

**Cantell School**  
**Minutes of the Whole Governing Body Meeting**  
**held on Wednesday 3<sup>rd</sup> November 2021, via Zoom**

**Present:**

Glynis Alexander (Chair)  
Matt Bunday (Associate)  
Chris Dancer  
John Draper (5.45 p.m.)  
Karen Gange  
Caroline Humphries  
Nicola Hunt  
Harry Kutty (Head)  
Deb Sutton

**In Attendance:**

Ian Creswell, Deputy Headteacher  
Claire Herridge, Deputy Headteacher  
Dave Gill, Assistant Headteacher  
Kat Cox, PP Co-ordinator (Item 2)  
Allan Green, Travel & Tourism Teacher (Item 1)  
Jasmine Morse, Trainee Teacher (Item 1)  
Hazel Evans, Year Leader for Year 11 (Item 1)  
Pru Scott, Joint Faculty Leader for English (Item 1)  
Andy Paterson, Faculty Leader (Item 3)  
Michelle Burt, Clerk to Governors

**Apologies:**

Caroline Humphries  
Peter Hilditch

13/22 **Staff Representatives – update on the Year so far**

**Action**

The Chair introduced staff representatives who had been invited to attend the meeting to provide Governors with an insight as to how their year is going so far.

Pru Scott – Joint Faculty Leader for English

Pru feels that her team have really come together since returning and school is a safe place to be, mentally and physically. Pru is thankful to the Head and everybody for keeping them safe. There are 19 in Pru's team and it has been a challenge to work apart – the English team like to talk and a lot of conversations couldn't be held on zoom, so it is good to be back together and do their best for the students. One challenge has been to get people to give themselves a break and to make them believe they are doing a fantastic job and that they don't need to deliver a perfect lesson all the time – although this shows how dedicated they are.

As Faculty Leaders, they have felt totally supported and empowered to talk to the SLT when things get too much. Before half term, when everyone was tired, Harry made the decision to cancel all meetings, which was a really good decision for staff – being told they could go home made a huge difference.

**The Chair commented that this sounds really positive and it is nice to know that the Head and SLT treat you like a person, not just a number.**

Allan Green – Humanities Teacher

Allan said he felt really supported throughout the year whilst working remotely and in school – the challenge was the return to school, with Learning Walks recommencing and keeping the teaching & learning going. One of his favourite parts was seeing students and talking to them – he got the impression they were happy to be back. Allan said that he felt really supported and safe in school, whilst being challenged about teaching & learning and has been redesigning the curriculum to get the best from the students. Allan feels that everyone is happy to be back in school and working 100% of the time and that everyone is on the same side, on all levels. It's been really good to be back and he didn't realise how much he missed it until returning.

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Jasmine Morse – Geography Teacher.

Jasmine said that she is coming from a different place, as she is a trainee on the Teach First programme. Last September when everyone was saying how different it was, this was all she had known. Jasmine said that she really wanted to come to Cantell after researching schools and is grateful that she was placed here.

Jasmine said that her training year has been really strong and different to everyone else's and she is grateful and feels supported. Everyone is really open. Jasmine has been able to do Learning Walks and lesson observations and the Blue Post it notes are positive and constructive and the opportunity to take on new roles in school has been really good. Jasmine explained that she took on the role of Head of House during COVID and feels that this is a role that is pivotal for students – a highlight was running the partnership with a school in Thailand, which was a good opportunity for students to share their experiences with students there.

Jasmine said she feels privileged and grateful for the support and for the ECT training in school, which is very different to what's available in other schools.

**A Governor asked whether Jasmine has contact with other Teach First teachers and whether she gets a sense that her experiences is different to theirs.** Jasmine responded that she does have contact with others and feels that her experience is quite unique and it is sometimes embarrassing because she doesn't experience the same problems as others in her class who don't get the same support and time.

Hazel Evans – Head of Year, Year 11

Hazel commented that it has been an interesting year with everything that has been going on. She agrees with everyone else's comments – this is the fifth school she has worked in and Cantell is really the best and she feels safe and supported by the Head and when she talks to friends at other schools, she realises the support everyone gets at Cantell. They have brought lots of things in for students, including a new Common Room for Year 11 and students appreciate everything they are doing to support them in this new way of learning.

