

Date: Tuesday 4<sup>th</sup> October 2022 at 4:30pm.

**Present:**

Mrs M. Massey – Chair  
Mrs A. Wilkinson (AW)  
Mrs H. Pate (HP)  
Miss E. Humphries (EH)  
Miss L. Hodgkison (LH)  
Mr A. Middleton (MA)

**Apologies:** Mr D. Bull (DB)

**In Attendance:**

Mr P. Kingdom – Headteacher  
Mr K. Graham – Deputy Headteacher  
Ms L Bailey – TOA SENCO and Assistant Headteacher  
Mrs E. Abberley – Assistant Headteacher (EA)  
Mr J. Austin – Head of Year

**Clerk:** Mrs C Gritton

**Administration**

1. The Chair welcomed everybody to the meeting. Apologies were received and accepted as recorded above and the meeting was quorate.
2. There were no Declarations of Interest.
3. The Minutes of the TOA LGB meeting held on 6<sup>th</sup> July 2022 uploaded to Governor Hub (GH) prior to the meeting, **were approved**. Matters Arising – The Action Log was updated as noted thereon. **CHALLENGE: In reply to a Governor query about the number of Yr10 and 11 students currently on an alternative pathway, it was confirmed that** there are none, but a small number of Yr11 students remain on reduced timetables and the school will not be Progress8 compliant in 2023. Item 6.6 Action Plan – The PP strategy will be available for the next meeting. **ACTION:** Figures will be provided to Governors at the next meeting of the number of PP and SEND students involved in the Student Leadership Council (SLC).
4. Appointments
  - 4.1 **Governors noted that** MM will continue as Chair for the academic year 2022/2023. AM was nominated and seconded as Vice Chair and was appointed following unanimous vote by the LGB. (These appointments will be ratified at Trust level).
  - 4.2 The following Link Governor roles were confirmed:  
Special Education Needs and Disability (SEND) – LH, Safeguarding – MM, Careers – AW.
  - 4.3 **It was reported that** there is no standardised TLA process for the set-up of Appeals Panels; some TLA schools create ad hoc committees and some have agreed panels at the start of the school year. **The HT reported that** as the school has not reached PAN, it is not envisaged that there will not be a need for an appeals' panel this academic year.

**5. School Vision and Values**

**CHALLENGE: Governors asked how the Vision and Values are communicated to staff and students. It was reported that** they are shared with staff in INSET days and with parents and students at assemblies and open evenings. **The HT confirmed that** the new school website is being constructed and **the Chair recommended that** the Vision and Values be visible on its front page.

**6. School Performance**

**Paper 0.0 SLT Report (041022)** uploaded to GH prior to the meeting was received.

- 6.1 Year 11 and 13 Examination Results- **CHALLENGE: Governors asked what percentage of students are not P8 compliant. It was reported that** some students are doing the standard curriculum, but with reduced options. In response to A **CHALLENGE about the number of students in each cohort, it was noted that** out of the Yr11 cohort of 59 students, 14 are not P8 fully compliant. Each student is 2 percentage points, which is significant. Therefore, **ACTION:** Future figures will include the size of the cohort. Governors commended the school and students on the impressive improvements on last year's results and what the school has managed to achieve over the last 12 months, as there has been a tangible shift in outcomes and progress students are making.
- 6.2 **CHALLENGE: Governors asked whether the targets set are ambitious enough. It was reported that** the Trust CEO had also asked the question and the school is considering this. However, **it was noted that**

progress has been consistent for some time and further improvements are expected next year. The school is progressing ambition and improved engagement and student numbers are rising. **ACTION:** Governors will be provided with data showing what P8 would be with the removal of the not P8 compliant student data. The data will not refer to U grades, but instead refer to not P8 compliant and a key to the colouring will be included with the data.

**CHALLENGE: Governors noted that a number of subjects appeared to be underpredicted and asked what is being done to address the PE results, which were not as good as Governors would expect of the school. It was reported that** staffing changes and maternity leave had affected the PE department, but improvement is anticipated now that the department's staffing has been addressed. Overall, teachers are keen to make their subjects interesting, inspirational and enable students to attain aspirational targets. The school's Early Careers Teachers (ECTs) are all highly motivated and supported and inspired by their more experienced peers. Improved quality assurance and data tracking should also assist in increasingly, aspirational results.

