



Crewe UTC LGB

Blended Meeting via Microsoft Teams

Part 1 Minutes



Date: 1st November 2023 at 4.30pm

Present:

Dr M. Marsh – Chair
Mrs H. Tattersall (HT)(Link Safeguarding Governor)
Mr C. Geddes (CG)
Mr D. Jones (DJ)

Apologies:

Mr J. Condliffe (JC)

Absent:

Professor G. Harris (GH)
Professor N. Fowler (NF)

In attendance:

Mr W. Chitty – Principal (WC)
Mr S. Ferguson – Head of Employer Engagement (SF)
Mrs S. Hatton-Tonge – Assistant Principal (SHT)

Clerk: Mrs C. Gritton

Administration

1. The Chair welcomed everybody to the meeting. Apologies were received from JC and the meeting was quorate. It was confirmed that there were no Declarations of Interest for items on this Agenda. Unless otherwise stated, all papers had been provided to Governors prior to the meeting.
2. The Minutes of the Crewe UTC LGB meeting held on 21st June 2023, were **approved**. Matters Arising – The 2. Matters Arising Action Log was updated as noted thereon.
3. Membership and effectiveness Update **It was reported that** the current vacancies are 2 Appointed Governors and 1 Parent Governor. The Trust Director of Governance will discuss this with the Chair and WC.
4. Election of Chair **It was unanimously agreed that** MM would be Chair of the Crewe UTC LGB for the academic year 2023/2024.

Strategic Direction and Progress Against Priorities

Paper Principal’s Report Nov 23 version5, was received.

5. School Vision and Values Nothing to report.
6. School Improvement Priorities (SIP) Nothing to report.
7. Ofsted Readiness Nothing to report.

Education

8. Examination Results Paper Case Study Year 11 2022_23 was received. **It was reported and agreed by Governors that** the Yr13 results were strong. **It was reported that** the UTC has seen significant improvements in reading and learning initiatives, the curriculum has been strengthened, processes sharpened, the pastoral team expanded and mentoring support and opportunities increased for the Yr11 cohort in particular, the benefits of which will continue to benefit future students. When in Yr10, baseline testing was carried out and progress measured from there and their outcomes were broadly in line with their expected progress. English Literature and Language results were 1/3 of a grade below expected and Science 1/3 of a grade above. and All Yr11 students sat their examinations and 98% have secured positive, aspirational destinations. The school will continue to follow-up with the outstanding 2% for their destination data and is proud of the Yr11 outcomes overall. **Governors noted that** the Yr11 results represent a significant positive outcome when considered in the context of the report and previously reported challenging circumstances of the cohort. **Governors thanked WC and staff,** for their work supporting the positive destinations’ outcomes and ways in which the UTC utilises adaptive teaching to

support continued development and improvement. Cross curriculum mapping looks to ensure that subjects are taught in away supportive of and to each other.

Governor challenge; Governors asked whether White Rose Maths has a timetable as to where the college needs to be with the curriculum at any one time and whether it includes an online learning tool to support students. It was reported that White Rose Maths is fully mapped and sequenced and is based on line, providing online tools which parents find useful to support their children.

Governor challenge: Governors noted that historically, student progress can dip towards external examination time of year and asked how the college intends to build on their good progress. It was reported that the examination process has been reconfigured. GL Assessments set a baseline and track progress, mapped against 3, core subject specifications. Teacher assessments and continual review of GL Assessments ensure the college can now be more confident in its data than ever before. It is likely that the usual drop will be seen, but the increased rigour of the processes now in place, together with the next set of results, will indicate effectiveness of the processes and inform support initiatives.

Governors noted that whilst Yr11 have shown significant improvement, they have not yet reached national averages and **it was reported that** the cohort collectively started at a point below national average, but when retested, the cohort was much closer to that national average, **which Governors noted as** being good progress.

Governor challenge; Governors questioned the differences between boys' and girls' results and pupil premium results. It was reported that it was a reflection of the local community, but also reflective of the changes made and the intensive interventions where needed.

Governor challenge: Governors asked how written work is measured to demonstrate improvement. It was reported that work is ongoing to improve written work and it is anticipated that evidence of improvement will be gathered over time.