SLT are really supportive and Hazel knows where to go if she has a problem and she feels listened to and supported and her ideas are taken forward – this is the experience which is really good.

**The Chair commented that she has been Head of Year 11 and knows that this has been a very bizarre year.** Hazel agreed, adding that students need reassuring that they are ok and they just need to get their heads around how things are now, but Year Leaders are there to reassure them. **The Chair said well done to Hazel and the other Year Leaders.**

**A Governor commented that it is nice to hear from different parts of the school and he thanked everyone for contributing. Another Governor asked whether they knew yet what is happening in the summer for the GCSE exams and how they will prepare for this.** The Head responded that they are expecting exams, but are also expecting the content to be streamlined.

**The Chair thanked all four members of staff for the interesting start to the meeting and for attending.**

*The four staff members left at this point.*

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Dave Gill explained that the likely outcome for exams this year is that even if they get COVID, they are only likely to get it once. The DfE are working on the basis that students will not miss many school days and exams will go ahead in some form and next year they will be done fully. Dave added that they haven't got the full details about the summer yet, but their expectations are that there will be some kind of final assessment this year and in the event that exams don't happen this year, they will be awarded grades. Students will get the notification of the content later on. Dave informed Governors that there are also ex-students in school currently resitting some GCSEs.

## 14/22 Pupil Premium Funding

Kat Cox joined the meeting to talk about Pupil Premium funding. She explained that the strategic document is online and was published last year. Spending last year was roughly as predicted and was in two parts.

The big success was digital provision, which was phenomenal and it struck Kat how much they managed to provide for students so quickly. The spending for this was mainly down to staff time. Where it didn't work so well was in the engagement of Pupil Premium students – but it was better than other schools in the area.

The second area was targeted academic support and the targeted spending for this was generally correct and was mainly for staff time and intervention for girls in the summer term. The down side was that literacy didn't go well in lockdown, but it has been pulled back after lockdown.

Kat explained that the spending was online for the wider strategies and the success was the non-teaching Year Leaders, who are really effective, particularly for the mental health of students. Where it didn't work as well was with the Parent Evening system, which is online. This was really helpful during lockdown, but engagement was lower than previously. Kat added that they needed to be aware of what families were going through at the time, but they had the continued contact from the Year Leaders.

Kat informed Governors that the Strategy document will be updated in December for the next academic year.

**The Chair asked Kat, overall, what would be her top plus.** Kat responded that it was the non-teaching Year Leaders. We have had them for a long time and they have had an impact, particularly in lockdown, when their work was phenomenal. **The Chair asked what Kat will be working on this year.** Kat responded that she will be working on the literacy side of things and the impact this will have on pupil premium students. Kat explained that one of the reasons they had targeted girls was down to the Impact survey, where girls anxiety had been picked up, but other students are benefiting as well.

The Head commented that one of the biggest challenges they have is around literacy, with disadvantaged students' reading for pleasure a big challenge and they have to work with parents from Year 7, with disadvantaged students, to talk about the importance of reading for pleasure. The Head explained that he is co-writing the Neglect Strategy for the city. One of the most important jobs they have is as a parent and there are no qualifications and more needs to be done very early on. The Head is working on this right from an early age and they will work closely as a Trust to work with disadvantaged young people, but this is a real challenge – the biggest challenge is beyond the school gates.

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**A Governor comment that in addition to what the Head said in terms of literacy, when students come up from Primary, they are used to parents coming to help classes read – this doesn't continue into secondary school. It is making reading more of a family affair, inviting parents in to work with groups of students. Last year was difficult because Libraries were closed and couldn't offer books, but the initiative where students were gifted books was a lovely this and could be something the school could dip into and it might be nice to invite families in to work together.** The Head responded that this is a nice idea, but is difficult with the most disadvantaged.

