

**Minutes of the Local Governing Board of Winifred Holtby Academy**  
Monday 17 January at 17:00, via Teams

**PRESENT:**

Mr V Tennison (Chair, VT), Mr D Brooke (DB), Mr M Brown (Headteacher, MB), Mr C Foster (CF), Mr B Horsley (BH), Mrs A Hoy (AH), Mrs J Smallwood (JS), Mrs S Waller (SW)

**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.

**34 WELCOME AND INTRODUCTIONS**

VT welcomed all Governors to the meeting

**35 APOLOGIES**

Full attendance

**36 DECLARATIONS OF INTEREST**

None declared for this meeting

**37 MINUTES OF THE LAST MEETING (18 October 2021)**

**Resolved:** That the minutes of the meeting held on 18 October 2021 be confirmed as a correct record and be signed by the Chair, VT.

**38 MATTERS ARISING**

**ACTION:** Once updated and finalised, KF will circulate the Pupil Premium Strategy 2021-2024 to all Governors via email for ratification before publication on the website **Completed**

**ACTION:** MB to populate Catch Up Review with data for the LGB to be able to measure the impact made **MB to finalise and send to all Governors. To be removed from the minutes**

**ACTION:** MB to create a shared area in Teams for LGB & SLT to access updates **Completed**

**ACTION:** LC to email all Governors still to complete the Skills Matrix and NGA SG module. Once all Skills Matrices are received, LC to forward to VT for comparison **Completed**

**ACTION:** DB to work to resolve the problems within The National College website for Governors ASAP **Completed, see minute 42**

**ACTION:** VT & AH to complete link governor report forms and forward to LC for filing  
**Completed**

**ACTION:** VT to email completed Governor visit report template to all link Governors  
**Completed**

### 39 STRATEGIC HEADTEACHER REPORT – AUTUMN TERM

#### 39a Overall Effectiveness

- Extensive and thorough self-evaluation throughout the term supports the judgement that the quality of education offered is good
- Behaviour remains good despite challenges faced with the pandemic
- Determination and resilience of staff has shone through this term and WHA remain confident and strong

#### 39b Quality of Education Summary

##### Curriculum

- Ambitious and broad curriculum in place for all students
- Long & medium-term plans show coherence and sequencing of knowledge
- MFL has adopted the NCELP (National Centre for Excellence for Language Pedagogy) curriculum
- CPA faculty has updated schemes of learning to ensure knowledge acquisition is clear throughout
- CPDL Monitoring, Evaluation and Development (MED) reviews continue
- Phonics taught by experts to the lowest 20% of readers in Yrs7 & 8
- 416 MED records have been completed over a 6-week period (86.9% drop-ins) 13.1% work scrutiny)
- All MED focuses on 7 Quality First Teaching components and below is a breakdown of improvements seen across the term:

Quality First Teaching Component	Half Term 1	Half Term 2
Assessment for Learning	49.2%	57.9%
Content Knowledge	84.8%	87.9%
Modelling	53.7%	65.3%
Plan for Error	58.1%	65.9%
Reading & Vocabulary	53.1%	68.5%
Responsive Teaching	67.6%	71.9%
Small Steps Planning	77.3%	78.5

- Analysis of half term 2 MED records show that teaching is effective across the Academy with notable strengths in English, Maths, Geography, PE, Drama, Music & Vocational subjects
- In 2020, 99.1% of students progressed into further education, training or employment and all SEND progressed onto positive routes
- Ofsted endorsed the high quality of provision for SEND

*C: (BH) We've had a good start using the NCELP. It's coherent and grammar based and produces a more rounded student*

