



Minutes of the meeting of the Secondary Local Board
of Hessle Academy
Tuesday 24 January 2023 at 5.30pm



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

PRESENT:

Mr M Benson (Chair, MB), Mr I Frankish (IF), Ms N Gaddu (NG), Mr V Groak (Headteacher, VG), Mr A Haynes (AH), Mrs E Kenny (EK), Mr R Lambert (RL)

ALSO IN ATTENDANCE:

Mrs J Anderson (Assistant Head, JA), Mr A Chapman (Deputy Head, AC), Mr S Jarman (Director of Sixth Form, SJ), Mrs J Meir (Assistant Head, JM), Mr J O Brien (Director of Improvement and Standards, Secondary and Post 16), Mrs L Price (Deputy Head, LP), Mr C Sinclair (Assistant Head, CS), Mrs G Stafford (Governance Professional, GS)

Throughout these minutes a question is indicated by Q followed by the initials of the questioner and a comment is marked by C.

37 WELCOME

MB opened the meeting by welcoming everybody to the third meeting of the academic year.

38 DECLARATION OF INTERESTS

No conflicts other than those documented on the annual forms were declared. There were no conflicts specific to this meeting.

39 APOLOGIES

Mr K Nicholson and Miss K Staveley

Resolved: Consent was given for the absence of the above governors.

40 MINUTES OF THE LAST MEETING

Resolved: That the minutes of the meeting held on 22 November 2022 were confirmed as a correct record and signed by the Chair.

41 MATTERS ARISING FROM THE MINUTES

41.1 ACTION: Clerk to circulate list of educational acronyms - complete

41.2 ACTION: Head of Science to be asked to present at the next meeting - carried forward

41.3 ACTION: SEND and PP Links to carry out a visit before the end of term - see minute 50

41.4 ACTION: N Gaddu and R Lambert to complete the “Certificate in the Role of a School Governor” and “Certificate in Safeguarding for School Governors’ (2022/23)” ASAP - complete

41.5 ACTION: All Governors to complete the Certificate in Data Protection and GDPR for School Governors (2022/23) - 3 still to complete – see minute 51

42 HEADTEACHER’S REPORT

- 295 applications for 190 Year 7 places
- Predicted enrolment of 41% Year 11 into the Sixth Form
- 30 clubs run weekly with over 300 learners (21% are disadvantaged)
- Numerous sporting success stories
- Autumn term department reviews completed
- Parents First workshops take place (face to face) to help parents support their child through school
- Looking to re-introduce Year 10 work experience next year
- Interventions taking place to those identified in the Access Reading and Maths tests
- 7 of the 8 ECTs progressing well, one receiving support
- 4 ITT placements
- HLTA appointed for the SEND team – now full
- Still investigating the possibility of an Enhanced Resource Provision
- Well – being survey took place 22/12. More positive responses received than 22/7 with 92% staff stating they feel supported in school

Q: (AH) How many staff took part in the survey?

VG: 74 (just over 50%).

MB: Please included the number of respondents in future surveys.

Q: (RL) Is the survey anonymous?

VG: Yes, but they can give their job role.

Q: (MB) I see that 73% staff feel all staff are aligned with the school’s vision and ethos. I wonder how many would actually know the vision and ethos.

VG: The 4 key pillars are displayed across the school. There is some frustration across the staff that not all staff will follow the vision consistently.

Q: (IF) Why would there be any resistance to following it?

VG: This is no different to any other school – some like to challenge.

Q: (MB) Is the inconsistency due to the large intake of new teachers?

VG: No, although it can be difficult with a high number of ECTs.

C: (AH) It would be useful if the department reviews highlighted areas of development per department so that we can cross reference actions in the departments with low forecasts.

Q: (IF) What percentage of parents are attending the Parents First workshops?

VG: Approximately 12%, which we are really pleased with.

Q: (IF) Is the 41% Year 11 enrolment to Sixth Form higher than anticipated?

SJ: It is based on students that have reported they are 100% certain they are attending. The plan is to look at lock in strategies to ensure they do stay. We held an event last Friday where we issued offer letters and some have converted to 100%, with no second choice. 41% is higher than we had hoped but we need to lock this in.

