

Present:

Glynis Alexander (Chair)
 Julian Bryant
 Matt Bunday (arrived 6.00 p.m.)
 Chris Dancer
 Caroline Humphries
 Nicola Hunt
 Harry Kutty (Head)
 Deb Sutton (arrived 5.50 p.m.)

In Attendance:

Johnathan Clark (Item
 Russ Grant, (Item
 Claire Herridge, Deputy Headteacher
 Siobhan Dodds, Assistant Headteacher
 Dave Gill, Assistant Headteacher
 Ian Creswell, Deputy Headteacher
 Michelle Burt, Clerk to Governors

Apologies:

John Draper
 Peter Hilditch
 Warren Thomas

54/22 Declaration of Pecuniary or Business Interests Action

There were no declarations of Pecuniary or Business Interests.

55/22 Minutes of the Meeting held on the 19th January 2022

Governors APPROVED the minutes of the meeting held on the 19th January 2022 as a true record of the meeting, which were signed accordingly by the Chair.

56/22 Matters Arising

44/22 Annual Paperwork

The Chair reminded Governors to return their Annual Paperwork to the Clerk if they hadn't already done so.

All

45/22 Mediation Calls

On the Agenda at Item 9.

49/22 SEF

Governors to prepare questions in advance when they next receive the SEF.

Ongoing

57/22 Welcome to New Staff Governor

The Chair welcomed Julian Bryant the newly elected Staff Governor to the meeting. Julian introduced himself and explained that he loves working at Cantell and is committed to the school. Julian added that he is also the NEU rep and values the strong ethos amongst the staff and the position management takes on staff wellbeing.

58/22 Year 11 Update (DC2)

Dave Gill explained that the most recent data for DC4 had only just been collected and very limited analysis is currently available. Dave will however provide a summary around the core and other subjects after the Easter break. Governors noted that the most recent data is for DC4 as a decision based on work/life balance had been made to remove the February data collection (DC3).

Dave highlighted the targets for 7+, 5+ and 4+ English and Maths, commenting that the targets don't always increase each year and are dependent on the student intake – they are targets that are designed to be challenging for students coming into Cantell.

Signed by Chair:



Date: 8th June 2022

Dave explained that in summary English and Maths are broadly in line with 2019 although there is still work to do in Maths. **Action**

Dave informed Governors that all of the figures are worse-case scenario and compare the current year group to the actual outcomes in 2019. Dave also asked Governors to bear the following in mind:

- The 2022 data includes every single student in the Year group - 229 students. Every year students are removed if they are from a non-English speaking country, which was the case for the 2019 figures and will mean that only 220 students will be entered in 2022.
- The 2019 expectations have been stuck to for grading and as such, some generosity will be built in this year, but there is some reassurance as the figures are very robust and they have erred on the side of caution

Dave commented that all areas of Science are looking good this year, with Physics looking particularly strong and a success story. There is still a huge amount that can be done to help students achieve and English students have the potential to secure 7+, if they are pushed. Dave added that they also need to investigate five students who have slipped out of Grade 5.

Dave explained that there are sixteen school days before exams start and a successful Progress Day had taken place today. It is nice to be back to normal and be able to reassure students and provide them with revision materials in person. Revision sessions also took place over the Easter break.

Dave added that English, Maths and Science sessions have also been running on a Saturday with a focus on Pupil Premium students and will continue until the end of these exams.

Governors NOTED that an Alternative timetable will run when the exams start, with targeted support for the next day's exams. There will also be exam breakfasts, which are not about coming in to do extra revision, it is about providing opportunities for students to get into school early, have breakfast and calm their nervousness before their exam.

A Governor asked about the environment that students are examined in and whether this will be in the Hall or will students be able to breakout into classrooms – last year classrooms were provided for students that were anxious. Dave responded that they are able to use their discretion if required to help students do their best. The majority of students will take their exams in the main exam hall, which helps them to perform better in a more serious focussed approach. There are however around 30 students who are able to use a smaller venue and this may be a 1:1 for their various arrangements. Dave said that in all of these scenarios they are committed to the regulations of the exam boards and their rules, as to all intents and purposes, exams are back to normal.

The Chair thanked Dave, commenting that this all sounds very positive and asked him to pass on Governors thanks to all staff involved.