**Standards**

- All work was done using past papers
- Staff are still working with learners to get them used to an exam sitting and many hours of lesson 6 have been undertaken
- Tracking of knowledge is strong and interventions to close gaps are swiftly implemented
- Yipiyap and NTP (National Tutoring Programme) have delivered 2304 hours of small group tuition to 222 students
- Proportion of DA accessing the small group tuition is in line with the Academy DA profile
- Basics 4+ forecast is 56%, Basics 5+ is 42.4%. These are below National at 71.5% & 49.2% respectively
- EBacc entry is 31% (Nat 37.4%)
- A8 is 42.1. This is below 2021 (48.044) and National 2021 (50.67)
- P8 is -0.39. This is below 2021 (0.24)
- From a cohort of 245 (111 girls & 134 boys), 98 are High Ability, 113 are Middle Ability and 27 are Lower Ability (7 have no KS2 attainment on entry)
- SEND cohort of 34 much larger than 2021 (19)
- DA cohort of 134:
  - Basics 4+: 44.2%
  - Basics 5+: 29.8%
  - EBacc entry: 20.2%
  - A8: 37.13
  - P8: -0.74
- Highest performing GCSE subjects include Philosophy & Ethics, Mathematics, English Literature and English Language
- Lowest performing GCSE subjects are French, Spanish, History, Geography and Chemistry (Triple)
- For Vocational, the highest performing subject is Construction and the lowest ICT

*Q: (VT) Thank you Karen and team for the huge amount of work that has gone into compiling this report. How accurate is this data?*

*KF: It's all evidence-based and has moderation built-in. We are happy the predicted grades are as close as they will be awarded. Blind marking has also been in place*

*Q: (VT) MFL residual is not so good. Is this due to the perfect storm of Covid and students not working properly remotely? Are they being monitored and are any interventions in place?*

*KF: The MFL teachers monitor after school every day*

*C: (BH) There are a small group we tutor after school and lesson 6 is available to them Monday – Thursday. Yipiyap are also on hand to tutor Spanish*

*Q: (VT) With robust monitoring in place, do you understand how we have arrived at these figures? Is it the curriculum design or leadership & management?*

*KF: We have reviewed the curriculum. It's not where we wanted it to be and remote learning MFL is not good as to learn it you have to use it. We are still playing catch-up but we are getting there*

*Q: (DB): What has changed in terms of EBacc with regards to the increase in numbers?*

*KF: It's the students' picking it and first and foremost; we've changed the 2-year KS3 to a 3-year KS3 so we've got that whole year group doing languages for another year and we have done a lot of work making sure the students know how important EBacc is and we'll continue to do that*

## SEND

- Highest incidence of SEND (MLD) is 21.88% (Nat 17.96%)
  - Hub provision with Tweendykes paused due to the complexities of the students accessing the busy WHA site. However, one Tweendykes student still attends due to the progress he has made
  - 51 students with an Autism diagnosis including 41 with Autism Spectrum Conditions
  - SEND specific training continues to take place and the SEND team have maintained close links with visiting professionals

Q: (SW) Have you seen any impact from the SEND specific training yet?

MB: HMI noted clear evidence of impact but this was dependant on the area of learning

C: (KF) E Wilkie will drop in on lessons and focus on the SEND support

Q: (SW) Will Governors see the information regarding these drop-ins?

KF: I can ask EW to summarise the data on SISRA for presentation to the LGB

Q: (VT) Does EW have an idea of what she wants to see from the training, what impact is she hoping for?

KF: The training is opt-in but if EW identifies a specific area of need she would ask them to attend

## LAC Update

- There are currently 11 LAC on roll
- 7/11 are on target or above

## 39c Behaviour & Attitudes Summary

- Attendance remains the biggest barrier to progress
- Whole Academy attendance for the Autumn Term was 89.33%
- The week prior to this meeting, attendance was just over 90%
- **Headline Attendance Data:**

Student Attendance Data									
Academy attendance	89.33%	PA - All	34%	DA	87.5%	DA - PA	43.6%	SEND	86.98
National	86.3%	National	13.7%	National	86.3%	National	?	National	86.3%

