

Minutes of the Full Governing Body Meeting
Monday 17th October 2022 at 6.00pm
In-person meeting

Governors present: Anne Canning, Mark Chapman (*Chair*), Jo Davey (*Co-headteacher*), Pat Dugdale, Zoe Judge (*Co-headteacher*), Ian Macaulay, Antonia Shortall, Wendy Sloane

Staff present: Aftab Ahmed, Emily Brooks, Florence Herrero, Stewart Hesse, Kirsty Holder, Kirsten Sullivan

Also present: Sam Murray (*Clerk*)

The Chair welcomed everyone and introductions around the table were made.

1. Apologies were received and accepted from Reem Al Rasheed, Helen daSilva, Romina Harris, Tessa Hauswedell, Rachel Howarth.

2. Declaration of interests

There were no meeting specific declarations of interest made by anyone present. Governors were reminded to complete an annual entry in the register of business interests.

3. Co-Headteachers' report

Governors had received a copy of the CoHeadteachers' written report and noted the following key points:

Contextual data in the report shows that pupil numbers continue to be high across all years including admission to Year 12. The number of students with Education Health Care Plans is 55 and requiring SEN support K is 274 (increases on last year). CoHeads noted that other local schools had also reported higher SEND numbers and believe this is related to the impact of covid.

Attendance is 92% which is above national average but work continues. A strategy for dealing with persistent absence is being worked on.

Inclusion data on exclusions, managed moves and in-year fair access admissions was received by governors. CoHeads noted that students had taken longer to settle, behaviour wise, into the new school year than normal.

New statutory guidance on exclusions now refers to suspensions. Figures include one permanent exclusion last term. CoHeads noted that 47% of the suspensions had involved a SEN K student, the school is exploring the data in more detail. CoHeads outlined how a suspension involves the consideration of the student's individual needs and where required, reasonable adjustments. Governors would like to see data on repeat suspensions.

It was noted that the new guidance has a stronger focus on governors using exclusion data to monitor this area and this should be reflected in the reporting to FGB meetings.

Safeguarding update provided My Concern and referrals data. CoHeads noted that the number of concerns and referrals are higher than last year, the school uses a range

of mental health provision to support students. CoHeds outlined the social worker in School programme and hope to have something in place from January 2023, if successful there would be a full-time social worker on site.

Teaching & Learning focus has been on planning and implementing the programme of monitoring for 2022-23 including progress walks, work scrutinies, surveys, and appraisal observations. Parent and student surveys will take place this term.

New arrangements for **maths setting** were set out and this hybrid approach will be monitored by SLT. In response a governor question, CoHeds responded that the aim is for most students to sit the higher tier exam and students will cover the content needed for both tiers.

Maths had received queries from parents about the new arrangements but the evidence supports this approach. SLT line management of maths will monitor it closely.

In response to governor questions about the rational for this approach, CoHeds explained that the evidence shows good outcomes particularly for students who may be on the cusp of grade 4/5 and there are no concerns that students at the top grades 7/9 will be negatively impacted. Assessments and class work will be used to make decisions on students moving up or down. Exams analysis and close monitoring will determine if the approach continues.

Action: Governors agreed that link governors would monitor this in their regular meetings and report back to the FGB at a later meeting.

Headline exam results data for summer 2022 was outlined. A separate agenda item will cover these in more details.

3.1 Finance & Resources update

Governors received updates on ICT, Health & Safety and Site issues including asbestos works carried out over the summer by Haringey. The DfE had visited to inspect the school site as part of a Haringey application to the Rebuilding Schools programme.

The Chair informed governors that he had written to Haringey to seek assurance that the school was safe for students and staff following the summer asbestos work and had received a response to that effect.

Budget information for quarter 1 was shared which shows a projection of a deficit on the agreed budget. CoHeds noted that there were still many moving parts and schools are still waiting to hear if the DfE will fund the agreed pay increases this year. Link governors will meet with AA soon to discuss the budget in more detail. Income and expenditure are closely monitored.

The report also updated governors on events involving the **school community and partnership** working including the recent CoHeds' parent surgeries.

4. Exams Outcomes 2022

Governors had received a detailed report setting out KS4 and KS5 outcomes data and analysis. Link governors had met with Stewart Hesse before the meeting to go through the report in detail.

4.1 Key Stage 4 outcomes

The headline results are very positive. The Progress 8 and Attainment 8 scores are very pleasing (P8 0.73 and A8 59.32) and in line with the school's 2021 TAGs. Governors queried the drop in the number of students taking the Ebacc subjects (61% to 43%). SH believes that languages took a drop during and after lockdown and this could be a factor. Governors agreed that link governors would explore the data on students choosing language GCSEs in their meetings with SLT.

Governors considered the data presented by groups including:

Gender – noted that the gap is bigger but both groups have improved with girls outperforming boys in all areas. Although a national trend the school continue to explore ways of closing the gap.

Pupil premium – noted that PP students' performance improved compared to 2019. Fortismere PP students perform better than the national picture but the focus is on the gap that exists at our school and continues to be an area of focus for Fortismere.

Ethnicity – noted that BCrb students performed better this year than in the TAGs but African heritage students underperformed. Both groups will continue to feature in the SIP as groups vulnerable to under attainment.

SEND - noted the significant improvement for SEND (K) students compared with last year's TAGs. K Students outperformed non-K students in each of the four elements. SEN K is a broad and varied group so more detailed analysis will be carried out.

