

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

Tuesday 18 July 2023 at 17:00

in the Winifred Holtby Academy Conference Room

### **PRESENT:**

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

### **ALSO IN ATTENDANCE:**

Mrs L Craxton (Clerk to the LGB, LC), Mrs K Farmer (KF), Mr I Fernie (IF)

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

## **72 WELCOME AND INTRODUCTIONS**

VT welcomed all to the meeting and officially introduced Lee Pearson & Katy Tennyson as new Trust-Appointed governors

MB extended the invitation for governors to attend the staff party at the Hull Sports Centre on 29 September

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

## **73 APOLOGIES**

Full attendance

## **74 DECLARATIONS OF INTEREST**

All previously declared

## **75 MINUTES OF THE LAST MEETINGS (22 May 2023)**

**Resolved:** That the minutes of the meeting held on 22 May 2023 be confirmed as a correct record and be signed by the Chair, VT

## **76 MATTERS ARISING**

**ACTION:** BH to speak with R Lane regarding a wellbeing policy **Completed.** BH to meet with RL in September



Signed by the Chair:

Date: 18/09/23

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

**ACTION:** JOB to follow up at HT Board regarding the careers leads meeting **Completed**

**ACTION:** DB to follow up on text costs and feedback to the LGB **Completed**

**ACTION:** BH to liaise with R Lane (TCAT Director of people) to further develop staff wellbeing **Completed**

**ACTION:** AH to complete 'Certificate in the Role of a School Governor' before 05 June 2023 **Completed**

## **77 HEADTEACHER REPORT**

- All year 10 students, under the guidance of Mrs Hoy & Mrs Sykes, have successfully completed their work experience placements

### **Sporting Success**

- Year 9 Rugby were runners-up in the Yorkshire Plate final. 3 players have been signed up by Hull FC and 2 by Hull KR
- Year 10 Rugby have reached the final of the Hull Cup, which is yet to be played. One player had the honour of representing Scotland U16s
- Boys' Football continues to go from strength to strength. One Year 7 student has been signed up by Hull City
- Volleyball – a student has done the school proud by winning the U16 national Volleyball Championship
- U12 & U13 Girls' Football have emerged victorious in the Hull Schools Trophy
- Year 7 Girls netball team won the Hull Schools League and qualified for the Humberside Schools Games
- One vacancy in Maths and one in MFL

*C: (MB) 3 students were offered apprenticeships after their work experience at Aura*

*C: (VT) WHA students are ahead of others, that was clear at the recent NELC training I attended. Please pass on thanks to Michelle (Kermeen) and everybody involved*

*C: (MB) A replacement has been found for P Stallard's sabbatical, it's the current Head of History. He will be leading on whole school key strategies, one of which includes Reading and Intervention*

## **78 SUMMER TERM ATTENDANCE & BEHAVIOUR REPORT**

### **Attendance**

- Overall attendance from 01/09/22 – 27/06/23 is 86.8% (Trust target 94%)
- Year 7 recorded the highest attendance and Year 10 the lowest overall
- PP attendance 84.2%, non-PP 90.6%
- SEND attendance 83.7%, non-SEND 88.8%

### **Behaviour**

- There have been 6 permanent exclusions, totalling 954 days lost from 01/09/22 – 27/06/23. This equates to 11% of the school population
- 15 students (7 girls & 8 boys) make up 41% of the 954 days lost

- All students suspended more than once are PP. Strategies are in place to support
- 14 bullying concerns logged up to 05/07/2023
- 267 students are attending a variety of interventions ranging from Tigers Trust to Thrive to Think for the Future

C: (MB) Attendance is low but is close to 2 of our neighbouring schools, as is PA. Ofsted were very keen to listen to local context. We are also closing the gap with DA & SEND national figures

Q: (VT) Is there any collaboration with Kingswood? There figures are quite low

MB: We are trying to use the same language and during September, I will spend a day at Kingswood Academy

C: (LP) SEND attendance drops quite considerably in Year 10

C: (MB) Year 10 have been impacted most by the aftermath of lockdown and have been a challenging cohort this year. They are also some of the most well-rounded, mature young people

Q: (AH) Is it a small number affecting the figures?

MB: Yes, and from next year there will be a more coordinated approach

C: (LP) There is a vast difference in days lost between Years 7-9 as opposed to Years 10 & 11

C: (MB) Each cohort comes with its own different set of challenges

C: (KT) Year 9 is very high but it's hard to understand when there is no context behind the numbers

C: (MB) I agree. We need to look at how we present this data as the figures do not tell the story

C: (LP) The days lost to PEx ratio shows how hard you are working to keep them in school

C: (IF) We have a multi-layered approach to try everything to help them

C: (VT) I'd like to confirm that the board will always support staff who have been verbally abused by parents

C: (VT) On another note, the future strategic planning is a real strength. KF has been excellent in promoting tutor accountability and the Trust values are clear and non-negotiable. The Golden Thread is easy to see in attitude and values

## 79 SCHOOL DEVELOPMENT PLAN

The 4 priorities are:

### 1. Further strengthen the quality of education

- 100 of ECTs on track to pass
- 95% of teachers consistently delivering QFT
- 90% of staff feel they have benefited from the Walkthru programme

### 2. Further improve behaviour and attitudes

- Work is ongoing across P2. Targets met include the overall cumulative attendance of Virtual Tutor Groups (25) and number of students with 'almost there' attendance of <95% (318)

### 3. Enhance personal development

- 95% of students recognise the value and effectiveness of character development

### 4. Further strengthen leadership & management

- 95% of staff find the Walkthrus resources and bulletin effective
- 3 leaders enrolled on NPQSL
- 3 leaders enrolled on NPQML
- 95% of students would recommend the school to other students
- 100% of students feel safe in the Academy



Q: (VT) How does this carry into 23/24?