43 PERFORMANCE DATA REPORT

KS4 Progress and Attainment

- First set of mocks took place at the end of the autumn term with a second set planned for w/c 6 February

- Subjects with predicted low average points include Religious Studies, Combined Science, Spanish, English Lit and Art
- Year 11 cohort is working at the same level in Basics 4+ and 5+ as last year's Year 11 cohort. If the same progress is made, then the 4+ forecast is 63% and 5+ 35%
- Results from the maths mocks have been put through a PIXL wave exercise and showed that the average score is typically 10-15% above benchmark
- Forecast EBacc 4+ of 39% would be higher than local, national and last year
- Latest forecasts are shown below:

	KS2 APS	Cohort	Progress 8 *	Attainment 8	Basics		E/Bacc		
					% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
Autumn Mock	4.74	241	-1.46	35	35	17	56	13	4
2023 Predicted	4.74	241	-0.60	44	63	35	56	39	15
2023 Target				53	75	52			
2022 Published	4.75	174	-0.22	48	70	50	54	33	23
East Riding 2022			-0.17	48.4	70.1	47.7	33	23.3	17.1
National 2022			-0.03	48.7	70	50	39	27	20

JM summarised the actions that are taking place:

- Basics target group of 24 students
- English and maths departments regularly meet to match students
- Curriculum plans tweaked after the mocks
- Year 11 revision timetables issued to each student
- Drop ins by SLT take place to ensure high student engagement
- School led tuition funding and recovery funding used for interventions in English, maths and science
- Collective SLT work in attendance, behaviour and engagement

C: (JOB) There is caution applied by all schools after 2 years of CAGs and uncertainty of grade boundaries. We have had a meeting with all Trust maths leaders and all secondaries will do a November 2022 mock Pearson paper. This will give us direct comparisons between schools.

Q: (MB) Is the PIXL wave available in other subjects?

JM: Yes – in English. The November mock was English Lit. The next mock will be an English Language paper and then that will go through the PIXL wave in February.

Q: (MB) In previous meetings we have discussed improving grades of higher attainers and the disadvantaged. Is the focus now just on the Basics 24?

JM: No, these 24 will be the focus up to the February mocks but all subjects have target students

Q: (MB) It just seems the 24 (10% of Year 11) are special and are receiving more support.

JM: These students can affect our grades; we will then move onto the next focus group. We gained extra English time due to the resit students passing in November.

Q: (MB) How many passed?

JM: One.

Q: (MB) So one person freed up two teachers?

JM: Yes, one member of staff was timetabled for lesson 4 and 5.

Q: (MB) We next meet in May. How do you track progress more regularly?

VG: After the next round of mocks we will produce an update report for governors

Q: (MB) BTEC predicted average points look low considering the smaller cohort sizes – why?

JM: Some students are not attending well.

C: (JOB) Governors need to be aware that through Sisra analysis it was found that 36 of the 241 do not have a humanity subject (language, history, RE, geography). This affects measures such as attainment 8, EBacc and Progress 8 as graded out of 8 not 10 subjects. This deflates the Attainment 8 which has a knock-on effect to P8 of around 0.05.

Q: (MB) Is the proportion not studying a humanity similar in Year 10?

JOB: Yes.

VG: This is a balance of performance figures versus giving the students more choice.

Q: (MB) As outcomes is the primary aim, should we guide the students towards certain subjects? Do other schools have this level of students that do not have a humanity?

JOB: No – they have virtually zero.

VG: We will move to being more prescriptive with options.

JOB: We need to encourage humanities to be taken as this is a strong area so will be a double win.

Q: (MB) When will being more prescriptive be introduced?

VG: This year's Year 9.

Q: (MB) And then how many should we expect to see without a humanity?

LP: Less than 10. This will be a very small cohort as they are disapplied and will follow a bespoke timetable.

Q: (IF) Do you have any reservation about making that move to restrict full choice?

VG: No as we still give very good choices with broad options.

KS5

- No new data available
- Mocks taking place 16-20 February
- This is the last cohort that did not sit GCSEs in Year 11
- Data on Government website will be updated in February to the 2022 outcomes
- Destination data lagged and info shown is for 2020

ACTION: SJ to produce a KS5 update report for an update in March via Teams

44 ATTENDANCE AND BEHAVIOUR REPORT

44.1 Attendance

- Attendance Manager appointed
- Attendance to date is 91.4% (target 94%)
- Lowest attendance is in Year 10 (88%) and Year 11 (89%), highest in Year 7 (94.4%). Year 10 and 11 attendance has been impacted by the number of days lost due to suspensions
- Girls' attendance is lower than boys (91% compared with 92.4%)
- PP attendance is 86.8%
- SEND attendance is 88.9%

C: (MB) Hessle used to lead the way with attendance and it now feels that we are being swallowed up as we are second bottom of the 6 Trust secondaries.

AC: The Attendance Manager has already positively affected attendance with attendance plans having an impact. Going down the prosecution route is making progress. We also have challenge 100 which focuses on 200 students who are currently PA (<95%). If they have 100% attendance over 6 weeks they get an Amazon voucher.

