



## **Minutes of the Local Governing Board of Winifred Holtby Academy**

Monday 18 September 2023 at 17:00

in the Winifred Holtby Academy Conference Room

### **PRESENT:**

Mr V Tennison (Chair, VT), Mr M Brown (Headteacher, MB), Mr B Horsley (BH), Mrs A Hoy (AH), Mr L Pearson (LP), Mrs C Sharp (CS), Mrs K Tennyson (KT)

### **ALSO IN ATTENDANCE:**

Mrs L Craxton (Clerk to the LGB, LC), Mrs L Foster (for minute 07, DSL, LF), Mr D Waterson (Director of Improvement & Standards EYFS & Primary, DW)

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

### **01 WELCOME AND INTRODUCTIONS**

LC welcomed all to the first meeting of the academic year and VT introduced Clare Sharp as the new Trust-Appointed Governor

### **02 APOLOGIES**

Apologies had been received from Mrs K Farmer and Mr I Fernie

**Resolved:** That consent be given to the above-named staff members

### **03 DECLARATIONS OF INTEREST**

All present completed the annual declaration of interest, pecuniary interest and governor declaration forms

No conflicts of interest recorded

### **04 LGB MEMBERSHIP**

It is the duty of the Governing Board to elect a Chair and Vice-Chair annually. VT volunteered to continue as Chair. Nobody else wished to be considered for the role

**Resolved:** All Governors approved VTs appointment as Chair

**Chair 2023/2024:** V Tennison

**Vice-Chair 2023/2024:** L Pearson

Signed by the Chair:

Date:

20/11/23

**PP Link & Curriculum:** K Tennyson

**SEND Link:** L Pearson

**Safeguarding Link:** C Sharp

**Attendance & Behaviour:** A Hoy

**Staff Wellbeing:** B Horsley

**Careers & QTLA:** V Tennison

VT noted the resignation of Mr D Brooke. DB has been a great asset to the LGB and all wished him well on his journey into primary governance

L Thompson (TCAT Director of Governance) has reassigned DB to the Keyingham Primary School LGB

## **05 MINUTES OF THE LAST MEETINGS (18 July 2023)**

**Resolved:** That the minutes of the meeting held on 18 July 2023 be confirmed as a correct record and be signed by the Chair, VT

## **06 MATTERS ARISING**

**ACTION:** MB to forward details of staff party to LC for distribution to the LGB **Completed**

**ACTION:** AP destination data to be presented at the next meeting **Carried forward to November meeting**

**ACTION:** Governors to let MB know if they can attend the Thrive training on the September training day **(04 Sept) Completed**

**ACTION:** MB to forward school calendar to LC for distribution to the LGB **Completed**

**ACTION:** LP & KT are to complete 'Safeguarding for School Governors' as soon as possible **See minute 12**

## **07 SAFEGUARDING – ANNUAL REPORT**

LF updated the LGB on all safeguarding matters and noted next years' annual report will include Year 11

CPOMS was explained to governors as the tool where all safeguarding concerns, actions and follow-up is logged. The Safeguarding and LAC (Looked After Children) Officer, M Dolan, supports LF daily

From 05/09/2022 – 21/07/2023 the following were logged:

- 1458 causes for concern (Years 7 – 10). This number seems high as the causes for concern tab has been merged with legacy tabs during a recent update and now encompasses additional sub-categories such as e-safety concern, FGM and substance misuse to name a few
- 35 students tagged for monitoring on CPOMS
- 0 Prevent incidents
- 89 Operation Encompass alerts received

- Very few concerns raised in the LGBTQ community with regards to bullying. The wider school community are mostly accepting
- 11 EHASH referrals
- 14 Early Help referrals
- Mental health issues remain a concern throughout the academy

Q: (VT) How does the Deputy DSL (Mrs K Farmer) support you?

LF: In many different ways. One example is KF would pick up serious concerns should I be absent

C: (MB) It's important to note KF is a fully trained DSL

Q: (CS) At what point is it deemed necessary for a CAMHS referral?

