

Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 14th July 2021 via Zoom

Present:

Glynis Alexander (Chair)
Matt Bunday (Associate)
Chris Dancer
Peter Hilditch
Nicola Hunt
Harry Kutty (Head)
Warren Thomas

In Attendance:

Kat Cox (Item 5)
Hayley Sheath (Item 6)
Mark Bagust (tem 7)
Michelle Burt, Clerk to Governors

Apologies:

Karen Gange
Caroline Humphries
Deb Sutton

74/21 **Declaration of Pecuniary or Business Interests** **Action**
There were no declarations of Pecuniary or Business Interests.

75/21 **Minutes of the Meeting dated 9th June 2021**
Governors AGREED the minutes of the meeting held on the 9th June 2021 as a true record of the meeting, which were SIGNED accordingly by the Chair.

76/21 **Matters Arising**
All Matters Arising were either complete or on the Agenda.

77/21 **Impact Ed**

The Head introduced Kat Cox to the meeting. Kat, the Head of Science and Pupil Premium Lead is also leading on the work with Impact Ed.

Kat shared a powerpoint on Impact Ed, explaining the background on their work to improve student outcomes by supporting schools to see what is working during and after the pandemic.

Kat outlined the online platform provided by ImpactEd, designed to make monitoring and evaluation easy for schools. Part of the provision is a diagnostic survey that they recommend to find out how students have changed during the pandemic. This has been completed by around 100,000 students in the UK an ImpactEd have published a report of the results.

Kat outlined other benefits of the ImpactEd programme, including Platforms and Partnerships with other schools.

Kat informed Governors that the survey completed by Cantell students, the results of which can be compared to the information for the rest of the country and among different groups in school. Another useful comparison will be to compare next year with the current year to see what the impact has been.

Kat explained that another important part of the programme is that it picks up wellbeing issues and student anxiety and it will allow staff to measure the impact of the Aim High programme.

A Governor commented that the process seems interesting. He asked whether they have started to look at the results and what had they learnt about the impact. Kat responded that as Pupil Premium lead, it is positive to see that there wasn't a difference between Pupil Premium students and the rest of the cohort, although there appeared to be a difference for girls, who have been more anxious. **The same Governor asked whether this was the same across the country.** Kat confirmed this is the case and at Cantell, meetings are already in place for these girls and some boys.

A Governor commented that there are lots of questions for students to answer. He asked what the take up of good quality answers. Kat explained that they recommend students only answer up to four questions at a time. The survey takes about 15 minutes for most students and is completed in school time. Kat added that it is always going to be difficult for students to complete, but they take it very seriously.

A Governor asked whether there were any surprises in the results. Kat said that the Pupil Premium gap is not so big, which was good news and they know that girls always struggle more than boys. It was useful to see information for individual students.

A Governor asked whether they had found any support that other schools were using. Kat explained that Cantell now has a partner and she has asked her to look at what other schools, who have the same results as Cantell, are doing and it seems that they are mainly using mentoring.

The Head added that this has been incredibly powerful, as we always ask our students how they are and they always say ok. But they haven't been and especially with girls, there has been a lot of anxiety through the pandemic. This has been invaluable and thanks to Kat for pushing the programme with the SLT and Ext SLT.

78/21 **Update on the Aim High Programme**

Hayley explained that quite a lot of the work of the Aim High Programme. The Red, Amber and Green data was collected just after Easter and they concentrated on the Red Group who were affected most by the lockdown. Hayley added that they also wanted to look at Green students to see who had flourished in that time and the Amber group to see who had gone up or down.

Hayley explained that across the core group there were a minimum of 75% in the Amber group, which seemed right and not a high amount of students, although different per department.

Hayley said that they always say how great the Ext SLT are and they all looked at their subjects, at other groups and the key groups and across the curriculum. Languages said the biggest impact of the lockdown was to speaking because students were able to carry out this process. Art and Drama also saw an impact and both areas said that they want to work on bringing these skills back.

