is being reviewed with LB Haringey advisers and actions taken in respect of monitoring air, checking current controls and considering a long-term plans. There is also surveying of wiring, water tanks and roof repairs currently taking place.

To ensure best value the Site Manager is reviewing contracted services and aiming to reduce reactive maintenance costs by packaging works and investing in long term solutions.

Link governors for Site and Health & Safety (RAR and LO) had recently met with the Site Manager, Ali Akbar to discuss in more detail the school's compliance duties and

the procedures in place. They were both impressed with the range of work already undertaken.

**Finance and budget update:** Governors received a budget progress report including budget versus actual expenditure update to 28/02/22. The report is RAG rated and most areas are green and on track as projected. There are still some unknowns but CoHeads are confident that the year-end position will be very similar.

Governors discussed variance in the budget including underspend in Supplies and Services as a result of covid and school closure. Overspend in Standard Fund includes expenditure on setting up the new Finch AP. Staff salaries expenditure is on track with slight underspend in support staff.

Governors discussed income including non-LA income that is rated red. Lettings and fundraising activities were significantly affected by covid and school closures. The Fortismere Holiday Camps and the work with Haringey on holiday activities for local children have been positive developments but work needs to be done to rebuild fundraising going forward.

**Budget 2022-23 setting process:** Finance Lead, Corinne Thurley is working with Haringey to their budget setting timetable. Interim arrangements mean there are some capacity issues in the Finance Team. Budget 2021-22 closing will take place during April. The draft budget will be prepared in May ready for consideration by governors. Once a more specific timetable has been set by CT, governors will be updated.

#### **8. Safeguarding update (KS)**

Governors received a written safeguarding updated from Kirsten Sullivan, DSL. There were no safeguarding concerns to report. Any questions on the report will be sent to KS.

#### **9. Policies for approval**

Governors noted and approved the following updated policies:

**Careers Information & Guidance policy - agreed**

**Complaints policy – agreed**

**First Aid policy – agreed**

#### **10. Minutes of the last meeting & Matters arising**

The minutes of the last meeting held on 28 January 2022 were agreed as an accurate record of the meeting.

There were no outstanding matters from the last meeting

#### **11. Any other business**

A governor asked if the Site Development working group could restart to explore options going forward. MC reported that there may be some news from Haringey next term. Governors could then consider the best way to organise a working group.

**Action: Add Site development as an agenda item at the next meeting**

#### **12. Date of next meeting: 6th May 2022 (in person)**