LF: It depends. All concerns are picked up very quickly. Safeguarding referrals go through to CAMHS quickly. Lower level concerns and assessments take longer

Q: (LP) Can you explain the 'waves'?

LF: The mental health support system has 2 waves for suicide and self harm. Wave 1 is attempted suicide and wave 2 is suicidal thoughts. We check these students are in school every day and a bespoke risk assessment is sent to all staff and parents/carers and is reviewed termly. It's important to send to all staff, not just teachers, as the whole school needs to be aware and it's working really well

C: (LP) It's good to know this is in place

C: (BH) As staff, we appreciate the clarity it provides

C: (MB) There are less flare-ups as all staff are aware why they are in the corridors

C: (LF) The student and parent/carer buy-in has been amazing

Q: (VT) Can you elaborate on the list of tabs?

LF: I have listed all of the subcategories in the report. Things like County Lines, for example, have their own tabs. All staff do not need full access to all tabs and categories. We have added lots of new categories and a tracker. MD and SLT have access to all categories and the tracker

C: (VT) It's good to see you are taking the lead in all child protection cases

C: (VT) It will be good to get more clarity over the year ahead on safeguarding across our APs

C: (LF) It will be tracked on a shared spreadsheet that the EWO (Education Welfare Officer), M Dolan, E Wilkie and myself will access. The APs will be split between the staff members. This will enable us to build relationships with the students and staff

Q: (VT) Is there a plan to come together to discuss the APs as a team?

LF: Yes. We will have AP meetings every half term. It's a lot neater and cleaner having an AP each

Q: (VT) Are any providers non-responsive?

LF: No and all of the providers are very supportive

C: (VT) I'd like to accompany you on a visit to Compass later in the year

C: (LF) We can certainly arrange that

Q: (VT) Do you have enough resources and time?

LF: I do and I am loving my role

C: (MB) The move to a non-teaching DSL is brilliant. Lisa is devoted and she has already made a massive difference

**LF left the meeting at 17:45**

**ACTION: VT & LF to liaise with regards to VT accompanying LF on a Compass visit later in the year**

**ACTION: LF and CS to organise a link visit**



**ACTION: Acronym list to be sent out with the minutes**

**08 OFSTED REPORT**

The official Ofsted report has been published and WHA were judged to be Good in all areas. This is a first for Winifred Holtby Academy and MB thanked the staff, students, LGB and stakeholders for their hard work as all have a role to play in the successful day-to-day running of the school

The first line of the report *'Leaders and staff put the pupils of Winifred Holtby Academy at the centre of everything that they do'* perfectly sums up the day-to-day life inside the academy

The full Ofsted report can be viewed on the school website

All present congratulated MB and his team

*C: (MB) Behaviour is good but we have left it on the ADP to keep it a main focus going forward*  
*C: (VT) Flare-ups are managed incredibly well and the selflessness of staff is excellent. This is a challenging community and the organisation and management is to be commended*  
*C: (MB) We are very lucky here as the staff are always ready to help with duties, for instance. No one has a 'not my job' attitude*

**09 HEADTEACHERS REPORT**

**MB gave a brief, verbal update**

There have been very few uniform issues since the start of term. Students and parents/carers were informed well in advance of the summer break and regular holiday reminders were sent. A small handful of students are still wearing incorrect uniform and these are dealt with as and when is needed

Year 7 have settled very well and WHA has implemented a 'back to basics' lunch routine which mimics their primary routine. All must sit down to either a hot meal or their packed lunch

The mobile phone ban has been mostly well received with very few incidents. This has improved the atmosphere at break and lunch as the students are now socialising rather than staring at their screens

Latecomers are still an issue and now receive a same day detention. They are also not taken into lessons as this was proving very disruptive. They now sit quietly and wait until the next lesson change