Hayley said as an SLT they tried to look at the students in the Red group in English, Maths and Science and they spend an SLT meeting going through these groups and all the parents were contacted to let them know that these students will be a priority and that they will be supported back into school. A lot of work was also carried out on SEN student and all of this information was shared with staff in briefings, along with notes and strategies for these students.

Hayley informed Governors that a couple of weeks after looking at the Core subjects, they received the information for the Foundation subjects and they looked at the information for the Green and Amber groups who had two Reds in Core and Foundation subjects. This information was again looked at by the SLT and was again a very low

number of students. A very similar process followed which include a detailed briefing for staff. **Action**

The Greens were again slightly different, but SEN was also a theme with these groups, who needed extra support when they returned to school. Rachel Bridges also sent information out about strategies, so people could let her team know what was working really well.

The RAG ratings came in on Friday and comparisons are now being carried out. Hayley explained that she is meeting with the SENCo tomorrow to look at these groups.

Hayley explained about whole school strategies that are working well, such as praising these students and sending virtual postcards homes and more work widely revisiting subjects and using strategies in catch ups.

Hayley outline other areas that have helped students build up confidence whilst also helping with attendance and student anxiety such as the school show and a talk from Stuart Rhodes, who talked about resilience and his journey. Breakfast clubs and off timetable sessions have also been a success. Hayley added that some outside activities have also taken place, which students have taken really seriously, which have built up confidence.

Interventions from staff, which have had the most success will continue next year and Hayley commented that they are lucky that staff have been able to do this for students and more than anything they want Cantell students to have this experiences to give them the experiences that they have missed out on. Hopefully ImpactEd will provide evidence of the impact of these interventions and whether they make any difference.

The Chair asked about the next Year 7 students who haven't had a good education since Year 4. How are you going to work with them? Hayley explained that a lot of the intervention will be aimed at Year 7, but first they want to get them into school and they will be able to get out across school and build as a team. Hayley said they have got them in on their own to start with, but once they are in and we have got to know them more, a lot of time will be spent on them. Information has been received from the Primary schools about their weaknesses and they are putting as much as they can into making feel part of Cantell. The Head added that they are really confident with the provision they have had in the Aspire Trust, but in addition to this we have done a really strong programme.

Mark Bagust explained that a huge amount of work took place on the Transition programme and in particular academic transition, which was launched after half term with an aim to introduce Year 6 students to the LORIC skills and getting them familiar with them. As part of the programme students carried out projects and their own schools and they have also carried out a number of curriculum projects, some of which they carried out in their own classrooms.

The Head shared an overview of the programme and commented that this was a huge amount of work that everybody should be very proud of. Mark agreed, adding that one of the aims was the collaboration between primary and secondary teachers.

Mark explained about the 'Nail it' document that Year 6 students had completed in lockdown the previous year to prepare students for secondary school, which went down really well. Mark outlined some of the content of the Transition programme, included various activities. The Head added that there has been some robust stuff going on, for all children, not just those that are coming to Cantell and he is really pleased about how we have developed from the Nail it Document last year.

The Chair thanked Hayley for all her hard work on the Aim High Programme.

Mark Bagust said that following on from the previous item, he wants to talk about some of the work of the Trust this year.

Mark said it is a struggle juggling this type of work when we are working with colleagues in other schools and whether this work is having an impact, but he has seen lots of evidence that it is.

Mark provided an overview of his role as School Improvement Officer, which he has been doing for 3 years and which he feels is a role that pulls things together across the Trust. Mark explained that he is accountable to and reports to the Trustees and his role is evolving and growing and had started by supporting individual schools who were at different stages in their journeys.