- PA Covid related is 11%
- Students from 7 families brought to school by minibus on Monday, Thursday and Friday in a bid to combat poor attendance. This is to expand to 12 families in the Spring term
- Students who drop below 96% and are not Covid-related PA are contacted by the Academy to discuss positive attendance
- Average number of suspensions per week in HT1 was 4.4 and this increased over HT2 to an average of 7.4
- 5 students directed to an alternate provider and 1 permanently excluded
- 52% of suspensions are PP, 27% are SEND and, of the 32 occasions of swearing at staff, 59% were DA
- Alternate Provision currently supports 35 students – 23 attend Aspire, 7 attend Compass and 5 attend Rise Academy
- 1 Yr8 currently out on a managed move with 2 pupils returning after failed managed moves

- VT visited Aspire in December and learned a lot. All info has been passed to IF and JRI

C: (MB) We are seeing an increase in anti-social behaviour. The students do not see suspension as a deterrent so we also try to use the reflection room and Link for support, rather than sending them home as they see this as more of a punishment

C: (IF) Absence in staffing has impacted greatly in term 2 and we have lost a lot of the gains made in term 1

Q: (SW) Do they get sent home with work when suspended?

MB: Yes, but it's either not done or never brought back. It's much better to keep them on school property

Q: (VT) Our pre-meet raised a good point about Governor involvement at trigger points to try lessen bad behaviour. When is enough, enough?

MB: Governor panels have been useful in the past but this LGB is fairly new and much smaller. In the event of a PEx, the same Governors who participated at the trigger point stage would not be able to sit on the PEx panel and that could leave us short. We have an incredibly high tolerance at WHA and PEx is always an absolute last resort

Q: (VT) Ultimately, there has to be non-negotiables and defiance must be addressed, maybe the Behaviour Policy should be emphasised from Year 6? With regards to the panels, staff Governors don't sit on PEx but would be able to attend trigger point meetings, this would free up the non-staff for PEx going forward

MB: Myself and Ian (Fernie) will look into that, thank you

Q: (SW) Why do you think the managed moves have been unsuccessful?

MB: They seem to prefer reflective time in the Link or reflection room. Some fail on purpose to get back into the Academy and back into mainstream lessons

Q: (VT) Is the RAG rating on remove data working?

IF: Yes, it enables us to see year-on-year

#### Highlights from the first term include:

- World War 1 workshop, a theatre trip to see The Railway Children, the poppy memorial and Hull KR coming into the Academy to launch their reading scheme
- Sporting highlights:

<b>Year 7 Football Team</b> – Started the year by beating Kingswood Academy 2-0 in their first game
<b>Year 7 Rugby</b> – This team have learnt a lot in their first few games for the Academy getting beaten by Kingswood and St Marys. They battled hard and can only get better, the more they learn and play as a team.
<b>Year 8 Football</b> – Great start to the year beating both Kelvin Hall and Kingswood Academy.
<b>Year 7 and 8 Girls Football</b> – Well attended training sessions every Monday night after school. The girls were entered for their first Hull Schools Football tournament and came third. Brilliant effort from the girls in their first ever Tournament.
<b>Year 8 Rugby</b> – Undefeated in Rugby so far this year beating St Marys, The Marvell College and Kingswood in Hull. In the Yorkshire Cup they are through to the semi-finals after topping their group and through to the National Cup last 16 round.
<b>Year 9 Rugby</b> – The team picked up from last playing together in year 7. They topped their group in Hull beating Malet Lambert and South Hunsley and are currently playing in the Yorkshire Cup and hoping to top the group.
<b>Year 10 Rugby</b> – The team picked up where they left off in Year 8 and topped their group in Hull to get through to the Yorkshire Cup. They have also won both their Yorkshire Cup games with one more win needed to get through to the Semi-Final and Into the National Cup last 16.

