



THE LOCAL GOVERNING BODY OF WHITCLIFFE MOUNT SHOOOL

Minutes of the meeting of the Local Governing Body held at 6.00pm at the School on Monday 10 July 2023.

PRESENT

Mr M McKirgan (MM)(Chair), Mrs R Hesmondhalgh (RH) (Head), Miss S Heaton (SH), Mr C Rika (CR), Mrs S Rumbold (SR), Miss K Wrench (KR). Mr J Lawson

In Attendance

Ms Naomi Bell (NB) (Minute Clerk)
 Mrs Katie Bland (KB) (Deputy Head Teacher)
 Mrs Jenny Carr (JC) (Executive Head – Share MAT)

Procedural	
24.	<p><u>APOLOGIES FOR ABSENCE, CONSENT AND DECLARATIONS OF INTEREST</u></p> <p>Apologies for absence were received from Mr S Burnhill and Mrs T Stevens. Consent was given.</p> <p>There were no declarations of interest.</p> <p>Jenny Carr was introduced to the Governors. She is the principle Executive Head within the Share MAT and Head at Royds Hall. Over the last 5 years Ms Carr had transformed Royds Hall from inadequate to Good. She had been working with Whitcliffe over the last few months to drive school improvement.</p> <p>Governors were happy to hear about the work that had been going on in school and the wider community of the MAT that was supporting the school.</p>
25.	<p><u>ANY OTHER BUSINESS</u></p> <p>No other business was recorded at this time.</p>
26.	<p><u>MINUTES OF THE FGB MEETING HELD ON 27 MARCH 2023</u></p> <p>The minutes had been circulated prior to the meeting. All governors confirmed they had read them and there was nothing to feedback.</p> <p>RESOLVED: That the minutes of the meeting held on 27 March 2023 be approved as a true and accurate record.</p>

27.	<p><u>MATTERS ARISING</u></p> <p><u>Minute 20.2</u></p> <p>KB would send the results of the staff survey out to Governors.</p> <p><u>Minute 21.2</u></p> <p>RH – staff feedback on the Enjoy, Achieve, Celebrate strapline; this had been picked up within Head’s report.</p>	
28.	<p><u>REPORTS FROM COMMITTEES</u></p> <p>There was nothing to report.</p>	
29.	<p><u>HEADTEACHER’S REPORT</u></p> <p>The Theory of Change (TOC) documents were circulated prior to the meeting, RH provided a summary:</p> <p>29.1 Outstanding pedagogy and curriculum 23-24</p> <p>Problems to overcome –</p> <ol style="list-style-type: none"> 1. Effective understanding of how we learn, retain and recall knowledge. 2. Planning to teach specific ‘critical knowledge’ and ‘key strategies’ to help students focus on and use the knowledge they have learned. 3. Students’ understanding of what they are good at, how they can improve and their next steps to be successful. <p>29.2 Overcoming disadvantage 23-24</p> <p>Problems to overcome –</p> <ol style="list-style-type: none"> 1. Disadvantaged students feeling less likely to feel a sense of belonging to the school’s communities and may miss school more. 2. Weak readers are more likely to disengage and misbehave and may have undiagnosed SEND. 3. Staff understanding of strategies that will help build effective relationships and a positive environment for learning. <p>29.3 Personal development and sense of belonging</p> <p>Problems to overcome –</p> <ol style="list-style-type: none"> 1. A proportion of pupils have multiple vulnerabilities and require a multi-disciplinary approach to support their needs. 2. A need for pupils to build and develop their characteristics so that they raise their aspirations, empathise with others, and become positive citizens. 3. Pupil voice indicates that not all pupils feel that bullying is dealt with effectively or rapidly. <p>Q. Is there an issue with communication around the perceptions of bullying?</p>	

A. There is a perception that school are not responding quickly enough and a lack of understanding of what bullying means. There is work to do on this.

Governors agreed that the TOCs were very positive.

Q. There is a lot of CPD in the actions, how will it be prioritised?

A. We have specific areas of CPD, some will not require a full staff team. We will be reviewing this as we go along and initially planning until Christmas.

Q. Are there any quick wins that can be completed?

A. Yes, we have some actions that we can prioritise within relevant departments. We are moving to a model so that Teachers and Support staff have different twilight CPDs. This has been built into support staff contracts.

29.4 New strapline

RH advised that lots of work has been completed on the vision and values across the school community. The new strapline will be:

‘Together we are proud to be our best.’

RH explained how general communication would change to focus on the 3 key words. ‘Together,’ ‘Proud’ and ‘Best’.

Q. Will there be re-branding?

A Yes, we are having some posters and graphics made.

29.5 Staff restructure

KB advised that she has held individual conversations with all staff, to understand role profiles and day to day responsibilities. Her findings were that ETAs were not being upskilled effectively to support SEND pupils, so an inconsistent approach was being seen. To add to this, there are too many children who cannot read and therefore not behaving properly. Investment in reading was essential.

Governors heard about the proposals for the new structure. This included a new deputy DSL. KB advised that further upskilling and training was still required but the team were now in the right place.

Q. Have we moved back to a model that supports SEND?

A. Yes. The long-term impacts will be less suspensions, permanent exclusions and disengagement.

Q. Do all existing staff have a new role to go into?

A. Yes, there were no redundancies. A couple of staff have decided not to stay with us. We have just re-aligned the existing team.

Q. How have the staff reacted to not having faculty ETAs?

A. They have been mostly positive.

	<p>Q. Were any of the wider support staff re-structured?</p> <p>A. Inclusion support workers gave very open and honest feedback about what they were and were not doing within their role profile.</p> <p>RH advised that a peer review had been completed recently with 4 middle leaders. The focus was on coaching. The outcome was curriculum delivery, planning and assessment along with consistency of teaching. RH felt the feedback was very fair. This would be shared with Governors once received.</p> <p>MM sat in on the feedback session and found it very interesting, he explained to Governors what he had heard.</p> <p>RH was thanked for her report.</p>	
30.	<p><u>SAFEGUARDING</u></p> <p>KB reported that the Trust Safeguarding Committee had met a few weeks ago, and that KW was now a member of this team.</p> <p>Plans and policies would be updated and reported on in September.</p> <p>RH reported on an Incident that happened outside school when a pupil was asked to get into a car by an unknown adult. The pupil came straight back into school to report it. Other schools in the area were alerted.</p>	
31.	<p><u>FINANCE, AUDIT AND RISK</u></p> <p>Governors were given a budget document that showed comparisons across the MAT.</p> <p>RH gave a summary of some of the headline costs and the impacts that were being seen across the MAT versus Whitcliffe Mount. She advised governors that some slight changes had been made to bring the school in line and to ensure the school priorities were covered. She advised that this was still being worked on and would update governors once this is completed.</p> <p>Governors agreed that some re-aligning of priorities was essential. For example, funding on house days seems excessive and could be used more effectively.</p>	
32.	<p><u>USE OF SURPLUS FUNDS</u></p> <p>Governors discussed the conversion of the REDGRAR.</p> <p>JC advised that the directors had agreed a 3D pitch. A feasibility and sustainability study would be required. An update to Governors would be available by December 2023.</p>	

33.	<p><u>HEALTH AND SAFETY</u></p> <p>RH advised that there had been some issues with the fire alarm, there had been an evacuation at 7.30am recently. Remedial action had been taken and a final test to rectify the issues was due on 11 July 2023.</p>	
34.	<p><u>STANDARDS AND EFFECTIVENESS</u></p> <p>This had been covered within the Head Teacher's report.</p>	
35.	<p><u>NEW PATHWAYS</u></p> <p>There was nothing new to report for this item. Everyone except one child have had their first choices.</p> <p>Feedback from parents and students had been positive.</p> <p>Q. What is happening with the Maths department? A. We have recruited a new Head of Maths. He was initially employed as a lead practitioner and he has now taken over has head of the department.</p> <p>Q. Are we fully staffed now in the Maths department? A. Yes, we have recruited all required staff for Maths, except for 0.4 FTE.</p> <p>Q. What is the feedback from exams for Maths? A. We do not think it will be much different this year.</p> <p>RH advised that she was hopeful that the new Maths staff team would have a positive and consistent impact, however, the benefit of this would not be seen until summer 2024.</p> <p>Q. Could the Maths lead come to an Achievement Committee meeting to give an update of the plans that are being put in place? A. Yes, this will be arranged.</p> <p>JC asked Governors to note that Maths departments across the country were highlighting low staff levels in Maths teams.</p>	RH
36.	<p><u>LOCAL GOVERNING BODY STRUCTURE</u></p> <p>Governors noted the current vacancies.</p>	
37.	<p><u>WELLBEING AND MENTAL HEALTH</u></p> <p><u>Staff wellbeing</u></p> <p>Governors noted that staff had been involved in the work completed on vision and values, showing that their input was valued.</p> <p>RH advised that a new induction programme had been devised and would be in place for September 2023.</p>	

38.	<p><u>Policies for review</u></p> <p>There were no policies to review at this time.</p>	
39.	<p><u>Governor Training and Governor Visits.</u></p> <p>KW advised that she had been into school for a meeting with KS to get an overview of outstanding actions.</p> <p>MM advised that he had made two informal visits to the Head Teacher.</p>	
40.	<p><u>Monitor Recovery Premium Funding.</u></p> <p>This item was deferred to a later meeting.</p>	
41.	<p><u>Staffing arrangements for 2023/2024</u></p> <p>Governors were informed of a resignation from the SLT. The recruitment process timeline would mean the role would not be filled until January 2024.</p>	
42.	<p><u>Annual Evaluation of the Local Governing Board's Effectiveness</u></p> <p>MM advised that he would look at the skills audit. He suggested that it would be appropriate to wait until September when the new Trust Governance Officer was on board. It would also be more appropriate to wait until new Governors were recruited to review Governor effectiveness.</p>	
43.	<p><u>Monitor School Improvement Plan and review Goals</u></p> <p>This item was deferred to a later meeting.</p>	
44.	<p><u>Plan and agree programme of work for internal scrutiny</u></p> <p>This item was deferred to a later meeting.</p>	
45.	<p><u>Register of Business interest.</u></p> <p>Governors were asked to complete the online form prior to the September meeting.</p>	
46.	<p><u>ANY OTHER BUSINESS</u></p> <p>Mrs Rumbold thanked the Local Governing Board for her journey over the many years.</p> <p>MM Thanked Sue and John for their contribution over the years. They were presented with a thank you gift.</p> <p>Many thanks were given to all staff from the Governors. It was noted that many 'green shoots' had grown this year which was a positive move forward.</p>	

	<p>KB advised that Jenny's ashes were scattered last weekend. KB had attended with her family. Governors discussed what school could do in memory of Jenny. RH advised that an annual award in her name had already been put in place and that a staff survey had been completed and the result was that 70% of the team voted for a tree to be planted in her name on the school site. RH would take this forward.</p>	RH
47.	<p><u>DATES OF FUTURE MEETINGS AND POSSIBLE AGENDA ITEMS</u></p> <p><u>Local Governing body meetings at 6.00 pm in school</u></p> <p>Monday 9 October Monday 11 December Monday 18 March Monday 8 July</p> <p><u>Achievement Committee and Wellbeing Committee to run concurrently at 6.00 pm in school</u></p> <p>Monday 20 November Monday 5 February Monday 13 May</p>	
48.	<p><u>AGENDA, MINUTES AND RELATED PAPERS – SCHOOL COPY</u></p> <p>RESOLVED: That no part of these minutes, agenda or related papers be excluded from the copy to be made available at the school for public inspection in accordance with the Freedom of Information Act, point 2.51 of the Academy Trust handbook 2021 and point 122 of the Articles of Association.</p>	

Meeting closed at 7.45 pm