59/22 **Subject Development Week**

Governors welcomed Russ Grant, the Faculty Leader for PE to the meeting to talk about the PE Subject Development Week.

Russ informed Governors that the Subject Development week was a worthwhile experience for him and his team and hopefully this is the case in the other Faculties.

Signed by Chair:



Date: 8th June 2022

Russ commented that over the last two years everything has been blighted by Covid and his hopes for PE had been restricted by the Pandemic. It was good therefore to put his plan in place and be able to discuss it with the SLT, particularly KS3, to see how it will benefit students moving forward. Russ added it was also good to question where they are going and what they will be able to do moving forward

Russ highlighted a number of areas for development and said it would be good to get the opinions of staff and students and to find out what they need to do to get there.

Russ added that he would be happy to carry out this process regularly to ensure they provide the best experience for their students and coming out of Covid it is important to get students moving and getting more exercise.

Russ said that it is also good for the PE department that the Ofsted review came out when it did and he was pleased to be able to talk to Mark Bagust about it and to be confident that they don't need to be focused so much on what Ofsted want because they are already doing it. Russ added that they have already started to bring this in for PE along the Assessment link and getting students to think about 'me', the 'physical me' and the 'social me'. Students work on their thinking and social skills and how to work together as teams. Russ said that they are working on the development of these and the assessments going forward.

Conversations with students were part of the process and their feedback was fantastic and they are really engaging with their sports, working with different groups and being challenged.

The Chair asked about girls PE since the success of the Australian cricket team and whether it had encouraged girls to play cricket. Russ responded that he wants girls to have the same access and opportunities as boys, but cricket is still a minority sport for girls, but agreed that it may have a bigger profile because of the Australian team. There is no girl's cricket league at the moment, but they can play in the boys league and another easy route in is by playing rounders, but if they don't get told this, they don't always know how to get into cricket.

The Chair asked if there are any sports for girls that boys don't do. Russ said not at KS3, but this is something they are working on and they are making sure they put on one girls only PE activity for extra-curricular. Hopefully in the long run, they will get more girls involved.

The Chair thanked Russ, commenting that she looks forward to see what girls are doing.

Equalities Policy

Governors welcomed Jonathan Clark to the meeting to talk about his role as Cantell Connects Lead, which includes LGBT+ Co-ordinator, and his plans for the future.

Jonathan explained that in 2015 he identified that there was no role in school and as a result, was appointed as LGBT+ Co-ordinator and has since attended various training courses.

Jonathan outlined some of the things he has established at Cantell, which includes an LGBT+ student group and an LGBT+ month in February and June when students receive assemblies. Jonathan also organises staff training and new staff induction on how to support LGBQ+ students and specific training in different areas.

Jonathan explained that one of his big projects has been to develop provision for Trans students, including toilets. Jonathan has been working on a policy which will be ready at the start of half term.

In 2018 Cantell received a Stonewall benchmark and then a Silver award in 2019. Jonathan said that unfortunately the Silver award attracted unwanted attention from a gender campaign group, a movement which is growing across the UK. They target the award because of Stonewall's connection along with other organisations and as part of this they picked on the school's Equality policy because of some of the wording. Jonathan explained that changes have now been made to the policy, which were not in response to the online comments, the wording has just been tightened up to reflect the school's ethos and the Equality Act 2010.

A Governor commented that Jonathan has been carrying out his role for some time and that he understands the positive movements that have happened, but wondered if there is anything that Jonathan is really focussing on, as there is still a way to go. Jonathan responded that one of the big issues highlighted in staff surveys is that there has been a significant reduction in homophobic language in school, which would have been common in 2015. New students are a challenge as some of them haven't previously been tackled in relation to homophobic language. Lots of students now feel comfortable about speaking to their Year Leaders and other staff members to talk about their issues with LGBTQ+. A few members of staff also say that Jonathan's work has made them feel more secure in school.

Governors NOTED that they will be asked to approve the Equalities policy later in the meeting under the Policies item.

The Chair thanked Jonathan for his report.

62/22 Curriculum Update

Claire Herridge and Siobhan joined the meeting to provide a Curriculum update. Siobhan commented that they last presented a Teaching and Learning update to Governors in September. Over the past term, staff have been working hard teaching resilience and re-introducing group work and encouraging students to work together in bigger groups.

