

**Minutes of the Full Governing Body Meeting
Friday 8th October 2021 at 7.45am**

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

Staff present: Karen Allaway (*Senior Leader*) Darrel Barsby (*Asst Headteacher*), Emily Brooks (*Asst Headteacher*), Nofer Fari (*Director Linc/SENDCo*), Stewart Hesse (*Deputy Headteacher*), Anne Keogh (*Business Manager*), Madeleine St-Amour (*Asst Headteacher*)

Also present: Sam Murray (*Clerk*)

The Chair welcomed everyone to the meeting and introductions were made around the table. The new parent governors Reem Al Rasheed and Rachel Howarth were formally welcomed to their first FGB meeting.

1. Apologies for absence were received and accepted from Lauren Overs and Peter Harrington.

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 (JD/ZJ)

Governors had received a copy of the Co-headteachers' written report.

Contextual information relating to pupil numbers, pupil profile and applications were detailed in the report.

Attendance figures in the report were considered by governors. Attendance rate since September 2021 is 90%. Co-Heads reported that the number of covid cases and students self-isolating is high and this has had an impact on attendance rates. Staff are focussing on individual students where there are concerns and looking at the often complex and varied reasons for persistent absence.

In response to a governor question about the level of covid absence, Co-Heads believe that Fortismere students and their families are regularly carrying out LFD tests at home and following up with PCR and self-isolation if required.

Behaviour data covering managed moves and exclusions were outlined in the report and considered by governors. The report also updated governors on the number of students referred to alternative provision.

Fair access panel admissions data was also presented in the report. Co-heads explained the process for In-year fair access protocol (IYFAP) admissions and the impact on the school of these extra admissions.

A governor asked if the school was going to reintroduce detentions. Co-Heads responded that detentions are currently used for students arriving late to school. Evidence shows that detentions do not modify behaviour so the school is focussing on other more personalised strategies to improve behaviour such as school community service or self-reflection work with the behaviour team. There are consequences for poor behaviour choices. Following the end of zoning and covid restrictions in school, SLT are revisiting behaviour management approaches with staff.

Safeguarding data and an update on training were shared with governors. All staff received statutory safeguarding training in September highlighting the changes in Keeping Children Safe in Education 2021 and any contextual information. Safeguarding and health and safety information for visitors and cover staff has been updated. The Safeguarding Team has new members and all school posters and information has been updated.

Governors received data on internal referrals to the school's MyConcern system and the main categories of referrals. The school continues to work with the Place2be for mental health provision to support students and governors received data on the number and types of support provided.

Health and safety information was outlined in the report. The Covid risk assessment has been shared with Haringey. There are still covid measures in some parts of the school. CO₂ machines are due to arrive shortly and this should make more classroom available for use going forward. Fire risk assessments have taken place in sixth form and Tetherdown, and other areas are scheduled shortly. Fire drills will be held following the end of zoning.

In response to a governor question regarding covid cases Co-Heads confirmed that positive cases are higher in the younger year groups and outlined the measures in place when positive cases are reported including daily LFD testing in tutor groups. Co-Heads informed governors of the arrangements for the covid vaccinations taking place soon and confirmed that the school is following Public Health England and LB Haringey advice.

Community and partnerships information was presented in the report. Several face-to-face events for new parents (Year 7, 8, 12) are taking place this half-term. The Open Evening was a face-to-face event and very well attended.

A parent/carer survey on communications has taken place and parent focus groups will feed into the development of an improved communications strategy. WS and RH (governors) are involved in the parent/carer focus groups and will feedback to the FGB at a later meeting. Any parent governor is welcome to attend the focus group meetings.

The Co-Heads agreed to reintroduce Co-Headteachers' surgeries and will discuss with the Chair how best to feedback to the FGB.

Action: Co-Headteachers' surgeries to be reintroduced (ZJ/JD)

3.1 Curriculum and standards update (SH)

SH highlighted information presented in part 3 of the report on the curriculum and teaching and learning. Department curriculum maps have been updated following assessments, mock exams and updates from the DfE. Curriculum information on the website will be updated.

SH is leading an audit of the curriculum this term with support from Heather De Silva (HEP). Whole staff training and departmental meetings will question and stress test the school's curriculum. SH will develop an action and support plan. The link governors (IM and NAS) will meet with SH and DB to discuss the audit in more detail. Governors would like to explore their role in shaping the school's curriculum and discussed working with Heather De Silva on this.

Action: Link governors (IM, NAS) to meet with SH/DB re the curriculum audit.

3.2 Budget and Finance update (AK)

Governors received a budget update for quarter 1. Co-Heads highlighted budget variances and noted that other (non-LEA) income is starting to increase as lettings pick up again. Co-Heads reported that overall, the budget is on track and figures are where they were expected to be.

4. Standards: Outcomes 2021

Key stage 4 results analysis (SH)

Governors received detailed data and analysis of the key stage 4 summer results. Progress 8 score is +0.73 and Attainment 8 score is 61.47. The overall picture at KS4 is pleasing and shows progress as well above average. Governors considered the headline data for results by learner attribute and discussed the figures with SH.

Detailed data on gaps for target groups was also presented and discussed including: Gender gap – Girls performed better than boys in all areas and the gap increased from last year. The SIP 2021-22 will include a priority in this area. SH noted that a gender gap (girls outperforming boys) is a national issue and not school specific.