Mark outlined some of the work happening across the Trust which includes:

- Trust Subject Network Groups
- SENCO Group
- Business Manager Group
- Early Years Group

Mark explained that he tries to get to as many of these meetings as he can and then feeds back to the Headteachers. Mark added that as they continue to work, more collaborative opportunities will be available to the Trust to take part in with both inside and outside providers and a lot of Mark's role is facilitating these types of projects.

A big focus for the Trust has been on curriculum and right from the start they identified the things that could make the most impact on how Primary and Secondary schools could work together collaboratively and overtime they have established curriculum groups and joint leaders together and team programme planning.

Mark explained that some of this work was delayed by COVID but there is an appetite to move this forward now.

Mark is also involved in organising and planning CPD across the Trust and he has also worked with David Potter on this and will be rolling out a programme for next year, a part of which is a TA training programme.

Mark added that technically he works for the Trust three days a week, but in reality it is more than this and he is also an Ofsted inspector, as well as working at Cantell.

Impact on achievement

Mark said that throughout lockdown he was pleased with the Trust schools and in particular those that needed to have a maintained focus on the quality of education and School Improvement. This has been acknowledged and a lot of work has taken place on remote learning and it is good that the work of the Trust has been acknowledged by Ofsted and the LA.

Mark provided some feedback from Ofsted reports from those schools who were graded as Needs Improvement and he picked out some key quotes that gave evidence that the work from the Trust was benefiting these schools and showing an impact. Mark added that he has also looked at the Aim Higher data across the school in different year groups for DC2 compared to the same data the year before. He was expecting to see a decline because of loss of learning during lockdown, but this was not the case and there wasn't a lot of change in year 7 in particular, compared to the previous year.

Mark added that over the subjects worked on in primary the student achievement is higher than in the previous year and he would like to say it is a benefit of better curriculum in primary, and it will be interesting to see if this is a trend.

Governors noted that the first School Direct programme has been organised and Mark feels that this is a real opportunity to develop this to become a high quality teacher training programme. Curriculum Leadership is receiving very positive feedback and Mark is working with 20 participants, along with David Potter on zoom. There is a real rapport in this group and they want more of this and will do another programme next year with a new cohort.

Other projects that the Trust has been involved in include:

- Saliva Testing
- Creativity project
- Healthy eating

Mark explained about the ECT programme which they are working on together as a Trust which is the replacement for the NQT programme.

Other areas of they are working on as a Trust are:

- Development of the Trust website which will have lots of new content.
- A Trust newsletter

Next Steps

Mark explained that they want to continue doing this work including

- All Trust schools secure Good Ofsted ratings – which Mark is confident they are well on their way to achieving
- Curriculum development
- Induction of new Headteachers and senior leaders
- Transition
- Blended learning

Mark said that the last 18 months has been an opportunity and we have learnt a lot from it and we have been able to think of different ways of doing things.

The specific focus for 2021/22 include looking at Governance across the trust, which is a bit of an issue and looking back over the last 3/4 years and revisiting some of these issues.

A Governor thanked Mark for his report, commenting that some amazing work has taken place with the Trust and it is interesting to see what is being done. She asked whether they are looking to build on partnerships with other schools or remain focussed on what they are doing to improve the quality, before making more partnerships with other secondary schools. The Head said that we are working with the LA because we are the choice to go when other schools are struggling, but it has been agreed not to involve more than 10 schools in the Trust at the current time and any more may take away from all those involved. This doesn't stop the Trust working with other organisations and there are two other Co-opted Trusts in the LA that we are hoping to work alongside to help them get to the position we are in now.

The Governor commented, in terms of the status of Cantell going for the National Teaching schools status, this would be a reflection of all the work you are doing. The Head responded that the sad thing is, because they are not an academy, they cannot do certain things and all the grants available are for academies. All they can do is continue what they are doing now well and to continue to be an innovative as possible.