**CHALLENGE: Governors asked whether any analysis had been carried out into the correlation between attendance and outcomes, in particular for PP and SEND students. It was reported that** although no specific data was available, anecdotally SEND students do not attend well but PP students do. The new data management analysis tool is now in place, which will assist with the collation and analysis of more robust data.

## 7. School Priorities

**Paper Strategic Priorities 2022-23 (5 Priorities)** uploaded to GH prior to the meeting, was received.

7.1 School Improvement Plan (SIP) **CHALLENGE: Governors asked how the school will know that it has made progress on its priorities. It was reported that** data analysed to assess progress will include quantitative data in relation to the key performance indicators, such as exclusions' figures and attendance, as well as gathering qualitative external perspectives, including use of surveys. A Trust review of the quality of education is scheduled for later this term. Inclusivity of students with SEND and those with Education and Health Care Plans (EHCPs) is closely monitored and the new tracking systems will enable a considered review of all students' targets and support plans, which will be carried out shortly. **CHALLENGE: Governors asked how often reviews of progress are carried out. It was reported that** reviews are carried out every term.

7.2 Update on Self-Evaluation (SEF) **The Chair noted that** the SEF provides a clear picture of the school's direction of travel and the Chair and HT will meet shortly to discuss in detail.

7.3 Curriculum Review **It was reported that** the curriculum review will ensure that it meets all students' needs, including those at risk of Not in Education, Employment or Training (NEET). Governors were concerned about the high NEET figures (5 out of 59 students) and **CHALLENGE: asked whether there are any concerns that a high number of this year's Yr11 might be NEET. It was reported that** there were concerns about a number of students, but support packages have been put in place. Plans to embed literacy across the school have been implemented, and students with English as an Additional language (EAL) are baseline tested on entry to the school, banded accordingly and supported in a number of ways according to need. **ACTION:** A paper will be provided to Governors at the next meeting, detailing the [anonymised] levels of literacy and proportion of EAL students in each band. **Governors recommended that** the school also offer support in improving oral skills where appropriate. All Yr7 students are baseline tested for literacy and catch-up phonics and reading support are offered where appropriate. Reading programmes are in place across the school for other year groups and those who need additional support have been identified and support programmes implemented. **CHALLENGE: Governors asked whether the school is receiving Trust support for its reading programmes. It was reported that** the school is collaborating with another Trust school.

7.4 Staffing **It was confirmed that** the school now has a 'buddy system' for new staff. The Maths department staffing is improving and the department is becoming more settled.

7.5 Careers Action Plan Update **Paper 7.5 TOA Careers Strategy** uploaded to GH prior to the meeting, was received. **It was reported that** the Careers Link Governor, AW had been into school to discuss action plans with the new enterprise coordinators. The meeting was positive and many great ideas were discussed. **CHALLENGE: Governors asked whether the school's curriculum caters for gaps in the market and supports the overall needs of students. It was reported that** it may need to be reviewed, but was refined to meet national expectations of a broad curriculum and offers subjects such as Design Technology and Graphic

Design, for which engagement is good. Personal, Social, Health and Economic (PHSE) has an especially positive impact on students' confidence. **CHALLENGE: Governors asked how the school is ensuring that students are qualified to undertake jobs available in the Crewe area, noting that some employers are looking for skills such as Excel and typing skills. It was reported that** the school now has specialist IT teaching but currently has no core IT at KS4. Governors recommended that the school consider assessing the needs of local employers and looking at how it might support students in gaining those skills. **It was reported that** TOA staff will attend the Crewe UTC Careers Fair next week to enhance networking opportunities. **CHALLENGE: Governors asked about the recent open evening and it was reported that** engagement levels were good, speeches were inspirational and the information provided in packs was good. All faculty areas made positive contributions and Governors who attended said that it had been a great event. There are further plans to continue to improve parental engagement.

## 8. School Welfare

8.1 Admission and Pupil Numbers **It was reported that** an additional 26 students had joined the school since September 2022.

8.2 **It was reported that** attendance has risen to 93.5% (from 92.8% last year) and the improved data analysis system will enable the provision of more robust data in this area. Most year groups have good attendance, with the exception of Yr10. **ACTION:** An analysis of attendance will be carried out with EHCP and SEND figures included.