Siobhan added that with this comes refreshing and training for staff which includes 30 minute teaching bursts allowing staff to discuss issues. This has been really successful and well attended. Siobhan informed Governors that with the removal of face masks they felt it was the right time to introduce oracy to students to help improve their learning experience in lessons and to support students with their reading and writing. This will also support SEND and BML students to develop and share their knowledge and ideas.

Siobhan commented that these skills need to be embedded back into classes to help students rebuild their confidence. Oracy will remain a focus in lessons throughout the summer term and the three priorities outlined were well received by staff.

Development Weeks

Siobhan explained the process for the Subject Development weeks, explaining that they had started looking at the curriculum in 2019 with some subject development coaching. In the Autumn of 2019 they started to look at the more detailed structure of the curriculum and what students might need to know to be successful. They then, started to break this down into discussions about the curriculum and to hold curriculum development conversations. Siobhan added in January 2022 they moved to the next step with the curriculum documents which are now on the website.

Signed by Chair:



Date: 8th June 2022

Siobhan informed Governors that after half term they started the Subject Development weeks. They have the expertise in the Faculty Leaders and wanted them to show their curriculum and what decisions they have made for their students learning moving forward. Each subject has a week to talk about where they are now and they are able to share the rationale for their subject, which takes into account KS2 and the changes that have happened as this is critical. The structure of the development weeks include lesson visits, meetings with students, staff team meetings and a review of CPD needs.

Mark Bagust runs the Subject Development sessions and the week finishes with reflection and a fish and chip lunch for staff when they are able to talk about the process and the next steps.

In summary Siobhan explained that Science, English, PE and RE have had their Development week and they all agreed they have been very insightful with lots of information coming out from the weeks. The format has given them time to reflect on the curriculum as well as on how they teach and what they teach. Siobhan added that the English team commented that the process is really powerful and has enabled them to move on to the next steps – they are excited to continue what they have started and they found it a positive experience and they felt part of the process. They would welcome another development week in the future.

Siobhan informed Governors that the next Subject Development week will be after the Easter Break for Literacy.

A Governor asked are all staff involved in the Subject Development weeks, or just the subject team. Siobhan confirmed that it is just the subject team as the weeks are based on the faculty needs and they have all good different next steps. The approach stays the same, but are adapted to the needs of the individual faculty teams.

The Head commented that this is about all members of the teams being part of the improvement process and working in collaboration to see what is working and what can be brought from outside or others areas of the school – it is informative not summative.

The Staff Governor added that his team had their development week last week, which they all fully engaged with. They all welcomed it and it was a positive and helpful experience. The Staff Governor commented that it was good to focus on KS3 as it is very easy just to concentrate on KS4, but KS3 is the foundation that everything is based on. He added that on a personal basis it was a fantastic insight to be able to look at assessment differently and he felt empowered to do this for the benefit of his students. The review was very important to the RE Department and he thanked Siobhan and the SLT

Another Governor commented that she is very impressed that the school has managed to carry this out in the circumstances and it is a testament to the professionalism of staff. This system provides everybody with a strong role in the process and is an important part of the work they are doing.

A Governor commented that she is very impressed that they have managed to do this in the circumstances, it is amazing and gives everybody a strong role in the process and has an important part of the work we are doing.

The Head informed Governors that teaching staff absences have been at 20% and they have had to be creative. Claire has been working hard on cover and has been collapsing classes – in the worst week they had six teachers absent. This is a great demonstration of using cover supervisors and supply teachers.

Signed by Chair:



Date: 8th June 2022

The Chair asked about Transition – as primary students have missed a lot of education – does the Transition process take this into account as those coming up to Cantell will be so far behind. Siobhan responded that this is a good point, but the work carried out by Mark Bagust with the Trust, bringing groups together has helped to establish what the gaps in knowledge are. Siobhan added that they are aware that there is an issue, but they will be able to start filling in the gaps – reading and literacy will be an issue that they can support. **Action**

The Head added that some of the significant gaps were probably there anyway pre-pandemic, but during Covid the focus was mainly on SATs. The Head commented that he is confident that as a Trust they can pull this back and they have been working closely with Trust schools and as part of this introduced the 'Nail it' document to let students know what they need to do to be successful in Year 7. The Head informed Governors that this was taken a step further last year when teachers from Cantell zoomed live into Year 5 and 6 lessons to go through some of the key knowledge to embed this before they come to Cantell.