- Achievement points are currently being awarded at a ratio of 9:1 when compared to behaviour points. This is an increase from 6:1 at the same time last year

- 431 students have not received a single behaviour point in term 1
- 205 Christmas dinners given to recognise those with full attendance
- School behaviour contacts have been set up with Humberside Police to identify early those students not making positive choices
- CONNECT programme coming to the end of it's second cohort. Although too early to analyse the impact, data from cohort 1 in the Summer term 2021 suggest most students made immediate improvements in attitude over the duration of the programme

### **39d Personal Development Summary**

- 12 students currently subject to a Child Protection Plan
- 47 students subject to Child in Need Plan
- 361 students logging safeguarding concerns
- 9 referrals made to EHASH (Early Help & Safeguarding Hub) for advice and 4 full Child Protection referrals made
- 21 Operation Encompass alerts received
- County Lines & Extremism picked up by HMI. MB and DB to discuss online safety

*Q: (DB) Who is tracking the training as there seem to be many gaps and has there been any training on local problems like county lines for example?*

*IF: I will look at the table as I know there has been more than stated*

*Q: (SW) How do you measure the impact of all training, do you discuss with pupils or give scenarios?*

*IF: JRi sends out regular updates and briefings and always tags on a questionnaire. We will be looking at student voice next term*

*C: (MB) We recognise the areas that we have not covered enough. L Lowson (TCAT CEO) suggested CST staff would be best placed to conduct the questions on safeguarding as the staff and students do not know them*

*Q: (VT) Will British Values be at the forefront?*

*MB: Yes we can build them in. Governors are also welcome to come into school and conduct student voice*

**ACTION: DB to conduct student voice next term, focusing on safeguarding**

VT extended his heartfelt thanks to all of the team for continuing to work well under extreme circumstances and will pen a note for MB to pass onto all staff

### **39e Leadership & Management Summary**

- Leadership & management at all levels in the Academy remain strong and focused on doing the 'right thing' for students
- Governor visits during the term have been well planned and provided robust challenge for leaders
- ECTs have benefitted from a highly effective programme of support and development enabling them to establish themselves quickly
- Ofsted noted 'this is a warm and collaborative school where teachers can teach'
- Full section 5 Ofsted inspection anticipated during the Spring Term

### **40 COVID CATCH-UP FUNDING UPDATE**

- £104 210 in total received and WHA continue to track all spending and have allocated all of the funding well. No changes

#### **41 GOVERNOR LINK VISITS**

The following link visits took place last term:

29 September 2021 – Reading Deep Dive (BH)  
10 & 12 November 2021 – Attendance (AH)  
22 November 2021 – Reading Hull KR (BH)  
01 December 2021 – Curriculum (CF)  
06 December 2021 – Alternative Provision (VT)  
08 December 2021 – Pupil Premium Strategy (VT)  
08 December 2021 – Behaviour (unannounced) (VT)  
09 December 2021 – Quality of Teaching & Learning Assessment (VT)

No major concerns raised

#### **42 GOVERNOR TRAINING & SUPPORT**

All Governors have completed the NGA Safeguarding (2021) Module and may now proceed to complete an additional module(s) of their choice.

Non-staff Governors have also been given access to The National College (Staff Governors already have access). Although not compulsory, Governors are urged to complete as many modules as they wish to enhance their learning

**ACTION: Governors to complete as many NGA modules of their choice before the end of the academic year**

#### **43 ACADEMY RISK REGISTER**

There have been no changes to the RR  
VT and L Lawson (TCAT CEO) have met and VT is to give training to all HTs at the next Wider Leadership Team meeting in April. Following this, training will be extended to Governors

#### **44 AOB**

None

#### **45 DATE OF NEXT MEETING**

Monday 25 April 2022, 17:00

#### **46 ACTION POINTS**

**46a ACTION: DB to conduct student voice next term, focusing on safeguarding (minute 39)**

**46b ACTION: Governors to complete as many NGA modules of their choice before the end of the academic year (minute 42)**

**Part A finished at 19:02**