Q: (MB) Why is attendance so low in Year 11 when it is such an important year?

AC: We need parental support. We also have some families taking term time holidays.

Q: (IF) What is the fine for taking children out of school?

AC: £60 per child per week.

Q: (IF) Do you apply discretion to non-Christian festivals of holidays?

VG: Yes, we authorise this with proof. If a student applies for leave to go to a family wedding abroad for example, then we authorise the wedding day plus 2 travel days and the rest of the time will be unauthorised. We will not reach 94% this year. Absence has doubled but the capacity to deal with absence has not doubled. We have extended the safeguarding team and they will be more fluid helping with some home visits, so we will gain some capacity there.

Q: (MB) Is there Trust resource we could call on to assist with attendance?

JOB: Not currently.

Q: (MB) Last Year the Year 7 attendance was very good. Now they are in Year 8 this has dropped off to 91.2% - why?

AC: Parental engagement drops off in Year 8. There are also hormonal changes for the girls. We provide facilities and reassure parents, but some still take time off.

VG: It is unique to our school that our DA live the furthest away from the school.

Q: (AH) Does the attendance of those in alternative provision count in our figures?

CS: Yes, as they are still on our roll – you will see one student has 10% attendance.

C: (GS) At the pre-meet last night we spoke about the importance of attendance and Narinder has agreed to be an Attendance Link Governor.

Resolved: N Gaddu be Attendance Link

44.2 Behaviour

- 68 suspensions in the autumn term by 43 students, most in Year 10 and Year 11. This is an increase from autumn term 2021 in which there were 32 suspensions
- 2 permanent exclusions
- 35 suspensions are from just 9 students
- 4 students in Year 11 are responsible for 20 suspensions
- Most classroom removals take place in Year 8 and 9 for low level disruption
- There have been 37 permanent exclusions in the East Riding since September – for extreme physical violence and threats

Behaviour (No. Of Children who have had suspensions)										
Year Group	All		Boys		Girls		DA		SEND	
	Sus	PX	Sus	PX	Sus	PX	Sus	PX	Sus	PX
7	1	0	0	0	1	0	0	0	0	0
8	4	0	1	0	3	0	2	0	0	0
9	12	0	7	0	5	0	7	0	3	0
10	14	1	13	1	1	0	8	1	3	0
11	12	0	6	0	6	0	5	0	3	0
Total	43	1	27	1	16	0	22	1	9	0

C: (RL) The number of classroom removals feels low for Year 10 compared with the number of suspensions and exclusions. Is this due to inconsistency in application by staff?

VG: No, this is low level behaviour in Year 8 and 9. Higher level behaviours are seen in Years 10 and 11 with more defiance.



45 SCHOOL DEVELOPMENT PLAN

The four strategic priorities that can be seen in the SEF and Development Plan are:

- Ensure consistency of teaching & learning across all phases and for all groups
- Ensure ambitious and appropriate curriculum for all pupils
- Ensure a positive, safe learning culture in which all individuals treat each other
- Secure high levels of stakeholder engagement with academy vision and values

The Board asked for an update for the actions that had been rated as red or yellow (in progress) in the half term 2 column. It was requested that VG produces a one-page summary of the red actions for the next meeting.

ACTION: VG to produce a one-page summary of the SDP actions that have a red status in the HT 4 column

46 SAFEGUARDING REPORT

- 936 safeguarding concerns reported on CPOMs since September include 9 subject to abuse, 11 bullying incidents, 9 child on child inappropriate sexual behaviours and 7 Operation Encompass notifications
- 8 CLA (Children Looked After)
- 8 students have a Child in Need Plan
- 2 Child Protection cases
- All case reviews and core group meetings have been fully attended
- 7 referrals made to Early Help
- All SLT have completed the L3 safeguarding training

Q: (MB) 9 child on child inappropriate sexual behaviours seems a lot, why?

AC: This is down to two situations – we worked to produce safety plans for the students to separate the perpetrators and the victims such as using separate stairwells.

JA: 9 does look excessive but none have actually come to fruition, and some deny the accusations against them. It is our job to make sure that the students are safe, and it is the job of the police to investigate the cases.

Q: (MB) What falls under the abuse category?

AC: This can be verbal abuse, neglect or physical abuse. One good thing is that we didn't see the expected spike with Operation Encompass notifications during the World Cup.

C: (MB) I felt that in the safeguarding quiz the threshold for reporting seems very low and that will lead to a high number of CPOMs reporting.

JA: This is the government guidance that we follow strictly.