The Head added that they are continuing this work and are really confident. It is not only about the learning gaps, it is also about maturity, social issues, mental health and well-being and this is where the real challenge lies and if there are real gaps in knowledge it benefits our staff to get them to where they need to be. The Head commented that they are working on getting these students maturity up because the students that will be coming to Cantell haven't had any real school since Year 4 and they act like Year 4 students.

Brian Lightman Report

Claire summarised Brian Lightman's report of SIP visit on the 29th March. Claire informed Governors that the report included lots of activities that Brian took part in, which included a meeting with the Head and Chair of Governors.

Brian also had learning walks with Siobhan and herself and individual meetings with SLT and Faculty Leaders. Brian also visited English and discussed some pastoral issues.

Brian said that he was impressed that SLT and staff have not allowed the pandemic to distract from the vision they share and ambition for their students whilst dealing with immediate challenges as effectively as they can.

Claire added that Brian also looked at the results of the staff survey, which the Head will share later in the meeting.

The Chair commented that she was with Brian for some of his visits and concurs with everything he has said in his report. All students were engaged and they were polite at break times – it was a lovely visit.

Claire asked Governors if they could arrange their follow up visit with their Governor links in school.

63/22 **Attendance and Behaviour Update**

Attendance

Ian Cresswell said that following on from Brian Lightman's report, when he goes through the behaviour information with Brian, he focuses on how they can make things better and which students get the most behaviour and mediation points and it is so nice to get feedback from Brian that the school looks really positive.

Signed by Chair:



Date: 8th June 2022

Ian shared his Attendance and Behaviour power point with Governors commenting that he would normally compare his data with the previous year, but as everybody was at home, he has compared before and after Christmas, so Governors can see a whole term. All student attendance was at 93.9% with 3.6% of students off with Covid – this is above the National figure of 86%.

Ian reported that attendance has now dropped to 92.9% with 2.4% with Covid, which is in line with before Christmas. Ian commented that the big change is the 1% drop in Covid cases and according to articles online, young people have passed the peak of Covid, but it could also be because of the end to testing.

Ian informed Governors that there hasn't been a significant difference in persistent absence, but there has been a bit of a drop in FSM attendance and they are focussing on particular students in Years 10 and 11.

Looked After Children attendance has dropped, but this is down to two students going onto a part time timetable, this is out of a cohort of 10.

The Head asked what is being done about SEN attendance, which is quite low and these are the students who were under a lot of pressure during Covid – what are we doing as a school to get them back in. Ian responded that they are looking at specific areas in Year 7 and 10 SEN attendance and there are key groups that Year Leaders and SLT are mentoring. They also hold weekly scheduled meetings to discuss ways to increase their attendance. Rachel the School SENCo has organised this with her team with key students to look at why they aren't coming in and this includes changes to their timetables, choosing the subjects they like to encourage them to attend. Ian said that they are also looking at work experience placements to encourage these students.

Ian informed Governors that when SEN students were audited for behaviour or attendance, there wasn't anything that had been missed and it is now a case of letting these initiatives embed to make a difference. The meetings with students are powerful and there is a lot of support provided for those students that are hard to reach, although sometimes it is their parents who are hard to reach and Ian said that he will also be looking at how to get them to engage.

Behaviour

Ian commented that again behaviour cannot be compared to the previous year. It was worth noting that we are now on week 26 in school, last year it was 28 and the year before 25.

External Suspensions

External suspensions have remained consistent across the year groups with minimal changes, particularly in Year 8, which has remained steady and consistent. Ian explained that the national average is 7% and at Cantell it is 2.7%. Ian added that External Suspensions are a last resort as they would rather students were in school not at home.

Internal Suspensions

Ian reported that Year 9 Internal Suspensions have remained high due to a spate of students bringing vapes into school, but when you look at NOR, it is in line with Internal Suspension figures. Ian added that where this is positive is that the number of days has decreased in a comparable amount of time.

Ian also pointed out that the figures highlight the immaturity of Year 7 and 8 students compared to the other year groups, adding that Year 7 are the most complex year group in all schools.

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Mediation Calls

Ian explained that the data for 2020-21 is for a whole year, whereas he has only been able to supply September – December and January – April for 2021-22.