MB: We have already started working on next year's SDP and our P1 is attendance. We will continue to make sure behaviour remains good and have a focus on putting the fun back into school with trips and activities for example. Outcomes will also be a key focus

Q: (DB) Are there any strategic actions from this year that don't fit into the new SDP?

MB: We are going to continue everything we are doing day to day and behaviour has to remain a focus

C: (VT) I'm excited with Thrive

C: (MB) There will be a training in September for Thrive and all governors are invited

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

## 80 SEND REPORT

- 241 accessing SEND support
- Primary needs include, but are not limited to, dyslexia, moderate learning difficulties, SEMH needs, anxiety, physical disability & Autism
- The building work carried out over summer 2022 has been very beneficial and has allowed for more robust interventions

Q: (LP) How have the recent recruitment issues impacted?

MB: We have been historically unsuccessful with internal promotions and this leaves gaps. People do not want to work in schools in the current climate and pay is a big issue that the Trust are looking into

Q: (VT) Are we increasing infrastructure in Hub for SEND provision to support or do we need to cap the numbers?

MB: We are at full capacity at the moment and we need to be careful not to take in any more students as this would be detrimental to the ones we already have

C: (VT) I'm concerned the SEND in mainstream is where the pinch point is

Q: (DB) The Hub is successful. How is this model going to remain sustainable going forward?

MB: It's a really fine balance and we just have to make sure we cope year in, year out

Q: (LP) How has the new building work helped?

MB: We now have 3-4 break out rooms. 1 is sensory, 1 is a calm, safe space and the others are meeting spaces. The children are more contained and more settled

## 81 SAFEGUARDING REPORT

- 7 students currently on Child Protection Plans
- 11 LAC on roll
- 37 students are subject to a Child in Need Plan
- 21 students open to Early Help
- 299 causes for concern logged
- 24 Operation Encompass alerts received

C: (MB) The new DSL is keeping safeguarding in the forefront. Jri has been a phenomenal DSL and Lisa brings something fresh to the role

C: (IF) Challenging behaviour was seen in some children during transition week. A full week is too long for transition

Q: (KT) If a week is too long, can this not be challenged. Hessle High School does 3 days

MB: It's Hull City Council rules and we can't change them

Q: (KT) *Is there anything the LGB can do to support?*

IF: *There's not much we can do at this stage as they don't have issues in their primary schools*

C: (VT) *Visibility is key. Any transition activities we can attend is good and builds those relationships with staff and the students*

C: (VT) *A calendar of school events would be helpful*

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

BH left the meeting at 18:20

## **82 STAFF SURVEY OUTCOMES & ACTIONS**

WHA had a 66% response rate during the recent staff survey and raised £101 towards to trussell Trust foodbank

- 91% of staff feel they can make a positive difference
- 89% of staff know how their role supports the vision of 'Shaping Positive Futures'
- 89% agree their line manager treats them fairly and with respect
- 85% agree their line manager cares
- 91% find their work interesting & challenging
- Views around equality, diversity & inclusion are higher than the external benchmark
- Areas for improvement include behaviour and how WHA deal consistently with it, support staff and their line managers

Q: (KT) *Was the survey too generic, Trust specific? How do you drill down?*

MB: *In terms of outcomes we fared well and there is nothing alarming in the open text questions. We are pleasantly surprised and have met with Rie Lane (TCAT Director of People) and have summarised areas we need to improve on*

C: (VT) *Ben will be part of Rie's working party for staff wellbeing*

C: (VT) *We also need to work on the belief that nothing will be done with the results*

## **83 GOVERNANCE UPDATES**

### **83.1 Link Visits**

AH conducted a visit to look at behaviour

Zoned areas for year groups at breaks have been introduced as have centralised detentions in an effort to monitor behaviour

No issues noted

### **83.2 Governor Training**

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

## **84 RSE CURRICULUM REVIEW**

The RSE Curriculum Policy was tabled for approval

**Resolved:** The RSE Curriculum Policy was approved

**85 RISK REGISTER**

Behaviour remains the number 1 risk. Although behaviour has improved across the Academy, it remains at number one to keep it in sharp focus

**86 DATE OF NEXT MEETING**

Monday 18 September 2023, 17:00. Pre-meet at 16:00

**87 ANY OTHER URGENT BUSINESS**

None

**88 ACTION POINTS**

**88a ACTION:** MB to forward details of staff party to LC for distribution to the LGB (**minute 72**)

**88b ACTION:** AP destination data to be presented at the next meeting (**minute 76**)

**88c ACTION:** Governors to let MB know if they can attend the Thrive training on the September training day (**04 Sept**) (**minute 79**)

**88d ACTION:** MB to forward school calendar to LC for distribution to the LGB (**minute 81**)

**88e ACTION:** LP & KT are to complete 'Safeguarding for School Governors' as soon as possible (**minute 83.2**)

Part A closed at 18:44 and BH, AH, KF, IF left the meeting