**The Chair added that the Trust goes a long way to support Literacy, some important changes haven't had any impact and there isn't the money available – maybe this is something as a Trust we need to think about and maybe as a Secondary school, we need to support this.** The Head responded that the teaching of reading is fundamental, but is something Cantell doesn't have and they need to tie up with the primaries to make sure the transition of reading is better. Pru Scott has spent some time at Bevois Town to see how they teach reading and he wants Cantell's Literacy team to be able to do this – this is going back to phonics, which Cantell staff haven't trained to do.

**A Governor commented that his school has worked with the University on reading for pleasure.** The Head agreed that this is something they could work on as well.

**The Chair thanked Kat for attending.**

## 15/22 Post 16 Transition

Andy Paterson joined the meeting to talk about Post 16 Transition. Andy explained that the destinations for last year's Year 11 were: In Education (FE and 6<sup>th</sup> Form – 91%, Apprenticeships – 1%, Employment – 2%.

Andy explained that the 91% of students in education are those that stay on in education of some kind. Currently 4% are NEET (Not in Education or Employment) and Southampton City Council run a programme for these students through Itchen College and five students are currently engaging with them. Two have personal circumstances that prevent them from Transitioning and 3% of students' destinations are unknown and Andy continues to try and contact them to see what is happening with them.

Andy explained what has got them to this point – they have had an expansion to the programme through COVID funding and employed an additional Careers advisor which enabled them to expand the number of meetings they could have which continued through lockdown. Andy added that they are continuing to liaise with students and parents.

**The Chair commented that she believes this year you have been increasing your input and that a lot more has been done for both Year 10 and 11** Andy responded that they have held a Mock Interview day, assemblies and an Enrichment Day for College applications and there will also be a Careers Fair next week with College, Universities and employers attending, so students can find out more about the opportunities open to them.

**The Chair asked how last year looked against the year before – have the numbers shown any improvement.** Andy said they hadn't improved – as it was a more challenging year. The students in the previous year weren't affected by COVID until the first lockdown and were affected less in moving on as they had the

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experiences they would have had prior to that such as College Taster days and work experience. **Action**

**The Head asked what the % was for 2020 and how can young people get employment or training if they need to stay in education until 19.** Andy responded that they would need to get some kind of training whilst employed and as long as they got to night school or have some kind of training, this counts. The Head commented that there is no section in the school performance tables for employment.

**The Head commented that in 2020, they know about 93% of our students – is Andy happy with this figure?** Andy said that HCC include employment in their figures. **The Head responded that school performance tables have just been produced and show 80% for 2019 – what are the figures for 2020?** Andy responded that he would have to look at this to find the figure, but it was higher in 2020.

The Head said that from his perspective, he knows that work is going on when young people leave us and it is more than other schools are doing. Claire Herridge is leading on this across the city because Cantell does so much and what we have in place is stronger than ever before. These young people have missed out on work experience and a lot of other things. There are various figures published which makes the figures look woolly and it would be helpful if Andy came back to Governors with a comparison.

**The Chair commented that she is linking up with Andy. The Head suggested that they discuss this issue in their meeting as we need to make sure students choose the right area to go to and that they stick to it.**

**A Governor asked about the circumstances in Post 16 preparedness.** Dave Gill responded that they cannot fault them for their willingness to work with us, but because of CONVID this restricted what they could do.

**Another Governor asked about apprenticeships, because there has been a lot of press about this, but the numbers are tiny. Is there a movement towards more apprenticeships or is this only done after college.** Andy responded that usually the figures would be higher, but not significantly, may be 3%. There are a lot of students going on after College. Nationally the figure is 4% for students going in at 16, but usually only really driven students, who know what they want to do. Andy said that he has questioned students in the past as to why they haven't considered an apprenticeship, but they want to go to College first. They are looking to drive this figure up, but it is about focussing on particular students and their confidence to step out into the work place. **The Governor commented that he could see that there aren't many young people at that age who would know what they want to do, but it is also about how many employers are offering apprenticeships to that age group as well.**

## 1/22 **Declaration of Pecuniary of Business Interests**

There were no declarations of Pecuniary of Business Interests.

## 17/22 **Minutes of the Meeting held on the 15<sup>th</sup> September 2021**

Governors APPROVED the minutes of the meeting held on the 15<sup>th</sup> September 2021 as a true record of the meeting, which were SIGNED accordingly by the Chair.