## 9. Behaviour

**In response to Governor CHALLENGE: It was confirmed that** behaviour expectations are detailed under 'News'. **CHALLENGE: Governors asked how the school monitors the rewards being given out. It was reported that** this is a work in progress. Teachers are accepting responsibility for encouraging positivity and praise comments are offered to those who do well as well as to those who are simply getting on with their learning, regardless of academic outcomes or ability. **CHALLENGE: Governors asked whether student opinion has been garnered, on the rewards system. It was reported that** a student focus group is being established and surveys will go out shortly. The same survey will be used over a period of years, to enable comparative data to be collated. **Governors noted that** the school had been through a period with a number of suspensions and permanent exclusions and **CHALLENGE asked about staff morale. It was reported that** there is a sense of optimism and buoyant mood amongst staff. Good news messages are being shared on social media and there is a much improved, positive view of the school in the local area.

## 10. Safeguarding

**It was reported that** students are respectful towards each other around the school, even across the year groups. Governors asked SLT to be mindful that the school should be a place where all students are supported and respected, regardless of race, gender or any other 'identifying' factor. There remains work to be done, but staff are encouraged to use clear and consistent language of respect and acceptance and to disclose concerns. PHSE lessons and assemblies are utilised to pass those messages on to students. The Safeguarding Policy 2022-2023 was approved.

## 11. Local Matters

The Admissions Policy 2024-2025 was approved.

The SEND Policy 2022-2023 was approved.

## 12. Finance

Nothing to report. This item can be removed from future Agenda.

## 13. Matters to Share with the Trust Board

Governors would like an update on what plans the Trust has to support schools with EAL student needs.

## 14. Matters for the Trust Board to Share with the LGB

Nothing to report.

## 15. AOB

Staff and Governors reported that the Trust Conference had been a positive, successful day. All were impressed by the professionalism and range of topics open for discussion. There had been a good atmosphere and great opportunities to make collaboration contacts across the Trust.

**Next Meeting : November/December TBC 2022**

**Meeting Closed 6:21pm**

Signed.....Date.....

TOA LGB ACTIONS			
AGENDA ITEM AND ACTION	By When	By Whom	Date Completed
3. Figures will be provided to Governors at the next meeting of the number of PP and SEND students involved in the Student Leadership Council (SLC).	November 2022		
6.1 Future Results data will include cohort size	Going forward	SLT	
6.2 Governors will be provided with data showing what P8 would be with the removal of the not P8 compliant student data. The data will not refer to U grades, but instead to not P8 compliant and a key to colouring will be included	November 2022	SLT	
8.2 An analysis of attendance will be carried out with EHCP and SEND figures included.	November 2022	SLT	
6.1 P8 data will be provided showing P8 when P8 non-compliant student data is removed and the data will not refer to U grades, but to not P8 compliant and a key to colouring will be included.	Autumn 2022	SLT	
4.2 An LGB Health check review will be carried out in the 2022/2023 school year.	2022/2023	SLT	
6.6 The Pupil Premium Strategy will contain intended outcome and success criteria, detailing staff Continuous Professional Development (CPD) plans, impact of CPD, interventions and milestones and will be in place for the start of term September 2022. <b>Item 4 4/10/22</b> - SLC membership of PP and SEND student numbers will be included.	Autumn 2022	SLT/EA	
7.1 The careers action plan will be updated for September 2022 and include how and when the strategy and associated CPD will be measured for impact.	Complete Autumn 2022	SLT/EA	
7.2 The PSHE strategy will also incorporate careers and have links to relevant policies and safeguarding.	Autumn 2022	SLT/LB	
8. A report on safeguarding action plan will be provided.			
9. Governors to plan Autumn Link visits	Autumn 2022	LGB	
<b>11<sup>th</sup> May Meeting</b>	Autumn 2022	SLT	

<p><b>6.5</b> The case studies for those students for whom bespoke pathways are implemented will be captured and reported to Governors when data is available.</p>	<p>Sept. 2022</p>	<p>SLT</p>	
<p><b>9.</b> Case studies for those students attending The Hub will be captured.</p>	<p>Ongoing</p>	<p>Chair/SLT</p>	
<p><b>22<sup>nd</sup> November Meeting</b></p>			
<p><b>7.2.1</b> The T&amp;L Action Plan will be considered in detail at the next meeting</p>	<p>16/02/22</p>	<p>SLT</p>	
<p><b>7.4</b> Future reporting will include intended improvement outcomes, indicating the number of pupils not progressing and clarity of what is meant by 'improved'</p>	<p>16/02/22</p>	<p>SLT</p>	
<p><b>8.1</b> The LGB will await the Safeguarding Children in Education Settings (SCiES) report before discussing further at the next meeting.</p>	<p>16/02/22</p>	<p>LGB</p>	