9. Admissions and Pupil Numbers **It was reported that** the 260 currently on roll is the highest number of students the college has ever had. The 6th form also has healthy numbers, the key driver being T'Levels. T'Level plans are being developed and pre-planned around capacity and **it was agreed that** consultation to adjust Pupil Admission Number (PAN) will begin in the coming weeks, as it is not feasible to maintain an effective curriculum, especially in the Engineering block ,with a PAN over 400. It is anticipated that the college will reach the 400 PAN within 3 years, so consultation now will ensure the adjusted PAN will be effective from September 2025.
10. Attendance **It was reported that** overall trends of punctuality and attendance are improving. The work of the new member of pastoral staff is proving impactful; Patterns of non-attendance and social and emotional mental health are considered at individual student level to inform required support. The Chair recommended that the **consideration of the Trust appointing a central services member of staff to support all Trust schools' attendance matters. [ACTION: This will be reported as a matter to refer to the Trust Executive/Board].**
11. Behaviour **It was reported that** despite an increase of 15% in student numbers, behaviour incident rates, though still higher than the college would like to see, have fallen by 52%, which represents a significant decrease in disruption to learning. This is believed to be an impact of the clarity of the Behaviour Policy and consistent manner of its application. **In response to Governor challenge, it was reported that** SLT are confident that the data accurately reflects the circumstances, nothing is being missed and behaviour is being recorded correctly and addressed.

Welfare

12. Safeguarding The Link Safeguarding Governor (LSG) **reported that** safeguarding is strong and the college is a safe environment. Staff are CPOMS trained and the LSG is confident that incidents are being properly reported and recorded. This item was continued under Part 2.
13. Welfare and Wellbeing – Students **Governors noted** the positive outcomes of the student survey impact summary, **and challenge: asked why it appeared that results for Engineering were not as strong as for other subjects and asked when the survey will be repeated. It was reported that** the Engineering department is developing new marketing strategies, which are not yet embedded and the survey was

competed with a brand new teaching team, which has high standards to which the students are responding and it is anticipated that results will be much improved next time.

Governor challenge; Governors asked why the survey results were higher in core subjects. It was reported that the feedback process differs across the subjects and some students may not recognise feedback as such, so staff are working on communicating the ways in which feedback may be given. All students do the core subjects, so there are more students to complete the survey of those subjects and the survey results will be amended to reflect this.

- 14. Welfare and Wellbeing - Staff It was reported that** with particular thanks to SHT, the frameworks to measure staff development have been refined and now provide improved clarity and is linked to quality assurance, appraisal and Continuing Professional Development (CPD), which has been factored into the annual calendar and peer to peer, paired coaching is being planned, to be offered to all staff. Year on year comparisons will be available over the next years.

Governor challenge: Governors asked whether staff self-assess. It was reported that they do self-assess and will be asked to do so again shortly. The target is for all staff to have mastery, but the targets are scaled from Early Careers Teachers (ECTs) to more experienced staff.

Governor challenge: Governors asked whether there is an opportunity to extend the system across the Trust. It was reported that mapping of CPD internal and external opportunities has already started and a Trust concept is being considered.

It was reported that teachers are now rarely asked to cover absences, so every teacher has non-contact time. The new Cover Supervisor has added value across the whole college, offering flexible cover and undertaking a strategic role too. Staff retention has improved in correlation to improved behaviour and the move towards adopting more pre-planned curricula has a significant positive impact on staff workload. The college is trialling staff choice of 1 wellbeing day a year and staff absence through illness has reduced.

Local Matters and Stakeholder Engagement

- 15. Local Policy Approval**

15a. Child Protection and Safeguarding [ACTION CLERK: The Clerk will provide a copy of the policy from another Trust school to assist with the updating drafting].

15b. Admissions Policy 2025/2026

- 16. Stakeholder Engagement – Parents/Carers** Nothing further to note.

- 17. Stakeholder Engagement - Wider Community It was reported that** with regard to employer engagement, the employer assemblies, held once a week and built into the curriculum, are popular with the students and the college has built up a good bank of employers who provide assemblies and projects and take apprentices. Employer feedback about the projects has been very positive. T'Level placements are growing from strength to strength and employers are beginning to approach the college about these, rather than the college approaching all employers. A Governor who had provided a student experience workplace commented that the student is a credit to the college.

Governor challenge: Governors asked whether there is a push for employers to provide more workplace experiences. It was reported that the college has invested time and management and forged a number of strong business links, to secure work experience for the students and securing further placements is a work in progress.

- 18. Communication – To Trust Executive, Board, Education, Standards and Performance (ESP) Committee**

- Item 10 herein: Recommend discussion at Chairs' Forum regarding the consideration of the Trust appointing a central services member of staff to support schools with attendance.
- Item 12 herein: Report to the Trust that the current safeguarding situation is untenable in the longer term and request for information about what further support WC and the college might be afforded by the Trust.

- 19. Communication – From Trust Executive, Board, ESP Committee** Nothing to report.

- 20. AOB It was reported that** an advert had gone out for a person to do marketing and social media, but was not successful. **[ACTION WC will speak with the Trust Director of Estates and Marketing, James Routs to**

assist with the the appointment of a person to do marketing and social media posts and a Governor offered to support with LinkedIn].

WC thanked colleagues for their support and 'good grace and smiles' in covering staff absences.

Date and Time of Next Meeting: Wednesday 10th January 2024 at 4:30pm

Meeting Closed at 6:42pm

Minutes approved:

Date:.....