Pupil premium gap – the PP group was bigger than last year and performed better closing the gap between Non-PP and PP. SH noted that provision for the PP group last year and during lockdown and the lack of exams helped our students to do better – more individual support and contact and work was broken down more. Departments are looking at how this can be applied again across the school.

Ethnicity gaps – SH explained that the current BAME review is looking at the curriculum and achievement for the BAME group within the school. There is a focus on the achievement of BAME students at the local authority level also. Governors will receive an update on this later in the year.

NF and RH updated governors on the work of the newly created Black and Brown Heritage (BBH) group. The aim is to ensure that the voice of the BBH student is heard as numbers in the school are small. NF invited all governors to attend black history month celebrations that are planned. NF also invited governors to be part of the BAME review and to meet with the external reviewer later this month.

SEN gaps – Comparing SEN data is difficult as the needs of cohorts will vary greatly year on year. SEN support students were impacted by lockdown as it was very difficult to deliver some support and interventions virtually. There is a lot of work to do to support these students going forward.

Prior attainment gaps – SH explained that this is the first year group with the KS2 scaled scores and this may be skewing the data. The majority of the cohort were HPA students who performed slightly worse than last year in all elements. The LPA cohort was bigger than in previous years.

Next steps – SH outlined the focus groups for the year ahead: Boys; Caribbean, African and BAME (BAME review); PP focus across the whole school; HPA students; SEN Support K students;

Departmental improvement plans are being prepared and focus on:

What will we do differently?; What did we do differently this year that we can keep?;

Departmental Gaps; High quality in-class formative practice.

Departmental Improvement Plans will feed into the School Improvement Plan.

Covid recovery (SH)

SH shared information with governors. Andy Ward is preparing a covid recovery report due later this month to include an impact review of last year's catch-up spending and a report on the impact of covid across several areas. This report will inform a plan for recovery expenditure for the year ahead covering academic support and pastoral support. AW will report to governors at the next FGB meeting in November 2021.

Key stage 5 results analysis (MStA)

MStA shared a presentation with governors on the key stage 5 results. 83% of A level grades were on target. Analysis of the data via ALPS gives a score of Grade 2 which puts Fortismere in the top 10% of A level providers in the country in terms of value added. Value added data was considered and discussed by governors.

4.1 Destinations data (MStA)

KS5 data was considered by governors who noted that 88% of students achieved entry to their first choice university. Over 50% of students going to higher education secured places at Russell group universities. 8 students to Oxbridge/medical school. MStA added that high numbers of students are taking the EPQ this year and this can result in lower offers from universities. There are about 45 early entry students this year being supported by staff through mentoring and workshops.

Post-16 data is being prepared by the Careers Adviser to the Haringey data collection timetable and is not yet ready for presentation to governors. However, MStA noted that the pattern was similar to last year and students appear to be remaining at their own school rather than changing for sixth form or college.

Current sixth form numbers - There are currently 243 students with capacity for up to 250. Some courses are full this year that were not full previously. In response to a governor question, MStA reported that Music A level has 8 students and Mandarin A level has 10 students. This is pleasing as previously these subjects have not run.

5. Finch Alternative Provision Plan (KA)

Governors received a written report and an update on the operational plan for the Fortismere alternative provision now called Finch. The first students will be Fortismere KS3 students on a 6-week behaviour modification programme, this will be followed by a wider group of Fortismere students and then an offer to other schools/boroughs. There is a lack of KS3 provision in the area so hopefully other schools will buy into the Finch provision. From January, Finch will provide day-6 provision for children excluded from other schools. Discussions on possible KS2 provision for year 6 children and a KS4 pathway for September 2022 are taking place.

A governor asked about capacity and income generation. Co-Heads expect the capacity to be around 30 but do not anticipate reaching this straightaway. The priority is to better meet the needs of our own students and hopefully this can be supported by an offer to LB Haringey and other local schools. There is some risk in terms of sustainability and viability but a lot of work is being done to ensure our offer is robust and fills a gap in the current local provision. KA highlighted that alternative provision is an important preventative measure and should hopefully reduce expenditure later. The Chair will ask the link governor (Peter Harrington) to meet with KA to discuss the plan and the figures in more detail.

6. Policies for approval

Schools Financial Value Standard – Governors approved the SFVS document

Governors noted and approved the following updated policies:

- Special Educational Needs and Disability policy
- Special Educational Needs Information Report
- Charging and Remissions policy
- Governor Allowances policy
- Freedom of Information publication scheme
- General Data Protection policy

7. Governance structure and link roles 2021-22

Governors received a paper and formally agreed to adopt a 'no-committee' approach' for 2021-22. The Resources Committee and the Curriculum Committee are removed from the structure. Link governor roles and SLT link partners were formally agreed as per the paper.

Action: WS and RH agreed to act as Sixth Form link governors

7.1 Governor Code of Conduct

All governors agreed to adopt the Code of Conduct as presented.

7.2. Register of business and pecuniary interests

Governors completed an annual entry in the register.

7.3 Membership update

Governors received current membership of the GB and noted the vacancy for a Partnership Governors. The vacancy will be advertised in the Newsletter and nominations sought.

7.4 Governor training and development

The Chair highlighted the multiple sources of training available to governors including via Haringey HEP and the NGA Learning Link. Access to The Key for School Governors is also available to Fortismere governors.

8. Minutes of the last meeting

The minutes of the last meeting held on 5th July 2021 were agreed as an accurate record of the meeting.

There are no outstanding matters arising from the last meeting.

9. Date of next meeting

Monday 22nd November 2021 (online meeting)