Another Governor commented in time when Ofsted recognition comes through, do you think this will be picked up in different ways. The Head said that we are doing everything in our power to advertise what Ofsted are saying about the Trust and we advertise that the LA are working with us and we are passionate about continuing to do this and we are confident that our 'require improvement' schools will come out of this. It is not about structures it is about teaching. **Action**

The Governor commented that it is clear from Mark's presentation that the Trusts work is having a huge impact and if it hadn't been in place a lot of this impact wouldn't have happened. Having the opportunity to do this collaboratively with support must be lightening. Mark said yes, and he believes that a lot of staff feel better and motivated and self-empowered and this will only improve.

The Chair said one of the best things is that if you are a stand alone primary, you do stand alone – with the Trust the support comes because we want the children to do better, not because we think the schools are doing badly, this is important.

The Head added that what they do have is accountability and he is having conversations with Governing Bodies to say that their questioning isn't good enough and in a stand along school this isn't there. The Head commented that he doesn't know any other Trust who is doing what we are doing.

Agenda Item

The Chair thanked Mark, commenting that Governors look forward to the ECT programme to see what this is like over the next two years to create opportunities for new teachers. The Chair asked that an Agenda item for next year for some of the new trainees to come along to talk about how they are doing on the ECT programme.

80/21 **Structure of the School Day**

The Head commented that COVID cases are soaring and are happening every day in school and the SLT have worked the last three weekends. It takes five hours to do track and trace and last weekend they had to tell over a hundred students to stay home, some of who won't be back before the end of the school year, which upset many of the students involved. The Head commented that it is hard to see all of the areas now opening up, whilst the learning of youngsters is being disrupted.

The Head reminded Governors that they started the current academic year early and are finishing early and he feels this is the best decision. As part of this all track and tracing in school with stop on the 19th July and it will be down to the NHS to do all track and tracing.

The Head informed Governors that a clear plan was in place for testing for when students return to school in September, but at the last moment new guidance has been received, which means that the return to school will have to be staggered to allow for testing and a letter will go out to parents tomorrow about a provisional plan. The Head said that he is not able to say what will definitely happen because he doesn't know what will happen over the summer. What is happening now is the worst ever and he has met with the Director of Hampshire and the situation in Hampshire is really bad.

The Head added that the positives are that they are absolutely adamant that they can advantage students throughout the pandemic rather than disadvantage them. Now students have been back in school for a period of time they know they can do this and they are and have taken thirty/forty things to advance the provision of learning. They want students to talk about how this period of time propelled them to achieve.

The Head informed Governors that they will be looking at extra-curricular clubs – previously there were 67 clubs pre-pandemic, but he wasn't aware of how many were running during the pandemic. This is now 47 clubs with 14 virtual and this is a mark of

the continued support and commitment of staff. Despite everything else staff have had to do, they deliver these clubs and the Head said that he believes that more will be delivered in September.

The Head said, in terms of the quality of Teaching and Learning, staff have learn from remote learning and Hayley Sheath has given you examples of this. We would never have thought about things like this without remote learning and the review of it. One of the things they are looking at is the purchase of assisted technology. The Head explained that he and a couple a member of staff had visited Microlink who supply equipment for special educational needs. The vision is that every single member of staff will be 'mic'd' up so that when they interact in activities their words are displayed on the board so students can listen and read at the same time. This can also be translated into Romanian for those students that have suffered the most and whose English has stalled.

The Head added at the end of the lesson the translation of the lesson can be handed out and stuck in student's books. The Head commented that this is revolutionary but there will be a cost implication and this will be from the COVID fund, although they will need to make sure it works first.

A Governor said that they have had voice translation at work and it has been a nightmare for them, particularly for those with regional accents and is something that is worth looking out for. The Head explained that the programme is called Streamer and is for more commercial use. When it was tested there was a relatively low rate of error. Streamer puts the words in context and has an intelligence behind it.

