

4.0 **Core Function 1.** Ensuring clarity of vision, ethos and strategic direction.

4.1 **Reviews of Committee Meeting Minutes**

4.1.1 **Governance Committee**

The following was discussed at Governance:

Teacher workload

School updates

Self-evaluation

Curriculum Committee – ST will update later

SIP/SEF on leadership – ML to update

Succession planning AD, SE have left and JR to step down shortly thus 3 vacancies.

Chairs and Vice chairs to sit at Governance where not possible a delegate can be sent.

Pupil Support Committee.

The following was discussed:

Context of the pupils' survey and the next rounds.

Terms of Reference.

SIP/SEF and how we might overlap and project over the next year

There is new data in H/T report.

Premises Committee

The Community Manager has been working on increasing numbers. He has however decided to leave to take up post as ACPO and introduced his successor.

The SBM gave his report at Committee. Pool and Heating problems in tower have now been resolved. Many improvements been made on site especially to doors and a special room for PD pupil and doors made in the Library.

Planning permission has been submitted for the Osborne build.

(NK) carried out a H&S visit on the boundary walls and access issue changes due to the building works and CCTV to be installed.

A visit to the Matron's department was carried out. Head Matron would like to visit Westgate school to see how they handle their logging procedures which can be as much as 150 each day. Matron's office highly recommended for painting next.

Curriculum Committee.

All other Governors were invited to attend or comment on the reduction of GCSE's from 10 to 9. The motion was fully supported by the Committee and other members of the FGB that were in attendance ahead of the options evening.

Some key points from the curriculum committee we discussed;

	<p>A few extra governors attended and others sent in questions which were really helpful and can be used to compile some FAQs.</p> <p>It was a long discussion led by (CR) and very thought provoking around neighbouring schools. There were both positive and negative views</p> <p>It is important to note that the school has not made this decision because of any financial concerns.</p> <p>Not many other schools offer as many options, we are still at 27 choices so much better and still have a full 3 year KS3. There are positive and negative points but there is clear evidence of other schools only doing 9 so there is an impact.</p> <p>(ML) stated that in the options meeting last night there were a few questions but nothing unexpected.</p> <p>(CR) to be thanked by the FGB for his work in this matter.</p> <p>SIP/SEF was discussed.</p> <p>ICT Report was given.</p> <p>A governor visit on focused on Low Attainers linked with Pupil Support Committee took place with (APa) discussing culture capital, and a visit to a Yr. 9 class, although they are ready to learn it was a difficult lesson. At end they were asked “do you like science? All answered yes but said they feared they would fail the GCSE. Also visited photography and child development in small groups. All coursework is done at school not at home which seemed to be beneficial.</p> <p>SENCOs are waiting an appointment of a manager. There are 35 LSAs and still recruiting more to be managed. It is thought this visit should be done in conjunction with PSC together. Other visits are already planned.</p>	CW
<p>5.0</p> <p>5.1</p>	<p>Core Function 2. Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff.</p> <p>Headteacher’s Report (Verbal) (ML) gave his report as follows: Progress update and Fischer Family Trust Data. This term started with a hard-hitting staff meeting. Now that P8 has settled down we know what the league tables say and we need to improve. He</p>	

explained the graph on KS2 levels intake scores. Kings are in the highest performing group. On P8, we are lower than neighbouring schools, but over whole of Hampshire our A8 score we at 4th best and we are above P8 line so we are not on Hampshire's watch list, but we of course want to be better.

ML showed another slide showing the GCSEs results (expressed as 5+A*-C and then 5+A*-CEM) over the years going back to 1990. There was continuous improvement during the 90s and high levels of attainment ever since. On this measure, 2019 was joint third best year ever for Kings. It is not that the school has got worse in the attainment of our pupils, but the measures have changed. We are doing lots of things to improve now.

SLT dashboard shows the mock results for current Yr. 11. He explained the graph and the target which show pupil individual pupil performance and that SLT and HOD can know who they should be working on. The figure -.28 is the difference in the target that we are predicting in the mocks. Last year was -3.1 and not very much change this year -.28. We also have subject analyses. We know each subject and what is above and below target. It is data rich and the numbers are reliable.

Q. A governor queried the data dashboards being fairly new, it's about the accuracy of predictions, comparing estimates versus actuals?

A. 2 years. Please see the next chart.

This chart shows what the mock result was suggesting and compared with actual A8. A8 in 2017/2018 mock results were a shade under target but we actually came over target. In 2018/19 they were exceptionally good, predictable and spot on A8 sometimes they are good others not. Some subjects are easy to predict others not. These are for all subjects with Eng. being far less predictable with fluctuations in marking. We now feel better briefed.