NG: The number of safeguarding concerns does seem very high, and these are the numbers that the school is aware of. What about the unknown? How do you educate the children to follow the right behaviour and encourage reporting of any incident?

AC: We address in tutor time and the RSE programme focuses on healthy relationships. We also make it clear that the students can report any concern to lots of different members of staff.

NG: Do you believe that the penny drops when you talk to the students about safeguarding?

AC: Yes, and that is when we see spikes in our reports as awareness increases.

47 COMPLAINTS

- 34 level 1 complaints in the first term – 22 from parents and 12 from the community
- There are currently no complaints that have been escalated beyond level 1 (minor)

48 PUPIL PREMIUM UPDATE

- **Quality First Teaching**
 - Additional HLTA appointed to support learners
 - Alternative curriculum provision for some learners with greatest need
 - Adaptations to curriculum plans following analysis of mocks
- **Targeted Academic Support**
 - Literacy interventions following reading tests
 - Yipiyap in class
 - English and Maths Learning Assistants provide tutoring in class
- **Wider Strategies**
 - 21 students from Year 7 and 8 enrolled on Smash programme to improve self-esteem, resilience and confidence
 - 30 year 10 students will soon start Mindspace programme to support with emotional well being
 - 21% DA attend clubs

JM stated that she would provide a year-by-year analysis of PP progress at the next meeting

ACTION: JM to provide an update of PP progress by year group

49 ALTERNATIVE PROVISION

- 8 children are attending AP in 7 settings (1 from Year 9, 3 from Year 10 and 4 from Year 11)
- Schools use off site direction (12 weeks at a different school) to deal with behaviour
- Daily attendance and welfare checks take place and CS visits AP termly
- 7 students have gone to elective home education – 5 due to high anxiety

Q: (MB) After the 12-week period, do most students that have been elsewhere come back?

CS: No – most stay at the new school as the move was successful. After 6 weeks we have a review and again after 12 weeks and that is where a decision is made as to whether a student moves roll permanently.

50 GOVERNOR LINK VISITS

There have been 2 visits since the last meeting:

5 January – I Frankish – Sixth Form

24 January – K Nicholson - Careers

ACTION: Attendance, Safeguarding, SEND and PP Links to carry out a visit before the end of term

51 GOVERNOR TRAINING AND SUPPORT

All governors had completed the safeguarding training module. Governors were encouraged to complete more modules to help develop their knowledge in their Link areas.

ACTION: N Gaddu to complete the “Certificate in the Role of a School Governor”

ACTION: L Kenny, N Gaddu and R Lambert to complete the “Certificate in Data Protection and GDPR for Governors and Trustees (2022/23)” ASAP

52 DATE OF NEXT MEETING

It was agreed that the next scheduled date for a meeting (May) is too far away, and governors would like to have a Teams meeting in March to hear of the Year 11 progress. Attendees to be governors, VG and JM.

ACTION: GS to liaise with JM for a suitable date in March for an update of Year 11 and Year 13 in a Teams meeting

Tuesday 16 May 2023, 5.30pm
Pre-meet Monday 15 May 2023, 7pm online

53 AOB

NEU Industrial action

VG provided an update on the intended industrial action by members of the NEU. There are 5 planned strike days: 1st and 28th February, 1st, 15th and 16th March. Although the number of NEU members is known per school, it is not known how many intend to take action so it is very difficult to know the impact on the first day. It has been confirmed that the school will be open for vulnerable students and parents of emergency workers, Year 11 and Year 13.

54 ACTION POINTS

- 54.1 **ACTION: Head of Science to be asked to present at the next meeting (minute 41.2)**
- 54.2 **ACTION: SJ to produce a KS5 update report for an update in March via Teams (minute 43)**
- 54.3 **ACTION: VG to produce a one page summary of the SDP actions that have a red status in the HT 4 column for the May meeting (minute 45)**
- 54.4 **ACTION: JM to provide an update of PP progress by year group (minute 48)**
- 54.5 **ACTION: Attendance, Safeguarding, SEND and PP Links to carry out a visit before the end of term (minute 50)**
- 54.6 **ACTION: N Gaddu to complete the Certificate in the Role of a School Governor (minute 51)**
- 54.7 **ACTION: L Kenny, N Gaddu and R Lambert to complete the "Certificate in Data Protection and GDPR for Governors and Trustees (2022/23)" ASAP (minute 51)**
- 54.8 **ACTION: GS to liaise with JM for a suitable date in March for a Year 11 and Year 13 update Teams meeting (minute 52)**

Part A meeting closed at 7.45pm



16.5.23