



Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 9th June 2021 at 5.30 p.m., via Zoom

Present:

Glynis Alexander (Chair)
 Matt Bunday (Associate)
 Chris Dancer
 Karen Gange
 Peter Hilditch
 Caroline Humphries
 Nicola Hunt
 Deb Sutton
 Warren Thomas

In Attendance:

Hayley Sheath (Items 5 & 6)
 Keith Pinney (Item 7)
 Michelle Burt, Clerk to Governors

Apologies:

John Draper
 Harry Kutty (Head)

64/21 Declaration of Pecuniary or Business Interests Action

There were no declarations of Pecuniary or Business Interests.

65/21 Minutes of the Meeting dated 28th April 2021

Governors AGREED the minutes of the meeting held on the 28th April 2021 as a true record of the meeting, which were SIGNED accordingly by the Chair.

66/21 Matters Arising

All Matters Arising were either complete or on the Agenda.

67/21 Staff, Student and Parent Feedback on School Structure

Hayley commented that the last year had been very strange and changes had to be made to how everything had to be done and as a result they wanted time for the community to look back at the things they want to keep and those they don't. Hayley added that when they started the process, they thought there would be a variety of views, but everybody seems particularly to agree with the things they like.

Hayley shared a document outlining the responses for students, staff and parents.

Student Feedback

Students were given a pink post it note for the things they didn't want anymore and a green one for what they wanted to keep. The main things students didn't want to keep were: fixed seating plans, staying in the same classrooms and short breaks. Years 8, 9 & 10 didn't like having school closed to them and they wanted more extra-curricular activities.

Things students wanted to keep, include: Year 10 - having breaks in their own area and not mixing with other year groups, Year 8 - having a designated lunch area and they like their after school clubs. Year 7 made some lovely comments such as liking the nice food, friendly teachers and making new friends. Year 8 like being in the same class all day, which may be a confidence issue requested mainly by boys.

Staff Feedback

Staff had afternoon teas within their Faculties and were asked for a bit more detail on what the impact might be on the Cantell community and they were only allowed to go for one thing.

Some of the things staff want to keep are:

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- Lesson A in the same corridor, which will be kept next year.
- Break zones and split times. Hayley commented that there will have to be a compromise on breaks due to the number of students. There will only be two breaks, but they will be longer and Year groups will have specific areas they can go to.

Other areas that staff liked that will definitely be kept are:

- Google classroom.
- Central behaviour system and patrol.
- Online assemblies

Hayley commented that staff also like online meetings, so they might keep some of them.

Staff members said that they don't like:

- Moving classrooms and although they won't have their own classrooms next year, they will be based in one area.
- No control of seating plans – this will have to be managed carefully dependant on track and trace.

Parent Feedback

- The same start and finish times work better for parents and the plan for next year is for an 8.30 a.m. start
- Longer break times, although they worry about students all being together.
- Students and parents really like SMHW and this is something that will be continued as parents cannot access Google classroom. Students also get a homework reminder.
- 12 families wanted Parents Evenings to stay online, which Hayley said gave them a lot of ideas to think about and they might think about this in some cases.
- Some parents are confused about Progress Days and the plan is to investigate more once all the Parents evenings are finished.
- Parents want students to have more access to the Library, which they will make happen.

Hayley commented there were also lots of thanks from parents about what has been put in place.

A Governor commented that they also carried out a similar process at her school and it is interesting to see similar answers from their parents – it is a credit to both schools that the students have reflected so maturely.

A Parent Governor thanked Hayley for the information adding that she wondered whether the Parents Evenings, which worked well online, could be looked at to see if spaces could be created between appointments and whether Progress days could be carried out face to face, but with more choice of days, as some parents find it difficult to attend, but might be able to if they are more flexible. Hayley responded that they are looking into this, although some events, such as Options Days, are necessary, but good students, who teachers are in contact with regularly, it feels like they are wasting their parents' time, so they are thinking about targeting Progress Days on particular students who need help.

Another Governor commented that he liked online meetings because they were quick and there was a schedule, but there is a point about parents missing out on seeing the community and meeting teachers, which is important as well. When his children were in Year 7 and 8, they wanted to meet the teachers and get feedback – his view would be that some kind of blend could be used where they have the old style with everybody in school, with the opportunity for parents to meet teachers face to face, but also some occasions when virtual meetings can be held. This would be more important than a face to face progress meeting with SLT who might not teach the child.

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A Governor commented that the questionnaire and feedback from students is really interesting. He asked if there is any feedback over the COVID compliances and student state of mind, as it must be a very confusing time for students. Hayley responded that students have been incredibly compliant, particularly with face masks. The issue will be when students return to normal in September and dealing with their anxiety. Hayley explained that they are working with Impact Ed and a questionnaire will go out to students in the next few weeks, focusing on anxiety, which will help to identify any student with concerns that they need to be aware of. Hayley added that Cantell staff really know their students, but they won't know how affected some students have been.

68/21 RAG Rating

Hayley explained that students were RAG rated after Easter based on their work over lockdown. Red students are those that have fallen behind during lockdown and Amber is the group that they want to look back on when they came back to school and are part of the Aim High programme.

A lot of teaching and learning briefings have taken place about RAG rating and which students are to be looked at. As a result teachers know which students are involved and what they have to do with them. Hayley added that they have also done a lot of work with SEN and they feel that the group of students they are working with will have some affect, but will also impact on all students.

Another RAG rating process will take place in July to see if anything has changed. Lots of additional teachers will be in place for September for the benefit of students.

The Chair asked how assessments fall into this process, is it to see where students are? Hayley agreed that assessments will help to see where students are and will help to decide which group they should be in – these conversations are planned with the Faculty Leaders.

The Chair asked how assessments have been going. Hayley said that they have gone incredibly well. They were concerned about Years 7 and 8, who have never done an exam, but they did it and it was incredible. Attendance was the highest as well for exams and everyone has been incredibly impressed with the students.

A Parent Governor commented that her son, who is in Year 8, was really relaxed and it is a credit to the school. She asked whether parents will get to see the results of the assessments. Hayley responded that they probably won't, as this will be incredible hard to do – students will more than likely only be told if they did well or not. Staff are really conscious of students confidence and don't want to change anything before September.

Another Governor commented that there have been conversations about the stress on young people taking exams. He asked how staff are doing because

these are big decisions they are making. Hayley responded that the Year 11 teachers are no longer teaching the year group, which makes a big difference. They are being given time and a lot of meetings have been cancelled. They are all marking at the moment, which in itself causes a huge amount of stress. Faculty Leaders are monitoring their teams, so hopefully everything will be fine and they can now see the light at the end of the tunnel. Hayley added that any thanks to Year 11 staff would be appreciated. **The same Governor agreed, adding that this is important because it is a really hard time and anything that Governors can say is important and shows we are supporting them.**

Action

The Chair thanked Hayley for her report. The Chair added that she had emailed every Year 11 teacher individually to thank them for all their hard work, but would be happy to thank them again.

69/21 Finance Committee

a) Minutes of the Finance Meeting held on the 5th May 2021

The Chair of the Finance Committee commented that Governors can see from the minutes of the meeting that the good news is there is a surplus on the budget through the good work of the school and the School Business Manager's efforts and as a result, they are in a reasonably good position. The Chair of the Finance Committee added that the surplus will not always be as large, but with good management, things will work out for the next few years going forward.

b) Budget, April 2021 – March 2022

Keith Pinney the School Business Manager highlighted the Credit Balance of £247,941 for 2021/22, which is a predicted surplus of 2.9%. Keith added that he was informed by the LA late in the financial year that the school would be receiving grants for teacher salaries and pension and SEN, which they had been holding onto since Spring 2020.

Governors NOTED that the surplus has been spread throughout the budget to provide departments with the money to fund the Aim High programme, which is all about helping students.

The Chair thanked Keith for his report and informed Governors that Keith is now working three days a week. She added that the budget looks quite healthy compared to other schools. It is also good news that Cantell is full for next year, with 100 students on the waiting list for Year 7.

c) Charging & Remissions Policy

Governors APPROVED the Charging & Remissions Policy as RECOMMENDED by the Finance Committee.

70/21 Staffing Committee

Governors NOTED the minutes of the Staffing Committee Meeting which took place on the 5th May 2021.

The Chair of the Staffing Committee commented that the minutes of the meeting are pretty much self-explanatory. The only difference to the normal agenda was a Staff Morale report instead of the normal section on staff absence and illness. The Chair of

the Committee added that it was quite helpful to have this background information, rather than the usual numbers.

The Chair said that she looks at staff absence every day and questions the Head on a Friday and there is always a good reason for staff being off. The Chair of the Staffing Committee added that it is a good point to make that there is always a narrative behind the absence figures, which shows that each case is being managed.

71/21 Chair Update

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The Chair reported that she hasn't been into school, but has continued to meet with the Head every week. The Head is constantly praising and thanking staff for what they are doing and he is himself a member of staff and seen around school. The Chair added that when she has been in school and lately in virtual meetings, students often knock on the door and staff pop in – it's one big happy family.

The Staff Governor added that it is lovely being back in school and Year 8 did really well in their exams and are a credit to the school. She agreed that the Head is very visual around school, along with the rest of the SLT.

The Chair asked the Parent Governors how they feel things are going:

One Parent Governor said that she feels parents get a lot of information from the school and social media is very active and she doesn't get any negative feedback from her son. The only issue has been with the CTL data, as her son has noticed that it is harder to get a higher rating than before. Otherwise everything is really positive and she is happy with how her son is feeling and how school is going for him.

Another Governor said that her daughter has just finished her GCSE assessment and she was very grateful about how flexible the teaching staff had been with running the assessment. Some students had been anxious in larger spaces and were able to take their assessments in smaller rooms. It was great to see how organised the assessments were.

The Chair added that staff have done a lot of work with the Year 11 students and although they aren't in school, they are still being supported. **The Governor agreed, saying that they are being encouraged to check in daily with their tutors who will be contact every day until the end of June. The Prom is currently being organised and students will find out next week whether it will be able to go ahead.**

The other Parent Governor said that he feels the same as everyone else. Parents Evenings have gone really well and he quite likes them online. His daughters will be disappointed to go back to the same start time, but everything has been organised to a degree, although there isn't anything to compare it with.

Another Governor said that the last half term has been very busy and the way staff have managed the Year 11 students whilst focussing on the other Year groups is the way staff are and this is something they should be proud of.

72/21 Any Other Business

The Vice Chair of Governors commented that the Chair has been good at thanking everybody for their work, but Governors also want to thank the Chair. He added that any suggestions of thanking staff, the Chair always does so.

73/21 **Date of Next Meeting**

Wednesday 7th July 2021, 5.30 p.m. via Zoom.

That concluded the business of the meeting.

The meeting closed at 6.42 p.m.

Page No	Minute No	Action Point	Responsibility	Deadline
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