

**Minutes of the Full Governing Body Meeting**  
**Friday 28<sup>th</sup> January 2022 at 7.45am**  
*Virtual meeting*

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

**Staff present:** Darrel Barsby (*Asst Headteacher*), Emily Brooks (*Asst Headteacher*), Florence Fineberg (*Asst Headteacher*), Stewart Hesse (*Deputy Headteacher*), Kirsty Holder (*Asst Headteacher*), Madeleine St-Amour (*Asst Headteacher*), Kirsten Sullivan (*Deputy Headteacher*)

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

1. There were no **apologies for absence** received.

**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. Co-Headteachers' Report**

Governors had received a copy of the Co-Headteachers' written report. Governors considered the report including:

An update on pupil numbers, the school profile by groups and admissions data. Co-Heads noted an increase in SEND pupil numbers.

Attendance figures for autumn term 1 are 90% which compare well to national figures and locally (88%). In response to a governor question, Co-Heads responded that attendance was lowest in Years 8-9. Staff are still working to keep a focus on good attendance across the school.

Staffing figures were shared and an update on vacancies.

Data on behaviour (Fixed period exclusions, Alternative provision placements and Managed moves) was considered and discussed by governors. There were no permanent exclusions to report. In response to a governor question, Co-Heads noted that covid zoning had a positive impact on behaviour in some respects but now this had been removed, staff were seeing some of the impacts of lockdown. Governors received data on the number of admissions via the In-Year Fair Access Protocol.

Governors asked a question about the length of fixed period exclusions and KS advised that the length would depend on a number of factors relevant to each case. Governors would like to receive a more detailed breakdown (length) of the figures in the CHT report.

**Action: Exclusion figures in CHT report to include length of exclusion.**

The Pupil premium strategy has been updated and published on the website. The report follows the DfE requirement for a 3-year strategy. *Also appears as an agenda item later.*

Co-Heads advised governors that reorganisation of the Schools' Police liaison service mean that Fortismere is now sharing a part-time officer with APS. Secondary Heads had met with police lead for LB Haringey/Enfield/Barnet to voice concerns about the low level of support. The Chair noted that other Chairs of Governors had also shared their concerns.

The Curriculum Audit has recently completed and the planned work on improving teaching and learning continues. The report sets out in detail work undertaken on the curriculum with Leads, Heads of Departments and the LBH School Improvement Partner (Heather de Silva). The Teaching and Learning group is very active and this term are looking very closely at triangulating data, curricula, and visiting classes to see it in action. Governors discussed the actions in the report. Link governors will engage with SLT leads on this area work.

Contingency plans for Exams Summer 2022 were outlined in the report and discussed. Governors asked for an update on the mock exam timetable (three sets are planned) and when data would be shared.

Covid interventions using My Tutor are planned and students requiring support have been identified across year groups. A detailed covid action is being prepared and will be shared with link governors later this term.

An operations update was included in the CHT report covering site and maintenance issues, health and safety matters and risk assessments. Budget and finance figures (period 8) were shared with governors including actual expenditure against planned budgets. Governors discussed the figures with the Co-Heads. In response to a governor question, Co-Heads confirmed that the budget is on track as expected at this stage. Co-Heads advised governors that some external financial support has been engaged to support the school through the budget planning and setting exercise for next year's budget.

Governors asked for an update on the current covid situation. KS advised that there had been a high number of cases since the start of the year and some emergency measures had been put in place in certain classes such as daily testing of all students. Staff covid absence has also been challenging as cover is often hard to hard find internally and externally. Agencies do not have staff available and all local schools are in similar situations.

### **3.1 Safeguarding update**

Staff have had safeguarding training sessions on: Prevent; Effective Culture of Safeguarding; HSB audit outcome. The Safeguarding and Child Protection Policy has been updated and published as has the Anti-Bullying and Online Safety policy. A parental engagement session took place in January on Safeguarding.

School actions following Everyone's Invited – Any disclosures have been dealt with using the existing protocol however, the school is also working at a borough level on the Haringey Safeguarding Partners Panel (ZJ is the education representative) Safeguarding leads have attended webinars on the *OfSTED Review into Sexual Abuse in schools* and then fed back through whole school staff training on the OfSTED review findings particularly the need to maintain a 'it probably is happening here' approach. A Harmful Sexual Behaviour Audit (University of Buckinghamshire and Contextual Safeguarding Network) was run with small single sex groups from all year groups in the school. A small student Safeguarding Group has been set up and staff meet with them to continue the discussions round safety in and out of school. The Chair of governors and the link governor for safeguarding have seen the results of the audit and this was shared with all staff.

A response statement has been published on the school website as follows:*In response to the concerns raised on the Everyone's Invited website and the murder of Sarah Everard, we have reviewed both our formal and pastoral curriculum to ensure that our students are educated in an age appropriate way that raises awareness of issues and challenges behaviours. The staff and governing body of Fortismere are clear that we will not tolerate any form of sexual harassment and sexual violence. We will not allow our students to believe that sexual abuse of any kind is an inevitable feature of growing up, or of society itself. We will continue to listen to the experiences of our students and staff to support us in creating a culture of equality and tolerance; one where we are all equipped to challenge harassment of any kind.*

In response to a governor question on how the school will know if things are improving, KS responded that checkpoints will be concerns and referrals. Staff will ensure that students are talking to them and able to discuss any concerns.

