

Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 19th January 2022, 5.30 p.m. via Zoom

Present:

Glynis Alexander (Chair)
Matt Bunday (joined 5.50 p.m.)
Chris Dancer
Peter Hilditch
Nicola Hunt
Harry Kutty (Head)
Warren Thomas

In Attendance:

Tina Mudzamiri (Item 2)
Ian Creswell (Item 6)
Dave Gill (Item 7)
Michelle Burt, Clerk to Governors

Apologies:

John Draper
Karen Gange
Caroline Humphries
Deb Sutton

41/22 Cantell Empower

Action

Governors welcomed Tina Mudzamiri, the Cantell Empower Lead to the meeting. The Head explained Tina's role, commenting that Tina is very keen to build on her work year on year and he is very grateful for her leadership in this area.

Tina presented a powerpoint, explaining that the tag line for Cantell EMPOWER is: EMPOWERING you.

Tina outlined the vision for Cantell EMPOWER, which includes positively influencing the life chances and choices of young people by providing them with an exceptional experience, EMPOWER skills and providing an exceptional learning experience for every student.

Tina explained that the competition for university places, apprenticeships and employment is increasing and the Social Mobility Commission Report has identified that the education system has failed to provide youngsters with the equipment to succeed in the work environment, which is not the case at Cantell, where the mission is to empower students to apply and evidence these skills, so they can measure, set and show that they are making progress, whilst providing them with the resilience to succeed.

Tina added that the aims are to:

- Develop self-regulated, reflective learners with increased interpersonal effectiveness, who are able to adapt to change.
- An emphasis on the learning continuum with students being aware and celebrating their personal and collective progress as they increase their growth mind-set by using small, consistent actions to help them make progress.

Governors NOTED that three additional EMPOWER skills have been added to the existing skills, which are: Independence, Innovation and Entrepreneurship.

Tina commented that developing these skills will see improved attendance, and an improvement in class and homework. It is all about making progress and moving to the next stage, be it in a job or college. The transition to the next stage will give them success in all aspects of their life, not just the best qualification. Tina added that they are life skills, not just employment skills and they want Cantell students to stand out in a crowd.

Signed by Chair:



Date: 6th April 2022

Tina explained that most employers use an applicant tracking system that culls 75% of applicants and they want Cantell students to be the 25% who can use their skills and provide evidence for their interviews.

Governors NOTED that students are supported in school with banners, posters in classrooms and by getting involved in the Horizons Fair, which includes zoom sessions with employers and by EMPOWER being embedded into the curriculum. Students also get the opportunity in school during lessons and homework, visits and trips to apply their empower skills. The evidence for this is attendance, good CTLs and certificates and the EMPOWER booklet, which helps them think about the next stage.

Tina explained that every student is able to show how they will use their EMPOWER skills and they are able to reflect on how they will use their skills. This is carried out mainly at the end of term, so they can see where they are and they can also do a SWAT analysis.

Tina shared some examples of student work, commenting that it is lovely to students setting their goals at the end of term.

Tina added that at the current time some students are working on a fund raising project and as part of this some students have asked about starting a charity and another student in Year 9 has used their skills to write a book. There are also Student Voice meetings and most students say they appreciate the importance of the EMPOWER skills.

Tina explained about Cross Curricular links and the meetings she has had with the Faculty Leaders and Heads of Department to look at how to embed EMPOWER into the curriculum.

Governors NOTED that the next steps include a Parent Voice, embedding EMPOWER with the ECTs and new staff training, certificates at the end of the year and making EMPOWER part of the staff rhetoric.

Tina outlined what success will look like, which includes the increased implementation of EMPOWER skills, students being inspired and having the plus factor and being able to remember their success, as reminder of what they are capable. Tina added that no matter what field students chose, the skills they are being given will EMPOWER them to live successful lives.

A Governor commented that there are some areas that are really reflective of what is seen in universities, which is relevant all the way through and it will be a case of exposing students to it, to know it is right. The Head responded that there is a great deal more to tie up with businesses and in particular Solent University and Nat West and their clients – all of this has led them to develop the EMPOWER programme.

The same Governor asked if there is a sense of how they can measure the impact at a school level over the next 2/3 years. Tina responded that she believes they will see an increased resilience and independence in Cantell students and the ability to say they cannot do something and then see how they can do it. Tina added that they are starting in Year 9 GCSE interviews to look at the evidence and where there is an improved work ethic. They won't be able to quantify this, but will see the evidence of students setting goals themselves and their constant improvement across their time at Cantell. **The Governors agreed that it is really difficult to measure, but it is interesting to hear about the interventions.**

Signed by Chair:



Date: 6th April 2022

Another Governor asked how they get the requirements of employers – it was mentioned that employers are looking for certain skills. Tine responded that they work closely with employers, who have carried out mock interviews with students during a Careers day the previous March and she keeps in contact with them to see where they are and how they can improve whilst being consistent with students. **A Governor commented that the identified attributes are identical to those that university graduates are seeing and are along the right line.** **Action**

The Head commented that it is really important to note that it is Nat West and their clients and Lush who have been into school and there is a gap in what they say they want and what they really need to make sure students get the right skills set.

A Governor asked if there is any emphasis on applying this to team sports outside school and other areas outside school, as this will boost what students do in other areas of their lives. Tina responded that currently this is just a general programme, but agreed that it could be applied in all areas and they try not to keep it just academic by highlighting it is not just in school, but life skills for all aspects of their life.

A Governor thanked Tina for her presentation and asked whether the work log is something students can keep, as it is all about presenting the evidence and showing what they have learnt in all areas when applying for college, work or work experience. Tina confirmed that this is a physical document, which students work through and they are able to take it away with them to use for their GCSE interviews and other interviews – it is like an old school record of achievement. **The Governor asked whether it gets signed off by teachers.** Tina confirmed that it does, at different stages.

The Chair thanked Tina for attending, commenting that Governors will ask her to come back later in the year to see how things have moved on.

42/22 **Declaration of Pecuniary or Business Interests**

There were no declarations of Pecuniary or Business Interests.

43/22 **Minutes of the Meeting held on the 8th December 2021**

Governors AGREED the minutes of the meeting held on the 14th July 2021 as a true record of the meeting. The minutes were SIGNED electronically by the Chair.

44/22 **Matters Arising**

31/22 Annual Paperwork Return

Reminder to return your paperwork to the Clerk if you haven't already done so. **All**

45/22 **Attendance & Behaviour Update**

Attendance

Ian Creswell reported that attendance remains very strong at Cantell. National attendance in schools is 87%, with Covid absences nationally at 3.9%. Cantell's attendance is currently at 93.3%, which is 3 to 4% above National.

The only concerns are Year 10, who are at the national level, but work is taking place to bring this back up. Ian commented that he is happy with attendance as it is, but they will always want to push it above National and he still compares it to pre-Covid National.

Signed by Chair:



Date: 6th April 2022

Behaviour

Ian explained that External Suspensions is a pleasing picture, as it is in line with where they were this time last year, which is below the National average.

Repeat Offenders are up, although the repeat offenders in Year 7 are now in CAP and the one in Year 8 has improved and is now back in mainstream. Ian explained that the three Year 10 repeat offenders are now either on part time provision or in CAP and the student in Year 11 is also in CAP. Ian added that all of these students are now in the right place.

Governors NOTED that there are some challenging students in Year 7, resulting in External Suspensions being higher in that year group, but the students involved are now either in CAP or being monitored closely.

Mediation

Ian commented that it is very pleasing to look at Mediation, although Year 7 is significantly higher than usual, due to this particular cohort, who have some mental health concerns and as a result, a CAP class has started for these students.

Mediation calls as a whole are down on this time last year and Ian commented that it is worth noting that this time last year students were in bubbles and didn't mix, so there was more control. Ian added that Year 9 has also dropped significantly and again overall, in the same position as the previous year.

The Chair asked about the rise in mediation calls for Year 10. Ian responded that this is only five more, which were caused by one particular student who has SEN needs.

A Governor asked about the 0 calls for Year 7 in 2020/2021, which has risen to 70 for the same students in 2021/2022 in Year 8. Ian responded that this is due to students still being in primary school mode. The Head added that they were in very different circumstances last year and the Year 8s this year are very much like Year 7 students and as a result, some haven't done the right thing. The Head explained that Mediation is when a member of staff is called because a student has had three strikes. What they are trying to do with Mediation, is that SLT are more involved and there is a centralised system which allows teachers to teach and not have to stop and start a lesson because they have more support. Behaviour management in school is centralised because of Covid and they realised that this system is better.

The Chair said it may seem a larger number, but it would be interesting to see how many children this is and the detail behind the numbers. Ian said that he will come back to Governors with this information. In response to a question from the Head as to whether mediation calls for vulnerable students had been taken out of these figures, Ian confirmed that they had been for the previous year, but he would need to check the current year.

It was agreed that Ian would check back on the context of the Mediation calls for Year 7/8 for the current and previous year and provide an update for Governors at the next meeting.

The Head suggested that Ian brings a breakdown of the Mediation calls for Year 7 – 8, 0-70 raised earlier.

Internal Suspensions

Ian reported that there is a significant difference from the previous year, which he has the data behind and as Governors can see, there is an increase in Internal Suspensions this year, a number of which are down to repeat offenders.

Ian
Creswell

Signed by Chair:



Date: 6th April 2022

Ian presented a breakdown for 2020/21 and 2021/22 by type of suspension and outlined a couple of the incidents that had occurred, including bringing a vape into school and the use of homophobic terms. Ian commented that they have 0 tolerance for any homophobic language related to anyone in the LGBT community and come down hard on the students involved.

Ian informed Governors that the final thing to note is that the students who are most challenged to correct their language are the CAP students and as a result they have 66 days, significantly up on the previous year.

A Governor asked about the OW (offence weapons) code, which is significantly up compared to the previous year and whether this is because there was more control last year. Ian responded that this is not due to offensive weapons, it is down to the vapes, which are a prohibited item. The Head added that there are a number of shops around the city, but one in particular, that have been selling vapes to students – the details have been passed onto the parents and the school has come down hard on the students. The Head added that our young people are very honest and report issues such as this and a zero tolerance approach was taken on the young people doing this.

The Governor asked whether this is more about prohibited items than offensive weapons. The Head agreed, confirming that there have been no offensive weapons incidents this year, which would have been an external rather than an internal suspension.

The Chair said that figures should be looked at in context because if there were more students, the figures would be higher. Ian agreed, saying that 2020/21 was very locked down, which wasn't good for students.

A Governor commented that in summary, it is noticeable that in 2020/21, a lot of categories had no incidents at all, but in 2021/22, some of them were high, is this a result of zero tolerance now and 2020/21 being more locked down. Ian agreed that it is a combination of both issues and the fact that students now go into Internal Exclusion due to zero tolerance to bring about a change in behaviour

The Head asked Ian the following questions:

- **Is behaviour worse than last year – no.**
- **Is it that we have got tougher, or has the paperwork got better?** We have been recording a few more, but we have massively raised the bar on what we will tolerate.
- **Is it homophobic and racist language that we are taking a no tolerance stance on?** Yes.

The Head commented that they are not tolerating this type of language and it is not about sanctions, it is learning a change in behaviour.

A Governor commented that Governors have been provided with the statistics, but he senses that there is a difference between the stats and fact – but the Head has cleared this up for them. Ian commented that this behaviour is not disruptive behaviour, when you are around school it is clear that behaviour is good or very good.

The Head added that SLT discuss behaviour points in their morning meetings and only 2/3% of students get a behaviour point, but there are some issues that are more serious than that. The Head commented that it would be useful for a group of Governors to come into school, so they can see the standards of behaviour for themselves. The Head asked Governors to contact the Clerk if they are able to visit this half term.

Year 11

Dave Gill reported that overall Year 11 attendance is good and they have just finished their second set of mock exams. Dave explained that before COVID there was a plan in place to break up the mocks, instead of having one long set of exams, which didn't help students prepare. Mocks are now split into Maths & English in November and Science and Options in January/February, with another option to take Science and Options again in March.

Dave informed Governors that he will provide a year on year comparison with 2019, which is a robust set of results to compare with, but thinks that this year will be slightly above where they thought they might be.

Dave provided an overview of the targets for English and Math at DC1 and DC2 compared to 2019, along with those for Combined Science and Triple Science. Dave added that he is confident that the targets are strong and will lead to particularly good results. Dave confirmed that the results of the recent mocks are not yet in.

Dave reported that the targets for the Foundation subjects are set at a different time, but that the average points are a good indicator. Governors NOTED that History and Geography are slightly down on where they want them to be, but they are working with these areas.

Dave outlined the targets for the BTEC subjects, which he explained are predicted to be down on previous years, due to the format of the qualifications having changed and the demands on students increasing.

Dave also outlined the AP targets across all subjects and he finds it reassuring that they are above where they were at this point in 2019.

Governors NOTED that Dave believe Year 11 are in a really good place and just need to get through the remainder of the year.

A Governor asked whether the aim to be slightly higher than 2019 is influenced by the Government saying there will be an increase on 2019 results because they were teacher assessed. Dave responded that targets are based on the 2019 data and they have kept everything steady, with the expectation that they will see a lift in the figures.

The same Governor asked what exam element of the teacher assessment will be put in. Dave responded that there won't be any teacher assessments this year, only as a back-up plan. The assessments throughout the year will be a back-up if exams are cancelled in the summer, but he is confident that exams will go ahead. **The Governor commented that he had picked up the message that there will be exams but there will be an element of teacher assessment.** Dave responded that this won't be the case at Cantell, unless exams are cancelled. There have been adjustments, such as in History, but it is fair and right that students sit exams and trying to mix teacher assessments and exams would be a disaster.

A Governor commented that in essence all the comparisons to 2019 indicates that the performance of students this year is on par with other years and that the school has managed to maintain good progress as if COVID hadn't happened. Dave responded that this is correct and last year there was a 0.06% increase in results and this year's results should be 0.03% above last year.

Signed by Chair:


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Another Governor reminded Governors that in most subjects there will be no allowances unlike in History where allowances will be made and exams will be tailored a bit to take COVID into account. Dave responded that in some ways it because the expectations of rigour and depth not being challenged and it is the content that is changing. The measuring is the same, it is the breadth of what students have to cover and it is down to the hard work of schools and students that despite a disrupted 18 months, students want to do well. **The Governor agreed, adding that it is a credit to all students and staff that they are preparing so well, despite COVID being so disruptive.**

CTLs

Dave commented that he remembers standing in front of Governors at DC1 and saying that the Gold group weren't doing so well earlier in the year. The good news is that in the current CTLs, all year groups with the exception of Year 11 are doing well, and the Gold groups have increased.

Dave pointed out the first column of his table, which shows the same students this time last year, although there isn't a column for Year 8, who weren't at Cantell in Year 7. Dave commented that all areas are holding up well and although there has been a bit of a drop in the Year 10 Green group, this is being addressed and they are particularly happy with where CTLs are at the current time.

47/22 **SIO Visit Report – 8th December 2021**

Governors NOTED the SIO Visit Report from the 8th December, which they had all read. The Head explained that this was Alan Taylor-Bennett's first visit in a couple of years and he was joined by Mark Bagust the Trust SIO, who took an active role in the visit. The Head added that they had organised the day to cause the least impact on the school and no cover was required.

48/22 **Brian Lightman SIP Visit Report – 1st December 2021**

Governors NOTED the report of Brian Lightman's visit on the 1st December, which they agreed was very positive.

49/22 **Comments and Questions on the Draft January 2022 SEF**

Governors NOTED the first draft of the SEF. The Head explained that the SEF has been QA'd by Alan Taylor-Bennett and Mark Bagust, who both think it is one of the best SEFs they have seen. The Head added that he is pleased with the feedback and there are a few slight amendments to make – once this is complete, Governors will be sent an updated version.

The Chair stated that the SEF is very clear and positive to read and flows from one section to the next. The Chair added that any Governor that has been into school, will see how positive everything is. Another Governor agreed that he found the SEF very easy to read.

The Head commented that the SLT work on the SEF as a group, but it takes one person to pull it together and it is important to find the time to keep it up to date. The Head added that when the SEF comes back to Governors, he wants them to really scrutinise it and come back with questions and comments – it is really important to demonstrate the scrutiny of the SEF, and any opportunities to report back are important.

A Governor echoed the comments already made, adding that she couldn't find anything on the Transition programme in the report, which is something that

should be celebrated due to being a leading edge programme. The Head agreed that this is an oversight and should be included. **Action**

The Head asked Governors to have questions ready for the next time the SEF is on the agenda, as it is important that Governors scrutinise the SEF – an advance copy of any questions would be useful.

All

50/22 **Headteacher Update**

The Head reported that there had been a good start to the calendar year and although he was anxious about Omicron and the effects on staff absence, they have taken on two extra supply teachers and are reviewing the situation on a weekly basis, although there have never been more than three members of staff off at one time with Covid. The Head added that it is all about safe behaviour, not just in school, but over Christmas and the reinforcement of messages by the scientists over Christmas were reflected in school.

The Head informed Governors that the Government has now changed its Covid guidance, but nothing will be changed at Cantell as the numbers across the city in young people are not falling. Cases of Covid at Cantell have remained low, although there has been a spike in the last week. The Head added that the ambition is to remove face coverings totally from the 31st January, when more information will be available.

The Head commented that the theme of the Inset day was 'decomposing the curriculum'. Staff morale remains really high and although this the time of year when staff go off, this hasn't happened at Cantell. Students have come back really well and a virtual assembly was held on the expectations for the term.

Extra-curricular activities continue to increase, although students are still being asked to take an LFD test before getting on the bus, to protect the community.

Year 11 have just finished their mocks and the Head said he is really proud of their resilience and hopefully as time goes on they will be able to get back to normal. The Head commented that they are a very good group, although there have been some mental health issues within the year group and across the school. The Head added in relation to this, he has contacted the NHS Solent Trust about a joint project to employ a Mental Health Officer, who will be able to offer vulnerable students some diagnosis and therapy. They will also be able to help the Year Leaders, who are doing an incredible job. The position will be recruited by the Solent NHS Trust, but will work for Cantell and the other Trust school.

The Head informed Governors that the SIO report continues to tell them that Cantell is a great school and they are now waiting for Ofsted, although the Head doesn't believe it will happen this year. The Head added that it has been a very good start to the calendar year for staff and student, but they are not sitting on their laurels.

A Governor thanked the Head for all the great work in school and asked in terms of face coverings going, is there a mechanism in place to reinstate them if needed. There is also some conversation about people not having to isolate from March – do you have any thoughts on how to manage this. The Head said that if masks have to be reinstated, they will have support from staff and parents because they know that Cantell follows the published health advice – but it would have to be something serious for this to happen as the cost to students would outweigh the need to do this.

Signed by Chair:



Date: 6th April 2022

The Chair informed Governors that Karen Gange was unable to attend today's meeting as she has come to the end of her four years as Staff Governor. The Chair added that she is very grateful for Karen's support and for being part of the Governing Body. A Staff Governor Election is now taking place, with a deadline of the 26th January for nominations.

The Chair reported that she has visited Andy Paterson in school following his report to Governors and has discussed some areas with him and the Head that she identified – the Chair said that she has also asked Andy to re-present his information to Governors at some point, as he wasn't able to provide Governors with enough information. The Chair said that she will visit the area again to see what is happening.

The Head commented that IAG is mentioned in the SEF and it is an area that needs to improve and is something the SLT are working on, including the leadership and management of this area.

The Chair said that it was interesting being in school, everybody is very friendly and students were pleased that she was there – it would be good if Governors were able to visit and asked them to drop in if they are able.

52/22 **Any Other Business**

There was no other business.

a) Governor SEND Link Role

Peter Hilditch agreed to take on the Governor SEND Link role.

b) Governor Visit Reports

The Head confirmed that Claire Herridge would report back on the Governor visit reports at a future meeting.

53/22 **Date of Next Meeting**

Wednesday 6th April 2022 at 5.30 p.m., via zoom. That concluded the business of the meeting. The meeting closed at 7.45 p.m.

Page No	Minute Number	Item	By Whom	By When
3	44/22	Reminder to return your annual paperwork to the Clerk if you haven't already done so.	All	Asap
4	45/22	Provide the context for Year 7-8 Mediation calls for the current year compared to the previous year.	Ian Creswell	Next meeting
5	45/22	Governors to contact the Clerk if they wish to visit school this half term.	All	Asap
7	49/22	Governors to prepare questions in advance when they receive the SEF again.	All	Tbc

Signed by Chair:



Date: 6th April 2022