Prior attainment – noted data which held no surprises when compared to previous years.

Departmental performance against targets was also considered and noted that only three achieved below their target grades (Engineering, Computing and Physical Education).

Next steps outlined in the report include a focus on:

- Vulnerable groups (PP, Boys, BBH, SEND K and EHCP)
- Further embedding the T&L policy to ensure high quality teaching for all students
- Greater emphasis on adaptive teaching to meet individual need
- Department priorities from exams analyses.
- Attendance and punctuality focus

4.2 Key Stage 5 outcomes

Governors considered Year 13 results and detailed ALPS data.

An overall ALPS score of 3 puts the school just outside the top 10% of providers nationally for progress in 2021-22. Governors noted the very positive scores for the percentage of A*-B grades achieved (71%).

Governors considered the **ALPs data by department** and noted that 14 of 29 subjects were red (top 25% nationally), including the BTEC Creative digital media (not shown) and only one subject was blue (bottom 25% nationally). In response to a governor question about the score for maths remaining a 4, CoHeads responded that the CAGs/TAGs from 2020/21 will mean that some students on the Maths A level may not have ordinarily met the entry requirements.

Governors considered if this was a priority area for the new SIP 2022-23. CoHeads responded that the sixth form and maths department improvement plan would address key stage 5 progress but Maths A level is not considered to be a whole school SIP

priority. There will be robust monitoring of maths and students joining the course this year will have external exam results behind them. There are other areas that are higher priority for inclusion on the new SIP.

ALPs for specific groups of students were also considered:

57% of disadvantaged students had a red ALPS rating (top 25% of progress nationally) in two or more of their subjects.

61% of SEND students had a red ALPS rating in two or more of their subjects.

50% of BBH students had a red ALPS rating in two or more subjects.

Destinations data was also considered including:

Eight students going to Oxford or Cambridge.

Two students going to study Medicine (Cambridge & Edinburgh).

One student to study Veterinary Science (with another on a Veterinary Gateway programme).

Well over 50% of students heading to university are going to Russell Group Universities.

The Chair congratulated the school for the exemplary results and expressed thanks to all the staff who helped to achieve these outcomes. The positive outcomes are also a result of the extra effort that staff made during the lockdown and remote learning.

5. Ofsted update

Governors had received a copy of the communications sent to parents with the final report on 11/10/2022 for information. CoHeads noted that there had been very little feedback from the school community. There had been some negative feedback from parents of SEND students but the link governors and NF are working to improve relations.

CoHeads confirmed that the outstanding complaint could still be pursued but in their view what could be achieved would be minimal. Governors **agreed** that no further action should be taken in respect of the complaint.

5.1 Progress Board

Governors **agreed** that following the good outcome the progress board is no longer required and is closed. The Ofsted action points will be picked up in the SIP 2022-23.

6. Minutes of the last meeting

The minutes of the full governing body meetings held on 11 July 2022 were agreed as an accurate record of the meeting.

6.1 Matters arising

Item 4 Safeguarding training – a reminder that training is a requirement for all governors and not just the safeguarding link governor. All governors to book training via one of the school's providers. Contact the clerk with any queries about training.

Action: Governors to book safeguarding training

7. Governance matters

7.1 Election of Chair/Vice-chair 2022-23

Governors elected Mark Chapman as Chair of governors for 1 year.

Governors elected Ian Macaulay as Vice-chair of governors for 1 year.

7.2 Appointment of clerk to governors

Governors appointed Sam Murray as the clerk to the governing board.

7.3 Link governor/SLT roles

Governors agreed the link roles as set out in the document circulated.
Careers/destinations SLT link is DB and DR.

7.4 GB Code of conduct 2022-23

Governors agreed the Code of Conduct as circulated.

7.5 GB Delegation planner 2022-23

Governors agreed the document as circulated.

7.6 GB Standing Orders 2022-23

Governors agreed the document as circulated.

7.7 GB Register of business interests

Governors completed an annual written entry in the register

8. GB Membership update

Terms of office recently ended (July 2022): Neil Amin-Smith (Co-opted) and Lauren Overs (Staff).

Proposal to appoint Anne Canning as a Co-opted governor: All governors agreed and confirmed appointment of AC for a 4-year term of office.

Staff governor vacancy: Process to elect to the vacancy is in hand.

9. Chair's action

MC reported that he had received feedback from a group of staff (via the staff governor) about timetabling issues at the start of term and the impact and disruption on them. The Chair's response to the group was to use the line management structure to raise any concerns with the school leadership but governors will always listen and this feedback will be raised.

CoHeads reported that they are already acting and have commissioned an external review of timetabling. CoHeads have also responded to representations received from staff with whole school communications. CoHeads will report back to governors at a later date. In response to a governor question, CoHeads replied that they have received some feedback from parents and are responding and keeping the community updated via the Newsletter.

Governors agreed that the Chair should contact the group of staff to confirm what was discussed at this meeting.

Action: MC to respond to the group of staff with feedback from this meeting.

10. Any other business

10.1 Governor Allowances policy – this has been reviewed and no changes are proposed. **Agreed** as presented.

10.2 Governor Surgery

The date of the next surgery is 1st Nov (5.30-7.00pm) in SW. Four governors are attending. Date to be advertised via ParentMail and Newsletter.

10.3 Update to bank signatories

Following staff changes the Finance Dept need governor approval to update the list of bank account signatories. **Governors agreed to the proposed changes.** Two governors will need to sign the bank mandate when ready.

Meeting closed