The Head added that one of the things they will be changing is the structure of the school day. The Head shared the proposed changes, adding that school will continue to start at 8.30 a.m. but will finish at 3.00 p.m. to allow students an extra 10 minutes at break time. The Head said that they will not be calling this lunch time, as there will be two breaks and students will be able to decide when they want lunch. They will also have a stagger break time due to the size of the school. The Head informed Governors that this arrangement has been communicated to staff and students and only positive feedback has been received. Extra-curricular clubs, Aim High and homework clubs will continue until 3.45/4.00 p.m.

The Chair asked what happens on the Year 7, 8, 9 timetable if it doesn't allow staff to have a break. The Head responded that this has been managed and all staff will get a break. **The Chair said that we tried this some time ago and it was very successful.** The Head responded that if they had more space in school, it would not need to happen this way.

Governors AGREED to the changes to the school day.

The Head informed Governors that they are taking 30/40 things forward and another example is the use of Google Classrooms, which will offer students flip learning. If students have finished all their work, they will be able to research what they are doing next.

The Head commented that it has been a tight, but highly successful year and it has been good to have students in more than they are out and he is genuinely excited about what that next year will hold. Not just for Cantell but for the Trust as well, because we are one big family. The Head added that the year has been hard on staff, with all they have had to do to make this happen and the SLT have been excellent in everything they have done in a strategic direction.

The Head said that a huge thanks also goes to parents, they have been incredible in what they have done. We had 4/5 boxes of supplies and it only took a day for staff to

finish this off. It has been a whole team approach, but students have also been amazing and their behaviour has been amazing and we deal with about 20 behaviour points a day. Students came in with the attitude that they don't want to go through this again and we have harnessed.

A Governor said that hopefully we will be in a better position with Covid in the Autumn. He asked whether Heads feel that they have been able to give feedback on how track and trace has gone and will staff be able to get a break over the summer. The Governor also asked how mental health is in school. The Head responded that staff have done really well, they are really tired, but morale is really high. Staff feel incredibly valued and have themselves valued the transition and feel that the control measures have made them feel safe. The Head added that there is no doubt that they will get a break, although some of SLT have to be around for results and the appeals planning – although they don't expect a high number of appeals.

The Head added that SLT will also be meeting to carrying out their planning in the summer break, as it's been to busy for them to do this during term time.

The Head informed Governors that the LA have been exceptional and in particular Debbie Chase and there is no way they could have done this without their feedback and if they couldn't answer any questions, it was because they couldn't get any feedback from the DfE.

81/21 **2021/22 Governor Meeting Dates**

Governors AGREED the Governor meeting dates for 2021/22 as proposed.

82/21 **Chair Update**

The Chair read a statement from the Staff Governor, who was unable to attend today's meeting and who wanted Governors to know how she feels about the past year and being back in school.

The Chair said that we have all felt the impact of the pandemic and it has been a horrible year, but she has faith in the Head and Cantell staff. Governors are on the edge of it, but she hopes they have helped in a small way, but the Chair said she is aware that all they can do is be there to help if they can. The Chair added that it is unbelievable what staff have achieved and the school and the Trust and is great to see a system that is moving on.

The Chair said on behalf of the Governing Body that they have a great debt of thanks to the Head for keeping the school going and also to the SLT and that Governors want them to have a wonderful rest.

The Head responded with thanks to Governors for all their support as it is important to have a Governing Body who provide the right balance between support and challenge. The Head explained that he has met with the Chair every week, which he finds really important and he thanked Governors for all their time and particularly the Chair for her time and support for the school in a difficult year. Thank you on behalf of Cantell staff and students.

83/21 **Head Update**

The Head provided his update earlier in the meeting at Item 8.

84/21 **Any Other Business**

There was no other business

Wednesday 15th September 2021 at 5.30 p.m.

That concluded the business of the meeting.
The meeting ended at 7.35 p.m.

Page No	Minute No	Action Point	Responsibility	Deadline
6.	79/21	ECT Trainees to attend future meeting to let Governors know how they are progressing	Clerk/Agenda	Future meeting