Q. A governor asked are the leadership teams with for the green subjects pairing up with those in the red?

A. Predicted performance varies for all sorts of reasons. In some areas we have no concerns about subject leadership so there is no need to pair up with another subject for leadership purposes. The leader of that subject will know exactly what is going on. On another subject it may be that support really is required.

-.28 is not good enough (and may not be right) so we are doing various things. At the staff meeting we suggested 5 things to move the situation on:

- Chasing every result, in every group

- The way we teach – our open-ness to innovation and improvement
- Maybe, a much greater emphasis on ‘learning’, generally
- Our expectations – having and using the skills to insist
- Our consistency

Change our way of thinking, where colleagues used to be obsessed about moving D to C and obsessive with Eng. and Maths, we need to change that mindset so that moving a 6 to a 7 in Technology is just as important as moving a 3 to a 4 in English.

The way we teach - much more generally harder to take in, we need to be open minded, innovative, we need to be reflective, and to consider. It is linked to bullet point 3 a theme with a greater emphasis on learning generally. As a school, we need to be more expert about how learning is developed and achieved.

Our expectations are not high enough and not consistent. A little bit critical but needed it to be said.

Q. A governor asked about the priority subjects, how have these done and has there been any impact?

A. Mixed. Some didn't do too well last year for the first time. One example would be Art which was moderated down and we still don't understand why and think it is not a problem not going to happen next year.

Another subject if poor over several years we would look into.

Across the school, here are the things we are doing to improve P8 next Autumn:

Adjusting messaging to staff (see above).

We have an energetic HOD Yr. 11 he has reinvigorated mentoring arrangements with the year group and encouraged them to attend the directed “period 6”.

Eng. Maths Sci sessions for low attainers - These are well attended with highly motivated pupils but more direct approach to others.

We had the highest-level parents evening ever for Yr.11 and second highest for any year group.

(LL) is developing and extending study skills sessions especially for grade 8/9 (160 pupils last Friday) and general ones for all pupils. This is continuing to evolve.

Emphasising a different message to pupils on points score. We noticed that children are prioritising some subjects and not studying others so much.

A more structured approach to parents with letters going home for targeted pupils with follow up and chats in the office.

Targeted support for very low attainers. A pre exam support programme so they are there and ready to go.

H/T will be meeting with each department again in March to explain what they are doing and what progress has been made.

Every department are doing their own thing as well with different priorities. There is a lot going on. For instance, Maths face an issue with interpreting the questions as they can be quite wordy and require a high reading age. The pupils can do the sums but don't understand the questions being asked thus an extra planning session was held last Friday to support this. Yr. 11 intervention programme and some of it affecting some Yr. 10.

Q. A governor asked if your child gets a red on their report, 2 grades under target what does that mean ?

A. When you get the longer report with targets, there's will be advice provided on what can be done to close that gap. I appreciate this is generic and this is only done once per year. Providing specific advice for every child and their parent is difficult to achieve on that scale, but the intervention letters provide advice and invite parents to make contact.

A. It was agreed that this would be taken up with SLT as an ACTION and to see what we can do differently.

ML

In this year group there have been letters sent to pupils underachieving and the extreme ones invited to discuss with the school. In the Yr. 9 group version of that letter there have been some generic advice sent that kind of things parents can do having received that letter.

Teachers are required to comment internally what they are doing but not always to parents.

That is highlighted in the LLP report.

Q. A governor asked with the reduction of 10 GCE's to 9 that will take 2 yrs to flow through to impact on P8. With Yr. 9 just having their options meeting is there any thought about current Yr. 10 being given the option to reduce to 9, even though they are half-way through their curriculum would it benefit them and potentially see a flow through to the P8 results sooner?

A. The changes to the number of GCSE's will have an impact, but this is maybe about half the issue. Other changes are already being put in place to drive improved performance. Additionally, to ask Y10 to re-opt now would be be logistically very difficult.

There are three things about this particular year group.

1. It is boy heavy with 194 boys with 137 girls and everywhere boys usually do less well in P8.
2. High number of absentees. There are 4 that have no attendance points at all either not attending or at Bridge Education Centre. Always some but we have more this year either not attending or at Bridge that may get nothing so could be a huge impact on P8. We have not written them off just pointing out there are more of them in this year group with welfare cases to look after so more in this year.

Q. A governor asked about Bridge and we don't have results?

A. They may not get nothing if entered into courses. What we don't get is the GCSE predictions, we get attendance data and behaviour reports. The performance of pupils at the Bridge is getting steadily better and more courses but not at the stage they can give predictions. They are at the Bridge full time. They are on our roll.