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04/22 Safeguarding Training for Governors  
Ian Creswell confirmed that Safeguarding Training had been sent to Governors to complete.

04/22 Safeguarding Meeting with the Chair  
Ian Creswell confirmed that he would be arranging a meeting with the Chair.

06/22 Transition Figures for FE  
On the Agenda

09/22 Annual Paperwork Return  
Governors to complete and return to the Clerk if they haven't already done so.

**All**

## 19/22 **RSHE Curriculum and Ofsted Sexual Abuse & Harassment Review – what we have done**

Ian Creswell reported that there is nothing surprising in the Ofsted report, which came about due to a number of unreported cases. An assumption was it was happening here, so everything has been set up so students can report any issues and we can deal with it in a timely manner.

Ian added that when we returned to school, there was a high focus on sexual harassment and in house training was provided for staff, with some role play to provide examples. Staff were informed of the reporting structure and two specific behaviour points have been created for staff to log any issues. Issues will also be picked up by the Year Leaders and put onto CPOMMs, which will trigger triage.

Lesson A sessions have also taken place for students, making them aware of what to be looking out for and what is acceptable. A safeguarding email has also been set up, so students can report anything, but usually the first person they speak to is their Year Leader.

Ian commented that the Ofsted report picked up on staff training for RSHE and as a result, teaching staff will be attending a training session tomorrow, with a company called Yellow Door on the four subjects included in the curriculum. This will raise staff knowledge and provide them with some learning materials and frequently asked questions. Ian will also be attending training with SCC on Friday and will then and he will then arrange to meet with the Chair, who is the Safeguarding Governor. After this, Ian's two actions will be to review the training days and to continue to support the RSHE curriculum.

**The Chair asked how they deal with EAL students from different cultural background with this understanding of this.** Ian responded that they have a strong BML team in school and they have worked with a group from Romania and have challenged students and parents about the law. They have supported this community so they can access support, but they need to look at this for those students with their understanding of English. The Head said that the culture issue is a huge focus for them, especially with the Roma element of Romanian families where their culture means they are very different from us. The one important thing is that there will be no normality of behaviour at Cantell, and if it happens, it will be dealt with and those young people will be educated appropriately.

Ian explained that Mark Bagust carried out an audit of the RSHE curriculum before the summer break and he met with Ian and Andy Paterson to go through the

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curriculum. Mark was confident that they are meeting the national requirements. Ian has put himself in to teach the subject and to provide him with a more detailed idea of what the lessons are and as a result, he is seeing the progress these topics are making. Ian added that they have also done a comprehensive mapping exercise and have included national days, experts and assemblies with an interactive element. Enrichment days will also be held. This mapping exercise will allow Ian to see what is going on for the whole year and he can assure Governors that he has done everything in the Government document. Governors NOTED the actions listed in Ian's powerpoint.

Ian reported that they are also looking to build links with other providers to share their experience.

**The Chair asked how lessons are going so far.** Ian responded that the feedback from teaching staff is that they are getting through the curriculum, but it is about the difference between the year groups and what they understand.

**The Chair asked whether they have had any feedback from the students themselves.** Ian responded that they haven't done this year, but he will put this down as an action. **The Chair commented that perhaps this could be in the form of a question box for students.** Ian responded that they have got an email drop box, which unfortunately won't be anonymous, but they would need the students name if there were any issues of concern that needed to be followed up. This email address is being advertised to students.

**A Governor asked about engagement with parents and whether there is anything gained from this, although she appreciates it's difficult.** Ian responded that they had more engagement during lockdown, but since coming back to school, they have continued with the weekly contact. They do let students know what is coming up in advance, just in case they have any issues.

**The same Governor said she is thinking about some of the parents' reactions, which is something that cannot be dealt with in school.** Ian agreed, adding that the Year Leaders will know which parents need the most support.

## 20/22 Exclusions and Attendance Update

### Attendance

Ian Creswell provided an update for the first half term, commenting that a full update will be provided after Christmas. Ian added that he is happy with where attendance is at the moment. The national picture was last reported in 2018/19 and we are currently in line with this at 94.2%. Ian drew Governors attention to the attendance for the different groups in his powerpoint, explaining that those groups that have orange or red attendance, are being looked at.

Governors NOTED that girls are still outperforming boys, although boys are in line with national figure. Ian added that the most pleasing aspect is that FSM attendance is higher than national and by the same amount as non-FSM. The overall attendance is not at national as there are more FSM students at Cantell.

Ian pointed out the key actions, which included identifying those students with the odd day off and ensuring that interventions are in place, such as picking students up in the school minibus and arranging an additional EWO day to target students at risk of PA.

Ian explained that there are also a significant number of students in CAP that are affecting Year 10 and 11 attendance.

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**The Chair asked what happens when students get COVID, does this shown on their attendance.** Ian explained that he is currently in discussions with SCC about this issue. When some students are at home, they managed to work from home, but some are too ill to work. At the moment they don't appear on the figures – before half term they were working with 30 students off in each year group at one time, whereas at the current time there are only a few students off.

**The Head commented that attendance is more positive, but Governors need to be satisfied that the % attendance in the first half term, is the same overall above the national figures published recently at 88.2%, up to the 14<sup>th</sup> October. Were we as a school lower or higher?** Ian confirmed that Cantell was significantly higher, including COVID cases, at 92.2%. **The Head added that regardless of COVID, attendance is significantly above the national figures.**

#### Suspension Tracking

Ian reminded Governors that Exclusions are now referred to as Suspensions.

Ian drew Governors to his slide outlining the Suspensions for this year and the previous two years, pointing out that there were the same number of incidents (15) at the same point, moving one day forward for the same period, although the days lost are less this year at 31.5.

Ian also pointed out the permanent exclusions for the same time each year, commenting that there has only been one this year so far.

Governors NOTED the behaviour key actions:

- 1-2-1 intervention and emotional support for key students in KS3
- Year 8 a focus for additional support
- Monitor Exclusions and lengths closely

**The Chair thanked Ian for the information provided.**

## 24/22 Policies for Approval

#### SEND Policy & Information Report

Governors RECOMMENDED the SEND Policy and Information Report to the next WGB meeting for APPROVAL.

#### Behaviour Policy

**A Governor asked if there had been any reports from the community about either good or poor behaviour.** Ian explained that part of the policy is that we do sanctions and intervene when issues are reported to school, although there isn't anything about rewarding students, which is something that can be looked into.

The Head added that just before the holidays, we had notification that students were climbing university buildings. They were identified as Cantell students, but the University emailed to check. The email was written in a nice way and they said it had been two years since they had to contact us. This was something that the Head dealt with over the holiday and there hasn't been any issues since. The Head added that we are very hot on working alongside the community and there has been a sea change in the community – these things will happen, but it is about how we work with the community.

**Another Governor said that the changes highlighted in the policy in yellow are very helpful, but there are some inconsistencies in the report, such as some areas in capital letter and some that are in a different format.** The Clerk agreed to make the necessary changes.

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Governors RECOMMEND the Behaviour Policy to the next WGB meeting for APPROVAL, with the requested amendments.

## 21/22 **Guidance for Governors on Linking up with Curriculum Areas**

Claire Herridge explained the rationale for Governor visits to school, which is to allow them to gain a better understanding of the area they have been linked with, including the experience that students and staff are getting, whilst being supportive and challenging.

Claire explained that there is a form attached for Governors to complete following their visit to allow them to feedback at WGB meetings, so all Governors are aware of what is happening in terms of teaching & Learning.

It was agreed that in some areas two Governors could team up and as a result it was AGREED that John Draper would join Deb Sutton in Languages.

It was agreed that the Clerk would provide Claire with Governor personal email addresses to pass onto the Faculty Leaders, who would contact their Link Governor to arrange a visit, which the Head requested should happen before Christmas. The Head also invited any Governor, who has a spare 20 minutes, to contact the Clerk to arrange an additional visit. .

## 22/22 **Other Catch Up Funding**

Dave Gill reported that COVID catch-up funding isn't being referred to in this way in school, as everything they are doing is about life post COVID. The fund was set up in the summer term of 2020 and kicked off in September that year, at that time they didn't foresee the second lockdown.