*C: (DW) MB and the team did a lot of work last term regarding uniform expectations and had many good, positive conversations with the students*  
*C: (MB) We have also cracked down on the FSM students buying junk food, they must now also purchase a hot or cold meal and sit down to eat it*

**10 PERFORMANCE DATA REPORT****Outcomes for 22/23 & Targets 23/24**

NB: The 'core' cohort does not include the following students: Alternative Provision (dual registered).  
The Hub, Futures, Link

Full cohort: 236  
Core cohort: 229

SCHOOL	KS2 APS/ASS	Cohort	Attainment 8	Basics		Ebacc		
				% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
WHA 2019	4.92	239	43.4	57	34	31	15	8
WHA 2023 (All)	106	263	40.6	55	37	35	11	5
WHA 2023 (Core)†	107	229	51.34	61.1	41.0	40.2	12.2	5.2
East Riding 2023								
National 2023 *			46.5	66	45	38	23	16
CHS 2023	105.5	170	45	67	40	12	11	9
HHS 2023	104	237	43.6	62	38	57	31	15
HA 2023	103.5	203	42.7	59	37	46	21	14
HS 2023	105	145	46.2	72	43	49	19	9
WS 2023	105	264	46.5	68	44	38	24	15

**DA Provisional Attainment**

SCHOOL	KS2 APS/ASS	Cohort	Attainment 8	Basics		Ebacc		
				% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
WHA 2019	4.84	112	39	46	24	23	11	5
WHA 2023	104.5	115	32.2	38	19	21	4	2
WHA 2023 (Core)†	105.5	90	39.23	47.8	24.4	26.7	6.7	2.2
CHS 2023	104.5	42	33.2	41	17	0	0	0
HHS 2023	102	60	31.7	35	15	32	15	7
HA 2023	99.5	51	30.9	28	14	27	2	2
HS 2023	104	32	41.1	66	28	41	6	3
WS 2023	102	51	38.4	43	26	22	12	8

**SEND EHCP Provisional Attainment**

SCHOOL	KS2 APS/ASS	Cohort	Attainment 8	Basics		Ebacc		
				% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
WHA 2019	4.46	5	12.3	0	0	0	0	0
WHA 2023	101.5	10	38.7	50	20	20	10	10
WHA 2023 (Core)†	105.5	7	49.29	71.4	28.6	2	14.3	14.3
CHS 2023	99.5	4	32	50	25	0	0	0
HHS 2023	96.5	5	24.5	20	0	0	0	0
HA 2023	97	5	32.2	20	20	20	20	20

Signed by the Chair:

  
 Date: 20/11/23



HS 2023	104	5	45.9	80	20	40	40	0
WS 2023	99	6	32.3	17	17	0	0	0

**SEND Support Provisional Attainment**

SCHOOL	KS2 APS/ASS	Cohort	Attainment 8	Basics		Ebacc		
				% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
WHA 2019	4.32	20	27.1	20	10	5	0	0
WHA 2023	99.5	39	25.4	26	13	8	0	0
WHA 2023 (Core)†	101.5	23	36.43	34.8	13	13	0	0
CHS 2023	100.5	34	34.9	35	9	6	3	3
HHS 2023	98.5	23	32.4	30	13	13	9	4
HA 2023	94.5	24	27.6	25	17	4	0	0
HS 2023	98	13	30.4	23	0	23	0	0
WS 2023	98.5	6	24.3	33	0	17	17	0