LLP

We asked our LLP to look at performance of Yr. 11 outside of the core so they visited GCSE lessons in the arts and humanities. They also looked at behaviour in Yr. 8/9, full report is on one drive. They visited 27 lessons and gave us a lot to think about.

Q. A governor pointed out that one was a H/T and one was an ex-H/T and both are current OFSTED inspectors currently employed so they know what they are talking about.

Yr. 11 they did say there was some things to think about but behaviour in Yr. 8/9 was very good. There is also some other stuff to think about for the Yr.9.

Reflecting on the LLP feedback in terms of what CPD we can offer going forward and all are different and priorities in every departments. Across the whole school, "how you get the best out of mixed attainment classes". GCSE outside the core is generally mixed classes. Have you got the best out of LA.? The LLP encourages this. It is the intention to evolve our CPD in this plan and direction during the summer.

Q. A governor asked if they have been here before?

A. Both came last year and they looked at different things including attendance. They are obliged to look at things for County such as Safeguarding and SEND so all comments are in the report. What they don't do is compare with the last year.

Q. A governor asked about setting, in comparison to other schools?

A. Westgate set less; we believe there is more mixed attainment teaching in Westgate. We don't know about Beaufort. Thorndon under the last H/T was very much in favour of mixed attainer classes but now more set but not as set as we are.

Q. A governor asked how does that correlate with our P8 results.

A. The Education Endowment Foundation collate all the research and they look at big things like setting and suggest that the impact on setting is slightly negative for progress overall.

Q. A governor asked is this then to be on the agenda?

A. It can be. A long discussion and possibly not a discussion for now.

A topic for curriculum to discuss. Important to look at. There is plenty to discuss, timescale of actual change, staff training, culture. We are more mixed than before.

Summary of changes discussed at curriculum and now announced. It was agreed from Yr.9 will have the option of decreasing languages to 1 lesson per week and picking up extra Geo and extra His covering more content and alleviate pressure on linguists. We will still be over the recommended recommended time for KS3 pupils in modern languages. It also allows a 2nd language for those who want it.

RJ/JR
+
Curric

Behaviour Data

Referrals continue to climb but are slowing; inclusions and exclusions are stable/falling slightly.

Exclusion in Autumn Term

Compared to our neighbours was much lower last term.

Staffing

Recruiting new Head of English interviews next week
HOY (maternity) cover after half term
Recruiting teachers for Eng. (2) Maths and Sci
Recruited new site manager
LSAs
Head of Food Technology
Reminder that people are not queuing around the block for these posts.

Nice Things – like Yr. 7 Disco

Carol services
Yr. 11 RE Day
KS3 Shakespeare performance
Home Quiz
Yr.7 Snowball
Carol Singers
Christmas Lunches
John Hanson Visit

	<p>Promotional Visit Les Misérables Yr. 7/8 pastoral information evening Community Day Anne Frank Visit</p> <p>15 Kings' alumni have Oxbridge offers from PS College out of 57 altogether</p> <p>Some bad news is regarding the Osborne building they have discovered a water main through the site with a 4m exclusion zone so Osborne can't build over it. So HCC are looking into moving the position of the new building. This will have an impact on the opening date. This means that we will continue to provide temporary accommodation for the Osborne pupils, which is difficult but manageable.</p> <p>Q. A Governor asked if a temporary classroom facility had been considered, this is not an option as it would cost £500,000 to build.</p> <p>Pupil Numbers – still full so should be no budgetary implications.</p> <p>Q. A Governor asked about Open Mornings, he said it was actually packed last year, how did it affect to numbers coming in? A. When we looked at this just as many came, feedback has been really positive.</p> <p>Q. A governor remarked that the message out there is that if you are a few miles away you will not count so people do not come. This message needs to be passed by word of mouth out there.</p> <p>Q. A governor stated that it needs also to be applied in the double visits as well meeting the teachers in the classroom and in the morning interacting with the pupils. Whatever we do, we do well.</p> <p>Q. A governor remarked that we do have an open question with Hampshire with developments around Winchester how many extra pupils we can expect in the future but no information yet.</p> <p>National workload data was shown on screen with a self-report the amount of time working out of hours. Kings were staff were slightly under the national averages.</p>	
<p>6.0</p>	<p>Core Function 3. Overseeing the financial performance of the organisation and making sure its money is well spent.</p> <p>Update from Finance Committee. Debtors position now controlled going forward. All old debts paid, none written off.</p>	

Deficit now expected not to increase due to transfer to IBC. Dept accounts closed for spending at end of Jan thus deficit may not materialise. The cause was down to additional staffing required which was signed off by Governance.