Dave commented that this is a live project and they set out the things they really wanted to achieve with some key protocols that have remained relevant. Dave explained that the funding received to date amounted to £93360 and had been allocated to particular areas under the following heading:

- Curriculum (English and Maths Focus, Science & EBACC)
- Resilience (Pastoral Care)
- Aspiration (CIAG)

Governors NOTED that £81857 had been used to fund the following:

- Whole School initiatives
- Assessment
- CIAG
- Pastoral Support
- Literacy

Dave outlined interventions that had taken place which have been graded as green, orange and red:

- Green – including CAT tests, which were highly valuable and will be repeated this year in the absence of SAT tests.
- Orange – including maximising the impact of exams by timing them as appropriate per subject.
- Red – including the national the National Tutoring programme, which was not successful for our students and will now be carried out by Cantell staff. .

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Dave Gill shared the DC1 data for 2021 with a comparison for the same cohort in 2020 for each year group. Dave commented that teachers continue to be cautious with their predictions, which tend to pick up by the end of the year.

Dave drew Governors attention to the data for PP vs Non-PP and Girls vs boys. Dave commented that it is no surprise that PP students are not in as a high a group as Non-PP, although the gap is slightly smaller. Overall both groups are performing significantly better.

Dave commented that there is a higher proportion of girls in the gold and green groups and girls are slightly better in behaviour and homework.

The next thing for Dave to do is to dig down into the specifics of the data to see who needs more support and which students are moving down groups, which might be an early indication that they need more support.

## 24/22 **Headteacher Recruitment Protocols**

The Head thanked John Draper for leading the work on the Headteacher Recruitment Protocols as Vice-Chair of the Trust. The Head explained that this is as result of the Trust not having so much involvement in Headteacher recruitment in some of the Trust schools. The LA believes that as a Trust they should be involved to offer advice and support in the selection, appointment and induction of new Headteachers and the document circulated to Governors, says we as Governors of this school, will allow the Aspire Community Trust to be involved in the recruitment and provide advice on appointments.

John Draper commented that they have adapted Church of England school guidance, as they are similar to the Trust and it is a good model which has been adapted for this purpose. History has suggested that Trusts come apart at the seams when there are new Headteachers who don't understand the Trust and it is important that Governors agree how individual schools in the Trust will deal with individual recruitment.

**The Chair commented that this is a must to have to allow people to have a say.**

**A Governor asked that presumably it is down to Governors in individual schools to say how they want to play it.** JD responded that this is correct, the final decision rests with Governors. This protocols comes into force if a Governing Body rejects the guidance of the LA, allowing some accountability for this decision. Part of the rationale is if the individual members of the Trust sign up to the Protocol, they are agreeing to work in this way.

Governors APPROVED the Headteacher Recruitment Protocols.

## 25/22 **Headteacher Update**

The Head explained that the SLT are currently working on the SEF, which is in draft and will be sent to Governors when complete. The Head added that Ofsted grades haven't been used in the SEF for a few years and he believes that Cantell is a great school and it is up to Ofsted to come in to see this.

The Head informed Governors that the SEF covers what they need to sustain and what they need to do further and he read through some headlines from the SEF:

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- Aspire Trust – we are pleased to be part of the Trust and we do collaboration really well. It is good to help students from their Primary stage through to when they come to Cantell. Not many MATs are doing this kind of work.
- Student numbers – there has been an increase in student numbers to 1212 since the last inspection, which is more than a whole Year group, suggesting that Cantell is now a popular school. The Head added that they have also taken some refugees from Afghanistan over the last few weeks.
- Cantell is now oversubscribed. In 2018/19 there were 329 Year 7 applicants, for 2021/22 they have just closed on 588.
- Relationships are really excellent and contribute to the success of Cantell. The Head added that they have high expectations of students, who have high expectations of staff as well – mobile phones are an example of this and they are only allowed in school at certain times.
- Quality of Education – national curriculum and a little bit more. We talk about qualifications, but knowledge is more important – knowledge is power.
- Overall progress is strong, which our assessments show and the last published data P8 was above the national average. The Head said we are an advanced base school and staff take risks and try things out – everything we do has got some advance base to it. The Head said that Governors need to know that we have had a year where staff have had to apply new practices and this has been problematic and some staff are finding it hard to get back to where they were previously, and we are working with them in a safe way.
- Trips and visits – our Faculty Leaders and staff are clear that we want to do as many trips and visits as possible, but we need to do this in a safe way. The Head informed Governors that there is no COVID insurance for trips and if students cannot go, there is no refund and we are looking at ways of getting around this. There are also issues about students getting COVID on trips which is a challenge.
- Job Mocks – the Head said that we are very keen to motivate students to get jobs and there are two new ones: innovation and entrepreneurship.
- Behaviour –behaviour is good, but it is never good enough and the Head said it is now excellent and would be outstanding for Ofsted. Since we came back they have been outstanding and the systems encourage students and young people to do the right thing – we have a safe environment.
- Year 11 have a new Common Room with a TV screen, mics and speakers
- The non-teaching Year Leaders are excellent and the Team Taround the Child are good.
- Safeguarding continues to be a huge strength of the school and has been recommended by the LA to the local safeguarding board. What Ian Creswell, Michelle Stocker and the non-teaching Year Leaders do is seen as exemplary by other institutions across the city.
- Attendance is higher than national, regardless of COVID and we haven't got a large amount of young people who stopped engaging because of the pandemic, which is happening in other school. The Head said we don't have gaps, we do have school refusers, but this wasn't caused by the pandemic.
- Staff motivation, work life balance and CPD – our systems are there to create time and not additional work for staff. The Head said that he will be emailing staff later today to say that we are changing a few things to make their lives easier and we also have a suggestion box where staff can make suggestions on how we can move on, which the Head said he responds to weekly, if there are enough. The Head added that CPD is also a priority, so staff feel valued and developed.
- Servant Leadership – the Head said that we work for our staff, not the other way round. Teachers are the most important in the school, but it is equally important for non-teaching and support staff.

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- The Head explained that they are working closely with teachers across the school to enable them to get back to group work and also so they can cut away with groups of students.
- Reading – we want this for all young people, mostly the disadvantaged and need to make sure they get back to where they were, and in particular with reading for pleasure. The Head said if they can get young people from disadvantaged backgrounds to read for pleasure, they are winning.
- Two levels of attendance – the Head said that we want our young people to be as much as they can every day – 95% is good attendance and we need to aspire to this (94% Nationally) and we believe we can do this. The level of work by the SLT and Year Leaders is exceptional.
- SEN students struggle and don't make the same progress – the Head said we want to make sure we get them there as much as possible, which is a huge challenge, not just in, but also outside of school.
- Transition – the Head said that we do all we can to make sure students pick the right next steps, even though we have a number of students from a transient population. We will give them 100%, but we need to make this better and we value the Chair's support to drive this forward along with Andy Paterson and Dave Gill.

**A Governor asked about the numbers of students coming into school. He commented that five years ago it was very unbalanced between boys and girls and he can see that the numbers are now changing a little. The Governor asked whether the Head has noticed whether there are a greater proportion of girls who have applied, to show that the balance is changing.** The Head responded that it is currently 53% boys and 47% girls, but not all will come to Cantell, but he agrees there is a bit of a shift in Year 7, but there will also be competition with other local schools.

**The same Governor agreed with the Head's comment adding that it is good to see a greater balance and the history of only boys coming to Cantell has gone.**

**26/22 Chair Update**

The Chair thanked everyone for a full and interesting meeting and she will send her thanks on to the members of staff who attended. The Chair thanked Governors for attending and reminded them to arrange their link visits.

**27/22 Any Other Business**

There was no other business.

**28/22 Date of Next Meeting**

Wednesday 8<sup>th</sup> December 2021, via zoom.  
That concluded the business of the meeting. The meeting closed at 8.12 p.m.

Page No	Minute Number	Item	By Whom	By When
2.	18/22	Governors to return Annual Paperwork Return to the Clerk	All	ASAP

Signed by Chair:



Date: 8<sup>th</sup> December 2021