**GCSE Subject Attainment**

Subject	Total Grades	9	9-8	9-7	9-5	9-4	Average Grade	Average Pts Per Entry
Arabic	1	100	100	100	100	100	9=	9
Computing	18	0	5.6	5.6	16.7	27.8	2+	2.33
English Language	230	2.6	7.4	18.3	55.2	71.7	5-	4.77
English Literature	224	3.6	13.4	21.9	60.7	80.4	5+	5.1
French	44	0	0	0	20.5	29.5	3+	3.2
Geography	143	0	2.1	8.4	32.9	47.6	4-	3.58
History	85	1.2	10.6	21.2	51.8	64.7	5-	4.49
Italian	1	100	100	100	100	100	9=	9
Maths	232	0.9	3.9	12.5	44	64.7	4+	4.22
Polish	1	0	0	0	0	0	0	0
Psychology	35	0	2.9	14.3	25.7	42.9	4-	3.66
Religious Education	8	0	12.5	37.5	50	75	4+	4.5
Science combined	462	2.2	7.8	16.9	51.5	69.7	5A-	4.64
Sociology	15	0	6.7	13.3	46.7	60	4+	4.07
Spanish	56	0	0	1.8	10.7	32.1	3+	3.11

**NON-GSCE Subject Attainment**

Subject	Total Grades	L2D*-L2D %	L2D*-L2M %	L2D*-L2P %	L2D*-L1P %	Average Pts Per Entry
Sport	78	43.6	74.4	91	100	5.88

Subject	Total Grades	L2D*-L2D %	L2D*-L2M %	L2D*-L2P %	L2D*-L1P %	Average Pts Per Entry
Motor Vehicle	10	100	50	20	100	5.05
Performing Arts	40	90	47.5	17.5	100	4.88
Health & Social Care	22	22.7	45.5	81.8	100	4.8
Business	36	27.8	33.3	66.7	100	4.63
Construction	63	19.0	49.2	81.0	100	4.52
Travel & Tourism	19	78.9	36.8	26.3	94.7	4.49
Dance	17	17.6	29.4	82.4	100	4.47
Music	29	100	20.7	6.9	100	4.41
Art	62	11.3	24.2	61.3	90.3	3.77
Engineering	22	0	4.5	72.7	95.5	3.66
Food	23	13	26.1	47.8	82.6	3.3
ICT	9	0	0	22.2	100	2.81

### Progress and Attainment for current Year 11 – GCSE predicted grades

Category	KS2 APS	Cohort	Attainment 8	Basics		Ebacc		
				% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
Current Y11 Predicted	106.5	229	34.43	30	20	44	7	4
2023 Provisional	106	263	40.6	55	37	35	11	5

- English remains a strength with outcomes comparable to the highest performing school in the Trust (Wolfeaton) and English Literature results at WHA were the highest in the Trust
- PP students significantly higher at WHA than any other Trust school

#### Strengths

- 71.2% of students left WHA with a GCSE qualification at Grade 4 or above in English
- GCSE outcomes in Combined Science were the highest in the Trust
- 91% of students achieved a Level 2 pass or above in Sport. Outcomes in Sport are above national average

#### Areas in need of development

- The percentage of students who achieve the Basics measure of GCSE English AND Maths at Grade 4+ and Grade 5+ is limited by lower outcomes in Maths
- DA outcomes lower than the non-DA
- MFL outcomes very low
- Issues identified in underachieving subjects include classroom relationships, low expectations, staff absence and small, challenging cohorts
- EBacc option reduced to enable more time in other subjects
- Subject and cohort analysis has been shared with faculty leaders

Q: (CS) The Maths prediction was not accurate. Was this not spotted early enough to put interventions in place?



MB: The only subject to predict accurately was Science and they assessed throughout. Maths was too ambitious from the start

Q: (DW) Are there issues with the Maths curriculum? Do you and Jamie differ in opinion of it?

MB: Despite us being the only Trust school to use White Rose Maths all the way to KS4, we believe its right for us and the teacher. The spiral curriculum works for us but there is work to be done in the lower sets as there is a lack of aspiration there. Jamie and myself agree to disagree when it comes to White Rose

C: (MB) M Kermeen has taken over the line management of MFL, English & Maths. Her expertise will help the struggling subjects and enhance the high performing

C: (MB) Everything we do is tied to the ADP (Academy Development Plan). Priority 1 is outcomes, Priority 2 is Attendance, Priority 3 is emotional wellbeing and positive relationships and priority 4 is Behaviour