Thematic Audit – No problems but some additional rules to be included into the Terms of Reference.

(KW) has agreed to monitor progress with transition to IBC to make sure we are kept up to date.

Benchmarking was fully discussed. It was deemed of little use due to different coding by schools and allocation to accounts. Brookfield were nearest to us in numbers but so much difference in coding. Process for budgeting next year. First figures expected in Mar and will be presented for sign of 14 May for end of May submission. There is still no clarity on funding from Hampshire.

There is still a lot happening although we should be OK for next year, we are still optimistic. The Finance team are actually managing it such as sorting out the busses etc. Staffing could be a concern. There should be no impact on the budget for IBC.

There has been no visits or training carried out this term. Plans for the future to be made.

7.0

Governing Body Structure

3 Vacancies JR, SE, AD and we have had 2 applications with interviews tomorrow. Possibly a third later. We will also look at old applications. If anyone knows anyone interested, we are looking for lawyer/HR professional.

People coming to end of term:

SB, SH, CS and SG all due this term so decide now to re vote in. SB was recognised as having completed 14 years.

Other key areas H/T has been looking at:

SIP – delegated to committees.

Parent/Governor survey how do we engage more and how we improve on that.

Visits and policies.

Particular subject with (TO) and (JCo) so we need to focus more, what should we be talking about and email it out.

Induction and succession planning working. Buddying process continues to need improvement with new governors with mentors.

Q. A governor asked about the key topic maybe we should discuss about stakeholders outside of the school bubble and more strategically get the messages out. SH Volunteered to take the action.

A. Why don't we send it out to Hampshire Chronicle without too much effort. ST also volunteered. Here are some ideas come back to FGB.

SH/ST

Training Update

(NM) updated on DTG.

The Governor Self Evaluation form should be completed by all and returned to chairs for review by Easter.

Q. A governor asked when we attend course what do we do with the action plans?

A. It depends on the course, but if you have something that needs to be acted upon, you should be putting it forwards to the relevant committee or FGB as a a topic for discussion.

Governor training subscription agreement running Apr – Mar and decide to take it up. Our subscription is £1,730 and our actual training taken would have cost over £3,000. All in Favour? CARRIED.

8.0	<p>Policies – There were no policies awaiting approval. Terms of Reference for Pupil Support Committee were adopted.</p> <p>(SB) had a query on some of the policies Records and Data and Trips H&S aligned and will therefore look into the appropriateness.</p>	ML/CW
9.0	<p>Any Notified Business. Items for discussion raised prior to the meeting.</p> <p>AD who resigned, was the LA Governor so we need to nominate a new LA Governor. (SB) volunteered. ACTION for CW to propose to our local councillor.</p>	
10.0	<p>Reflection. What impact have we had for the children this evening and since last meeting?</p> <p>Changes to the GCSE numbers Feedback on Parents survey was effective SENCO visits Mock Interviews JS visit – disadvantaged Pupils</p>	
11.0	<p>Meeting closed at 20.24 hrs. Next Meeting 19th March 2020 at 6.15pm in the Library.</p>	

ACTIONS SUMMARY

3.1	<p>Yr. 9 Council meetings have been discussed. Next meeting 13th Feb 20 then bring forward for next FGB.</p> <p>Actions Arising Exam Space – Item closed.</p> <p>Mock-up options – moved to curriculum committee.</p> <p>SIP/SEF – Closed.</p> <p>Bullying – Closed - to be monitored by PSC</p> <p>Yr. 9 Council meetings have been discussed. Next meeting 13th Feb 20 then bring forward for next FGB.</p>	<p>Clerk</p> <p>Clerk</p> <p>RJ</p> <p>Chairs</p>
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	Self-evaluation forms are to be sent out by next week. Chairs to review before Easter.	Chairs
4.1.1	(CR) to be thanked by the FGB for his work in this matter.	CW
5.1	<p>Providing specific advice for every child and their parent is difficult to achieve on that scale, but the intervention letters provide advice and invite parents to make contact.</p> <p>A. It was agreed that this would be taken up with SLT as an ACTION and to see what we can do differently.</p> <p>Providing specific advice for every child and their parent is difficult to achieve on that scale, but the intervention letters provide advice and invite parents to make contact.</p>	ML
5.1	Setting at Kings - A topic for curriculum to discuss, there is plenty to consider, timescale of actual change, staff training, culture.	RJ/JR + Curric
7.0	How do we get more visibility of Kings in the wider community?	SH/ST
8.0	Policies –(SB) had a query on some of the policies Records and Data and Trips H&S aligned and will therefore look into the appropriateness.	ML/CW

Signed:

Date: