



MINSTHORPE ACADEMY TRUST

FULL GOVERNING BODY MEETING

15th March 2016 @ 4:30PM

T&CC Main Room

THOSE PRESENT OR ABSENT

Mrs B Semper (Chair)	Member Appointed	✓	Mrs A-M Spencer (Vice Chair)	Member Appointed	✓
Mrs T Boughen	Staff Governor	Apols	Mr R Henshaw (Principal)	Principal (Ex-officio)	✓
Mrs C Britton	Parent Governor	✓	Mrs A Jarratt	Staff Governor	✓
Mr T Cawthorne	Member Appointed	✓	Mr B Johnson	Parent Governor	✓
Mrs D Davis	Member Appointed	✓	Mrs F Parkin	Member Appointed	Apols
Mr B Dickinson	Member Appointed	✓	Mrs R Purbrook	Member Appointed	✓
Mrs W Evans	Parent Governor	Apols	Miss S Raikes	Staff Governor	✓

11 /14 Governors present. This meeting is quorate.

ALSO IN ATTENDANCE

Mrs E Fairhurst	Associate Governor (Associate Principal)
Mrs R Merritt	Associate Governor (Vice Principal)
Mr B Sheldrake	Observer

Welcomes form Chair

Chair welcomes Mr B Sheldrake, observing the meeting in order to help Governors prepare for OFSTED.

Mr Sheldrake informed Governors he had been instructed to carry out an external review of Governors in his role as an NLG (National Leader of Governance). Following this review, Mr Sheldrake will be working with College in his role as a Deployed NLG. This will give College access to 10 days support in developing Governors.

1 Conflicts of Interests

Governors had been notified of the agenda prior to the meeting, and confirmed there were no conflicts of interest.

2 Apologies for Absence

Apologies for absence were received from Mrs T Boughen, Mrs W Evans and Mrs F Parkin.

Mr Cawthorne proposed these absences were consented to.

Seconded by Mr B Dickinson.

RESOLVED #19

The Governors resolved to consent to the absences of Mrs T Boughen, Mrs W Evans and Mrs F Parkin.

3 Minutes of the Meeting held on Tuesday 8.12.15 (minor AOB amends)

Governors were asked to confirm they had received and read the draft copy of the minutes from the meeting held on the **Tuesday 8.12.15**.

Remainder of this item deemed confidential – content removed

All Governors present confirmed the receipt and accuracy of the minutes, resulting in their approval to be signed as a correct record of the meeting.

Mr B Johnson proposed that the minutes of the meeting held on **Tuesday 8.12.15** be signed as a correct record.

Mrs A Jarratt seconded this proposal.

RESOLVED #20

The Governors resolve that the minutes of the meeting held on Tuesday 8.12.15 be signed as a correct record.

4 Minutes of the Meeting held on Tuesday 15.12.15

Governors were asked to confirm they had received and read the draft copy of the minutes from the meeting held on the **Tuesday 15.12.15**.

Corrections were requested by the Chair, of which there were none.

All Governors present confirmed the receipt and accuracy of the minutes, resulting in their approval to be signed as a correct record of the meeting

Mrs B Semper proposed that the minutes of the meeting held on **Tuesday 15.12.15** be signed as a correct record.

Mrs A Spencer seconded this proposal.

RESOLVED # 21

The Governors resolve that the minutes of the meeting held on Tuesday 15.12.15 be signed as a correct record.

5 Minutes of the Meeting held on Tuesday 01.03.16

Governors were asked to confirm they had received and read the draft copy of the minutes from the meeting held on the **Tuesday 01.03.16**

Not all Governors had received or read the minutes from **Tuesday 01.03.16**

Chair considered it appropriate, in the circumstances, delay approval until the next Full Governing Body Meeting.

6 Matters Arising from the Minutes (not included below)

Confidential Item – Content removed

7 Correspondence

Chair confirmed receipt of Mr Oxley's resignation letter. Chair has also completed references for a member of staff seeking promotion at another establishment.

8 Chairs Actions

Chair has:

- Visited the English Department (her Link Curriculum Area) and had an excellent morning. This was a very informative visit and Chair left understanding the work underway to deliver results this Summer.
- Standards and Students Committee Meeting
- Resources committee Meeting
- 1 'Totalling Over 15 Days' Exclusion Meeting (06.01.16)
- 1 Permanent Exclusion Meeting (15.03.16)
- Attended a Data Training session with Mrs A Spencer and the Data Manager. These will continue with the intention of updating Governors with regards to the expectations of OFSTED, statistics, results and progress of students.
- Attended an information session regarding VL UK and possible changes the College is considering to its BTEC Sports provision.

9 Membership Changes

Member Appointed Member

Clerk informed the meeting a replacement for Mr Oxley has not yet been secured.

Staff Member

Chair informed the meeting that, following a recent process in College Mr Martin Royds-Jones had been selected as the Member to replace Ms S Williams, subject to approval at the General meeting straight after this meeting.

10 Board Changes

Member Appointed Governor/Director

Clerk informed the meeting a replacement for Mr Oxley has not yet been secured.

Staff Governor/Director

Chair informed the meeting that, following a recent process in College Mr Martin Royds-Jones had been selected as the Director/Governor to replace Ms S Williams, subject to approval at the General Meeting straight after this meeting.

Question and Response

Mrs Spencer queried Ms Williams resignation after such a short time on the Governing Body. Confirmation was given Ms Williams had decided to concentrate on her practice as a classroom teacher, also relinquishing any additional responsibilities (TLR for Most Able).

11 Statutory Books and Filings

The Company Secretary confirmed all necessary entries into the Company's statutory books and file all returns at Companies House arising from the business transacted at the General Meeting had been completed, including:

- Updating the registers of members and directors;
- Filing form(s) TM01 and AP01

12 Policies

All policies before Governors for approval had been provided to Governors prior to the meeting.

MCC Pay Policy (Amends from Jan 16)

Confidential Item – Content Removed

Further questions were requested, of which there were none.

Chair sought a proposer and seconder for the approval of the MCC Pay Policy.

Mrs A Spencer proposed, Mrs C Britton seconded. This was supported by a full show of hands.

RESOLVED # 22

Governors resolve to approve the MCC Pay Policy for immediate implementation

13 MAT Proposed Budget for the Year Sep 16 – Aug 17

The Business Director had assured the Resources Committee the MAT proposed Budget for the Year Sep 16 – Aug 17 would be presented at either this or the Summer FGB Meeting. The late release of the income allocation has resulted in this agenda item being postponed until the summer cycle of meetings.

Principal's Report

The Effectiveness of Leadership and Management (GCF A)

QASER and CSP Updates (MYR)

Mrs Fairhurst had provided detailed reports prior to the meeting, and referred Governors to the same during this agenda item.

Mrs Fairhurst intended the reports and her presentation to indicate to Governors the in depth analysis and evaluation taking place at this mid-year stage. Mrs Fairhurst reminded Governors of the process undertaken throughout the year regarding self-evaluation. Mrs Fairhurst reads and collates data from within individual departments' Quality Assurance and Self Evaluation Reports (QASERs) which in turn informs the Whole College Mid-Year Review, and as such is a report of how every department in college is progressing. This in turn informs the College Strategic Plan (CSP). The CSP is evaluated and reviewed each term, with regards to working towards the College priorities.

Mrs Fairhurst last reported to governors at the end of the Autumn Term, and College Leadership have recently reviewed the CSP for the Spring Term, however the report to Governors was prepared in time for distribution deadlines (Feb).

The Autumn Review of CSP listed the work in progress for Leadership to address, however was for information only for Governors. The CSP details each OFSTED heading and has College priorities to address these areas.

The Mid-Year Review Summary lists the headline figures for individual Curriculum Areas, followed by the whole college headlines.

Mrs Fairhurst requested Governors note the grade for Overall Effectiveness (OE) for some departments had dropped to 3.

Achievement and End of year Reviews will take place in the Autumn term of 2016, this makes complete sense as the summer results will be known by then, and these areas are closely linked to outcomes in the summer.

Overall Effectiveness – Assessment Point 2 (AP2) in College was very positive, however is still too close for comfort, and so OE has remained at 3 (RI). This grade links quite rightly with Quality of Teaching (forms part of Teaching, Learning and Assessment - also graded 3). There are improving statistics for teaching, however until this is reflected in outcomes this must remain as a 3.

Leadership and Management - Whilst some Leadership and Management (L&M) grades have dropped to 3 in two areas, College believes as a whole this should remain as a 2 overall. L&M is graded at all levels, some are coping well with difficult circumstances, these particular CTLs are looking at outcomes and know how to address any issues. The DfE Visit from Mr Briggs confirmed this.

Personal Development Behaviour and Welfare - This is not just about behaviour but about the support, guidance, and transition offered and this is judged to be 2 (good) at this stage of the year.

Outcomes – This remains at 3 (RI). AP1 was thought to be RI, with AP2 possibly being argued to be 2, however until these predictions produce results, this will remain as a 3.

When looking at the positive predictions for AP2, even if these produce the best results if the gaps do not close College will still be deemed to be 3 (RI). These gaps are not closing quickly enough. Even if other students' progress increases, this gap will broaden. College staff are working incredibly hard to address these gaps for disadvantaged, gender etc.

U16-19 (Post 13) – judgement is based on Programmes of Study and we continue to have inconsistencies between academic and vocational subjects and will remain a 3 until this is resolved.

In Summary

The intention is to update the CSP as the year progresses. During this process the judgements will not change until the end of year reviews in the Autumn Term of 2016, based around results in the summer term.

Staff are aware of where College is judging itself to be. Generally staff self-evaluate very well, and we will do this again in September.

Question and Response

Mrs Britton enquired if it was the first year the MYR had been done at this time. Mrs Fairhurst confirmed this had been brought forward a little this year, previously after Easter. Mrs Merritt added the earlier timing meant it was easier to put actions into place where necessary, with enough time afterwards to see the impact of these.

Mrs Spencer enquired which were the most concerning Curriculum Areas. Mrs Fairhurst replied the EBAC subjects (Humanities, MFL, and some ICT areas (Computer Science). The whole process reveals cracks.

Mrs Semper enquired whether the CTL and Leadership were aware. Miss Raikes (Staff Governors and CTL for Targeted Pathways) confirmed they were, adding the process has never been so transparent. The documents are easier to work on, actions are noted as complete or incomplete, adding in the Data Manager's input and lesson visits (teachers' standards being met) to give the complete picture. Anyone could ask a CTL what, where and why and CTLs could hold a dialogue. CTLs are not obsessed with the document but with the department and this gives a truer representation of where College is at 3s, rather than 2s and 1s. This process allows more time to sit, talk and share within departments. Mrs Fairhurst added there was still the need to have a narrative for the whole college.

Question and Response

Mrs Spencer enquired whether the CTLs have informed these decisions, and if they were strong enough to do so. Mrs Fairhurst confirmed some CTLs were stronger than other, however they are supported by their Leadership Link. One particular subject area and Leadership Link were used as an example. Mr Henshaw added information collated from scheduled Leadership Link meetings is used to highlight differences in consistencies, adding the CTLs are a mixed ability team, as are the Leadership Team. Progress Team meetings are held weekly and are discussing individual teams, ensuring the focus in curriculum teams is constant. Mrs Fairhurst reads all LT Link feedback, QASERs and the CSPs regularly.

Question and Response

Mrs Spencer wished to clarify CTLs were clear on the impact that was expected to be seen, the judgements applied and following challenge to improve. If improvement is not seen, what is done about it? Mrs Fairhurst confirmed CTLs were aware, and the importance of interpreting data, and using data efficiently. Mrs Merritt added each member of Leadership was responsible for their own Link Curriculum Area, and the combined professional teams of people with responsibility to the College work together. Principal confirmed this responsibility has been seen at every level through appraisal targets, which follow through from the Principal, his Leadership Team, Heads of Departments and Year Groups, to teaching staff.

Question and Response

Mrs Britton asked whether there was the opportunity for cross curricular mentoring and to use the skills already in house, with one area with a strong leader and doing well, to transfer skills to a less well performing leader. Mrs Merritt informed this would be addressed in the following presentation, regarding Learning and Teaching.

Teaching, Learning and Assessment

(GCF B)

Lesson Observations

Mrs Merritt had provided Governors with a report prior to the meeting and supported this with a presentation at the meeting. The presentation will note the work to date to address the 5 specific actions in the CSP relating to Teaching and Learning.

Ensure that 'Quality of Teaching' encompasses all elements of the Teachers' and Upper Pay Range Standards as well as outcomes.

Mrs Merritt supported the judgement of 3 (RI) for Teaching, Learning and Assessment, and this would remain as a 3 until the impact on student outcomes is confirmed. However Mrs Merritt advised there has been good progress towards specific actions in the CSP. Mrs Merritt referred to the data provided at the previous update in December, where the figure of 74% of teachers were meeting the Teachers' Standards, a figure which had caused concern amongst Governors. At that point staff had undergone one lesson observation and one lesson visit only. To recap, the main Teachers' Standard which had not been met at that point was *TS5 – Adapt teaching to meet the needs of all*. Targeted Pathways, Maths, Science, DT, ICT were noted as the main areas of concern. In contrast Teachers' Standards 1, 2, 3, 4, 6 & 7 were seen as a strength, and in particular in English, MFL, PE.

To address these areas of concern College ensured that the monitoring of the Quality of Teaching (QOT) encompasses all elements of the Teachers' /UPR standards as well as outcomes by:

Quality of Teaching and tracking by means of one formal lesson observation, five unannounced lesson visits (10 minutes per visit) and three rounds of CA QA. College Leadership believes this gives a clearer picture of 'typicality' of teaching across the college.

The tracker was recently shared with the College's Professional Partner who gave praise for its development and noted it as '*GOOD PRACTICE in evaluating whole College to departmental to individual areas of strength and for development and for targeting whole College INSET*' (Helen Gaunt (March 2016)).

Extend the remit of the Minsthorpe Coaching Model to include more informal and/or short term coaching opportunities

College has extended the remit of the Minsthorpe Coaching Model (formerly Securing Good) and Governors were given up to date figures of participants in the programme, noting there were some cross overs between different support programmes within the model. At the mid-year point, there are 15 involved in the model in some form, Mrs Merritt hoped Governors could see the figures quoted highlighted the increased rigour in which staff performance is addressed. If teachers are not meeting the Teachers' Standards, then support will be put in place. Teachers are no longer leaving the College, but working through the programme of support offered to improve their practise. In addition, Leading Practitioners supporting CTL in improving the quality of teaching in Science, Maths and Targeted Pathways (at TP CTL's request).

Implement action based research programme of CPD.

This year College has implemented an action based research programme of CPD. With 100% teachers (& some associate staff) involved in Lesson Study or Personal Enquiry CPD. The third Appraisal objective for those staff involved is to engage with the process. This will culminate in a 'Teach Meet' session in July 2016.

Creation of a Learning & Teaching Network led by Leading Practitioners in order to facilitate the sharing of good practice more widely.

Following the TLR restructure, a new TLR and role was introduced, the Learning and Teaching TLR. This has enabled the creation of a Learning & Teaching Network led by Leading Practitioners in order to facilitate the sharing of good practice more widely. This team have three formal meetings schedule with an obvious focus of on exam preparation, in addition to differentiation and Stretch & Challenge. This is seen as working from the bottom up, this is a small TLR allowance and the holders are of mixed ability. Each team has been looked at and paired up to work and feedback. The team share best practise by emailing all staff and loading strategies onto Firefly for all to access. These team members are involved in Lesson Visits (previously jointly and now on their solely) and CA QA and subsequent actions. Mrs Merritt believes this to be an exciting development this year which is going well.

Use the 6 Rs consistently and effectively across the college to improve student learning.

The application of 'The Minsthorpe Way' is pushed relentlessly and was revisited again at a recent full Staff Meeting.

Mrs Merritt updated Governors with the latest figures from the tracker, as of February half term.

% of teachers meeting all TS – 94%

% of TS met across the college – 98%

Strengths - Teachers' Standards 2, 3, 4, 5 and 6

2 A4D - TS1 – Set high standards and TS7 – Manage behaviour effectively.

To address the 'Managing behaviour effectively' element Leadership are out and about more around College, ensuring staff are using rewards and sanctions appropriately.

Question and Response

Mrs Spencer enquired what has led to the change towards managing behaviour. Mrs Merritt believed this was due to the 'Minsthorpe Way' initiative being newly applied in September and

as such was a focus for staff. Mrs Merritt asked Governors to note 98% of Teachers' Standards were met across the College. These statistics include long term supply staff in core areas (not met behaviour standards) and NQTs who historically find this time of the academic year more challenging.

Questions and Responses

Mrs Spencer asked whether the supply teachers in question would be given help to improve, Mrs Merritt replied they would receive exactly the same support as any other member of teaching staff and this will begin after Easter with the allocation of a coach.

Mrs Spencer questioned who funds the mentoring? The agency are charging school for a teachers, and in most instances the agency are responsible for training and development. Who is paying their hourly rate when they are not teaching and being coached?

Mrs Merritt informed Governors the training and coaching will be 'on the job' and in non-contact time. College see the cost more as investing in temporary staff for our students' benefit. It is not good enough for the staff at the front if the class to not be good enough.

Mrs Spencer suggested if the supply staff were not meeting the Teachers' Standards, then maybe the agency should provide a different teacher. Mrs Merritt added the options were that College could ask them to leave, or ask them to remain with support. There is not a wealth of good supply teachers available. Mrs Fairhurst confirmed the noticeable teacher shortage when looking to recruit. Miss Raikes added it would surely be better to invest in the supply we have rather than find another supply teacher, which is another new member of staff in front of students and until they are embed into College and the Minsthorpe Way, then the problems will start again. Students need some consistency. The Principal suggested College could ask for a refund from the agency.

Mrs Spencer suggested College would incur a cost for the training, and as supply staff should be working to the same standards there should be a CPD element to the agency costs.

Question and Response

Mrs Britton enquired whether OFSTED would be able to see supply teachers and this was confirmed, for long term supply. Mr Johnson questioned why wouldn't College support a colleague to bring them up to college and Teachers' Standards? Mrs Semper suggested College had been provided with and was paying for a provision which was not up to Teachers' Standards.

Mrs Davis added that College sets high standards and these permeate all through the College, the supportive nature shown is in line with the ethos of the College. It is a credit to College the availability of the supportive programmes and that the supply teachers in question are still here, as from another viewpoint, they could leave without notice.

Miss Raikes added all staff have and/or have to do lesson visits and so are getting used to being judged against the standards. College is expecting more than ever before from staff, added to this the new behaviour policy.

Questions and Responses

Mrs Davis noted the TS5 (Adapt teaching to meet the needs of all) had moved over to being a strength rather than an A4D. Do you have evidence this is impacting on closing the gap?

Mrs Merritt confirmed this area was still judged to be a 3 (RI).

Mrs Davis asked if this was still a lagging indicator, the Principal confirmed the gap was closing but not enough.

Mrs Davis added the teachers need to make the change for this to close, do they have access to what the gap looks like for their own classes?

Mrs Fairhurst added College hopes to see all gaps closing.

The Curriculum Areas where staff were meeting 100% of the standards were noted as English, PE, Creative, ICT, SMSC, Social Vocational and Targeted Pathways. Areas with less than 95% were Maths, Science and MFL. Maths and MFL have struggling NQTs (for the reasons mentioned earlier) and Science again has long term supply (as discussed earlier).

Mrs Merritt summarised by asking Governors to not it was an improving picture, lesson visits are due to be completed by the end of term and then the process will begin again for the Summer Term cycle of visits. The picture is constantly being monitored and College is hoping for the desired impact. Mrs Merritt hoped the updated statistics alleviate the concerns raised at the end of the Autumn term.

Slight re-order to the Agenda

14iv Outcomes for Learners

(GCF B)

Raise Online Update

The Principal had produced a hand out and supported this with a presentation.

The Principal recapped on the previous updates and developments, reminding Governors the GCSE results represented a public dent to our success story. College are not denying these results were not good, with A* - C in particular not clever. The Principal added that the College cannot keep beating itself up about this, it needed to look at the situation. The visit from an Education Advisor in November 2015 - Anthony Briggs – looked at the results but did not know the school or appreciate its challenges, he simply saw bold outcomes. His opinion was that Minsthorpe was not a Good school striving for Outstanding but a school clinging onto Good. The summer results and subsequent visitor does however give Governors questions to ask of college.

The Principal informed Governors any OFSTED visit would have Inspectors presuming Minsthorpe is still at its previous grade, however would look at current progress but couldn't ignore the previous year's Raise Online.

Mr Briggs' visit was instigated by the Regional Schools Commissioner (RSC) and the Headteachers' board. Opinion is that Mr Briggs already had his mind made up regarding what he would find and dismissed our many strengths. His visit could be viewed in 2 ways:

Historically – the visit has been and gone, and will not happen again.

Prophetically – the visit and the outcome were a signpost for what was going wrong.

Governors must be asking College Leadership to show that this will not happen again.

Strengths and Weaknesses for KS4

The Raise Online document is permitted to list a 3 strengths for the College. Minsthorpe's Raise report had only one, yet listed a number of weaknesses:

- Overall KS4 value added was significantly below average and in the lowest 10% for the group(s): disadvantaged, SEN without EHC/statement

- *KS4 expected progress (or more than expected progress) from starting points for disadvantaged pupils was well below other pupils nationally in mathematics*

- *Attendance was low for the group(s): FSM, SEN with EHC/statement, SEN without EHC/statement (in the lowest 10% of all mainstream schools nationally)*

Although the poor results last year seemed to indicate a narrowing of gaps, key issues still remain as below. These gaps cannot still be there in the summer.

- Disadvantaged v non disadvantaged
- Boys v girls
- SEN
- Value added

Weaknesses in 2015 (16-19 Programmes of Study)

- Value added was significantly below average and in the lowest 10% for the qualification type: GCE AS level.
- Academic value added was significantly below average and in the lowest 10% for the group: non-FSM.
- GCE AS-level value added was significantly below average and in the lowest 10% for the groups: non-FSM, male.
- Academic value added was significantly below average and in the lowest 10% for learners with prior attainment grade: C.
- GCE A-level value added was significantly below average and in the lowest 5% in two or more subjects (4 subjects).

In summary, when the headline figures look good, it does not draw attention to the school. New measures will be looked at when next visited by either the RSC or OFSTED, and when the visitor already thinks the College's grading of Good is wrong, College will not have the headline figures as evidence, College will need to be able to demonstrate an overall good job.

The presumption needs to be that we are still Good, another poor results year will not convince anyone we are good.

Year 11 Assessment Point 2 (AP2) Data is indicating a Progress 8 score of +0.22 which is significant for us, especially when seen against a cohort which is slightly weaker than 2015.

New progress measures work in our favour, demonstrating progress made with students rather than those simply achieving A* - C. Whilst this is a positive picture, College is not complacent. College will continue to work and what still needs to be done, and if no improvement, what to do next.

The Year 11 Action Plan is in place and appears sound. College intends to set a new benchmark this year which is clearly into the Progress 8 positive xxx. However gaps have to be narrowed for disadvantaged students, those with SEN and the gender gap.

Question and Response

Mrs Davis queried whether our SEN register was fit for purpose, requesting some additional information be provided at the next FGB Meeting. Following research undertaken regarding the SEN register on The Key database and website, Mrs Davis requested College review the students who were on the SEN register as a K code, as these students are the ones who will be included in the calculations for the gaps when results are produced. Originally, Mrs Davis requested the Year 11 students to be reviewed, however following further discussion, and as these students are already submitted on the January Census therefore affecting the results,

the decision was taken to investigate the year 10 students on the SEN register. During the review at her own school some discrepancies had come to light regarding those on the register for behaviour rather than other SEN.

Miss Raikes informed Governors the SENCO had reviewed the register following her appointment as she believed some students were on unnecessarily. Students were now registered as K1 (formerly SA) and K2 (formerly SA+), with some students being on the register as their Education Health Care Plan (EHCP) is still not in place following transition and primary schools not completing appropriate paperwork whilst the student was on their roll. Students on the Nurture program may not have SEN, just require additional support.

Agreement to include the SEN register as an item on the FGB agenda in the summer and to invite the SENCO to attend.

14iii Personal development, behaviour and welfare (GCF B)

Safeguarding Update

The Principal directed Governors to the reports provided prior to the meeting and the wide range of issues facing students at Minsthorpe Community College.

Principal reported that, as ever, College continues to provide a diverse range of education to support the safeguarding agenda. College continues to work with external agencies to ensure young people are educated in safe practices, especially road safety.

All staff undergo safeguarding training, including the referral process for issues such as self-harm and mental health issues. The Principal considered there to be a huge disconnect in current Government policy, with high stakes exams, constant pressure to attain and a rising trend in mental illness of young people. Add to this hyper accountability and the result is superficial learning, teaching students to pass exams. We are making KS3 a massive focus and will develop deep learning through a mastery curriculum.

The spike in figures for self-harm and student mental health is one of the reasons College became involved in the 'Future in Minds' project, supported by a visit to a Maltby school to look at their wrap-around well being programme.

The figures for students on various levels of support from the Safeguarding Team and other agencies (provided prior to the meeting) were also referred to by the Principal. The number of students on a Child protection Plan is holding steady, however there has been an increase in the number of Level 4 (Child in Need) plans.

Governors were asked to note the Safeguarding information.

e-safety logs

The main theme of the safety logs (provided prior to the meeting) before Governors was Facebook and students falling out. There are a small number of concerning instances of possible 'grooming', however these have been addressed appropriately. Overall e-safety concerns are still mercifully low. The e-Safety Team, led by Mr Benson, are constantly monitoring the situations and providing advice to parents about keeping their children safe online.

On/Offsite Learning

Again these reports have been provided prior to the meeting. The Principal highlighted that once again these were confirmation of the wide range of educational, sports, artistic and cultural learning visits available to students at Minsthorpe. These are another example of staff going 'Over and Above' standard requirements. The high number of trips and visits are a

tribute to the dedication of staff who use their evenings and weekends to provide additional opportunities for students.

Attendance (Sep to mid-March 16)

The Principal highlighted to Governors attendance figures were increasing in all headline measures. The College attendance personnel are keenly aware of who is not in school and strategies are employed to address this. Persistent Absence (PA) is the most difficult to reduce and is reflected in Raiseonline.

Question and Response

Mrs Semper queried whether College still had capacity to undertake home visits to chase up absent students. The Principal confirmed this was still the case.

Student Council (by Video)

Four members of the Student Council had prepared a short video to update Governors on their involvement in College activities since their last report to Governors in December, including the fundraising total to date for the year (£1986).

Governors wished to pass on their thanks to the Student Council for their continued good work in College.

As an additional point, chair informed Governors one of the presenters of the video (Daniel Britton) had recently been elected to the Youth parliament with a landslide victory. Daniel will be in this position for 2 years. The Governing Body wished to pass on their congratulations to Daniel.

15 Reports of Committees

Prior to the meeting Governors had been provided with minutes for each committee meetings held during this term. The Chair gave the Governors the opportunity to note each of the separate committee minutes and raise questions or discuss matters arising.

- | | | | |
|------|--|------------|---------|
| i) | Behaviour and Discipline Committee | (06.01.16) | (GCF B) |
| | Questions were requested, of which there were none. | | |
| ii) | Resources Committee | (23.02.16) | (GCF C) |
| | Questions were requested, of which there were none. | | |
| iii) | Pay and Personnel Committee | (01.03.16) | (GCF C) |
| | Questions were requested, of which there were none. | | |
| iv) | Standards and Students | (08.03.16) | (GCF B) |
| | These minutes will be made available as soon as possible, to be noted at the next appropriate FGB. | | |

16 Governor Training and Development.

Clerk informed Governors of the time and date of a Safer Recruitment training session taking place for Leadership, to which Governors were duly invited. This will take place on Tuesday, 19th April – 2:45pm. Governors were informed if they were unable to attend the session, College could purchase a 'log in' to enable the training to take place at home and at their convenience. Clerk to email out the formal invite and confirmation of the time and date of the Leadership session.

17 Confirmation of Time and Date of Next FGB Meeting –

Chair confirmed the next FGB meeting will be held on Tuesday, 12th July 2016 at 4:30pm

Governors noted the date of the next meetings of the Full Governing Body

In addition, Governors had been provided with the times and dates of all meetings and events booked to date, at which their attendance would be greatly appreciated.

Other Business

At the Standards and Students Committee meeting the previous week (08.03.16), Mrs Kelsall had issued copies of the College Complaints Procedure and requested feedback at tonight's FGB Meeting. Clerk offered to circulate the policy to all governors to consider.

Identification of Confidential Items.

Agenda items 3, 6 and 12 – Contents confidential

The meeting closed at 6:35 pm

Signed as a correct record.

Beverley L Semper

Mrs B Semper
Chair of Governors

For publication