C: (VT) For the new link governors, it's important to be able to link your visits to the relevant priority in the ADP to maintain the 'golden thread'

C: (KT) In MFL and other low performing subjects, if the students can't see the value of them down the line this may be affecting the effort they are putting in. If they could see possible careers, they may perform better

C: (MB) Our careers programme is strong. Nationally, MFL is a similar picture, it's a difficult subject

#### KS4 Headline Performance Measure Targets

Measure	FFT 20 Benchmark	Aggregated Pupils' Targets (SISRA)	School Target
Attainment 8	55	55	55
PP Attainment 8	54	53	54
% Basics Standard Pass (EM4+)	80	88	80
PP % Basics Standard Pass (EM4+)	76	82	76
% Basics Strong Pass (EM5+)	59	76	59
PP % Basics Strong Pass (EM5+)	55	65	55
% Basics (EM7+)		26	15
PP % Basics (EM7+)		21	10

The focus for 23/24 is to

- Improve attainment outcomes in Maths
- Increase the proportion of students who achieve Grade 4+/5+ in Basics
- Improve attainment outcomes in specific subjects such as MFL and Computing
- Improve outcomes for higher attaining students
- Improve outcomes for DA (PP)
- All of the above are linked to Priority One in the ADP
- Faculty examination analysis and subject and cohort analysis has been done and the results of these will be discussed with all faculty leads

#### 11 LINK VISITS

All governors were encouraged to book in their link visits as soon as possible. It was noted one visit per term, per link, be the standard

**ACTION:** LC to forward the details of the links to the relevant staff members to initiate contact



**15f ACTION:** VT to send the curriculum visit report completed by C Foster to all links to show the level of detail recommended. VT on hand to support further should it be required (**minute 11**)

**15g ACTION:** LC to send LP the direct link to the Safeguarding module on TNC as it does not show in LPs watchlist (**minute 12**)

**15h ACTION:** LC to check who has completed the 'Role of a School Governor' module as this is also not displaying correctly in TNC (**minute 12**)

**15i ACTION:** Governors to complete GDPR training on TNC before the end of the Autumn term (**minute 12**)

**15j ACTION:** Summary of Faculty Head meetings to be added to the November agenda (**minute 12**)

Part A closed at 19:00 and BH & AH left the meeting

**ACTION: VT to send the curriculum visit report completed by C Foster to all links to show the level of detail recommended. VT on hand to support further should it be required**

## **12 GOVERNOR TRAINING**

With the exception of LP, all governors have completed the Safeguarding module on The National College

The module does not show in LPs watchlist, LC to look into

'Role of a School Governor' not showing on TNC, LC to look into and update records accordingly

GDPR training to be added to watchlists for governors to complete before the end of the Autumn term

Governors requested a summary of Faculty Head meetings to give them a deeper and clearer insight into school matters. Item to be added to the November agenda

**ACTION: LC to send LP the direct link to the Safeguarding module on TNC as it does not show in LPs watchlist**

**ACTION: LC to check who has completed the 'Role of a School Governor' module as this is also not displaying correctly in TNC**

**ACTION: Governors to complete GDPR training on TNC before the end of the Autumn term**

**ACTION: Summary of Faculty Head meetings to be added to the November agenda**

## **13 DATE OF NEXT MEETING**

Monday 20 November 2023, 17:00. Pre-meet from 16:00

## **14 ANY OTHER URGENT BUSINESS**

None

## **15 ACTION POINTS**

**15a ACTION:** AP destination data to be presented at the next meeting (**minute 06**)

**15b ACTION:** VT & LF to liaise with regards to VT accompanying LF on a Compass visit later in the year (**minute 07**)

**15c ACTION:** LF and CS to organise a link visit (**minute 07**)

**15d ACTION:** Acronym list to be sent out with the minutes (**minute 07**)

**15e ACTION:** LC to forward the details of the links to the relevant staff members to initiate contact (**minute 11**)