#### **4. Pupil progress data (progress point 1) Yr7-10 & KS3 CATS**

Governors received a copy of the Whole School Data Report Jan 2022. Link governors (IM and NAS) had met with SH and DB prior to the meeting to discuss the data in more detail. That discussion had identified some areas that link governors will follow up in their next meeting with SH/DB. Discussion at this meeting will focus on the learning from the data rather than the numbers themselves. Governors thanked SH/DB for the very detailed and informative report.

**Key stage 3:** The school uses GL assessment tests to show how students are progressing through the curriculum. Data on the key groups reflect the national picture and don't reveal any unexpected headlines. Some of the groups are very small and one or two students can skew figures. The small numbers in the groups mean that staff can really drill down into the data and put tailored interventions and support in place. End of year tests for Year 7,8,9 show that most students are performing above national levels.

Departments use the robust detailed data to identify students underperforming and respond effectively. Overall the data shows that students are progressing but it is hard to predict what P8/A8 will be as there is no comparison data from the last 2 years. Engagement in online learning was good and there is high quality teaching.

Governors discussed Fortismere targets in the SIP and noted that these are challenging targets. Link governors reported that they had found the GL tests and the resulting data a useful way of seeing how KS3 students were progressing.

**Key stage 4:** Governors considered the subject and groups data in the report and the areas requiring more attention but noted the aspirational targets. Subjects where performance is a 'concern' will be further investigated. Performance of Key Groups in the majority of subjects remains an issue at Key Stage 4 as it does in Key Stage 3. The report also set out a range of current actions including: Support interventions, use of MyTutor, training for Heads of Departments and Heads of Years on using the full range of data effectively, exam revision and prep skills, support for disadvantaged students and engagement with students and families

**Key stage 5:** Data is based on progress against the ALPS data based on prior attainment and value added. Fortismere targets are high and last year the school achieved a high ALPS 2 score. Red in ALPS is good. Current Year 13 progress is based on the progress point 1 data (in class assessment). Mocks were sat in January and data for this will be available soon and will give a more accurate picture of where students are. MstA advised governors to remember that this cohort did not

sit exams and their targets are based on TAGS with more higher prior attainment. HOD and staff are using the data to identify underperforming students and put interventions and support in place. Tutors are also looking at any underlying issues such as illness or attendance. Students underperforming in two subjects have agreed action plans. Subjects with underperformance will also be using strategies such as lunchtime clubs and workshops and after school revision.

BTEC data is included in the ALPS data and shows that the subjects are doing well. Sixth form staff, LINC and Careers are working closely together on advice, next steps and destinations for SEND students.

UCAS applications are high and there is much going on to support students with their applications. Data will be shared with governors in the spring term but the picture seems to be that it is more competitive than previous years and that Universities are reluctant to give out too many offers.

#### **5. Pupil premium report**

Governors had received a copy of the updated strategy document. EB outlined the different sections based on the DfE template document. The strategy links closely to the school's SIP 2021-22. EB advised governors that the pupil premium group is not a homogenous group and needs vary greatly but themes that are a focus include attendance, mental health and well-being and study skills. EB also noted that communication with families is good and this is vital to success. The report sets out the challenges, the actions and the intended outcomes. Link governors had discussed the report with EB and explored how the report might link with budgets and expenditure and impact of the spending. Governors thanked EB for the detailed and well presented report. The report will be published on the website.

#### **6. BAME Review report**

Link governors had received a copy of the full report and met with Nofer Fari to discuss the outcomes and the action plan. The final action plan will be shared with all governors for consideration shortly. The school is part of the LBH BAME group and has signed up to the BBH Charter. Link governors feedback on their meeting and highlighted that good progress has already been made. They will meet again with NF to review progress and will provide further updates.

#### **7. Policies for approval**

**Equality Objectives 2022** - JD outlined the preparation of the document and the staff involved. Governors considered and agreed the document. There will be ongoing review and monitoring of the objectives and further reports to FGB.

**Attendance policy** – This has been reviewed and updated in light of KCSIE 2021.  
**Approved**

**Behaviour policy** - This has been reviewed and updated in light of KCSIE 2021  
**Approved**

#### **8. Admissions Committee & Admission Arrangements 2023**

Governors received an Admissions Committee report and the chair gave a verbal update on recent activity. The report includes data on removals from roll. Numbers are low as a percentage of the whole school and there are no concerns to report. Governors will continue to monitor data on removals from the roll.

**Admission arrangements entry 2023** – no changes were proposed to the admission arrangements. **Governors agreed the arrangements as presented.**

**9. Minutes of the last meeting** were agreed as an accurate record of the meeting

**9.1 Matters arising – completed**

**10. Governance items**

**Associate members** – governors agreed the appointment of IM and NL as Associate members

**Appointment of Partnership governor** – governors agreed the appointment of Helen Da Silva for a 4 year term of office.

**Reappointment of Co-opted governors** – governors noted the ending of PD's term of office (March 2022) and agreed to reappoint PR for a further one year term of office.

**10.1 Ofsted preparation** – governors are working on preparations for an ofsted inspection.

**11. Date of next meeting: 14<sup>th</sup> March 2022 (online)**