Ian informed Governors that the largest group for Mediation calls is Year 7, where they are displaying immature behaviour. The reduction in calls is much more consistent across the other year groups. Ian said that having looked at comparable data from other schools, behaviour is a level above what they are seeing and we are picking up much lower behaviour issues at Cantell. Ian added that they are getting a much clearer picture of where to intervene and if you walk around school, students are focussed and getting on with it.

Ian drew Governors attention to his next slide. He said that one of the Matters Arising from the previous meeting was a breakdown of mediation calls with their context. Ian pointed out the actions taken for individual students in each year group and the number of students involved. Ian added that the number of students for each year group is minor and the numbers are very steady.

Governors noted that after Easter, the blue post it notes will be focussing on what the support plans are for these challenging students and whether they are effective and that the students are getting what they need.

A Governor asked in relation to the Year 7 figures and student transition into school, whether any of this information is fed back to the feeder schools in the Trust to show what interventions have taken place – to help with students coming up to Cantell. Ian responded that they do it more of the other way round to find out what students need when they come up to Cantell, but agreed that it might be a useful thing to do. This year there will also be a separate transition day for SEN students and they have already identified some CAP students who they have started working with. Ian added that the transition work started pre-pandemic will be stepping up and he will make a note of the Governor's suggestion.

The same Governor added that this might be something that Mark Bagust could take back to the Trust as it important for Cantell to know about the behaviour of students coming up to school, to help improvements be made. Ian commented that there are discussions that take place on an informal basis, but this might be useful.

The Head asked about the middle group of students who pick up behaviour points but don't need significant support – what transition will we have for them. Ian responded that they receive information from the primary schools about these students and they attend the transition days, but we will know if there have been any big issues at their primary school. Ian added that he always looks at the key groups with the Transition leads, but identifying them at Primary level will be difficult because they don't always demonstrate this behaviour at Primary school.

The Head asked Ian whether he thought this might be because they haven't seen them as much as usual, but they might be able to identify some challenges now. Ian responded that the students with challenges are easier to identify, but those in the middle are more difficult. **The Head commented that they cannot rely on what happened before the pandemic, they need to look at additional transition days for those who may have significant issue, such as silly behaviour.** Ian agreed that this is what he will be looking at with the Transition team.

The Head commented that this was a good question from the Governor because

Signed by Chair:



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what they have done in the past, is not good enough and they need to do a bit more. **Action**

The same Governor added that perhaps they could also add to the buddy system to help Year 7 settle in, there might be some mileage in getting the current Year 7 to say what helped them settle in. Ian agreed that this is something they were getting to, pre-pandemic and it is something they need to look at.

64/22 **Full Trust Meeting**

The Chair outlined the last Full Trust meeting on the 17th March, explaining that Highfield School have failed their Ofsted because of a safeguarding issue. The Chair added that safeguarding is something they need to look at regularly, along with the other schools in the Trust, as and such, Mark Bagust has been working with the other schools on this with a Designated Safeguarding Lead from the Trust, to make sure they are doing what they need to.

Early Years is also another area of focus for Ofsted

A Governor commented that they have just commissioned an LA safeguarding review, which is extremely thorough and is carried out by twelve people – this model could easily be replicated. The Head responded that this is the model they are using and Mark is working alongside two DSLs from the Trust. The Head added that they learn a lot by doing this themselves and it is very good CPD for staff. Mark has done a lot of work with the Leadership training group with twenty four colleagues.

The Head suggested an item for the next meeting concerning the key things that Governors need to consider around safeguarding and wellbeing to include Cantell Safeguarding Audit Report.

**Agenda
Item
next
meeting**

The Head informed Governors that Cantell's safeguarding audit will take place after Easter and he will feedback to Governors when the report is available. A well-being survey has also taken place for school staff.

65/22 **Safeguarding Update**

The Chair reported that she has been into school twice and has looked at the LAC policy.

The Chair said that she went through the case list with the DSL and looked at some of the challenges. She also went through the SCR and looked through a couple of folders to see if everything is ok and suggested a couple of changes. They also looked at what training staff had completed, such as Prevent. The Head said that he will write to those Governors that haven't completed either their Safeguarding or Prevent training.

Head

The Chair commented that she was happy with what she saw, but can only comment on what was shared with her.

A Governor asked about supervision arrangement that are put in place for staff dealing with safeguarding issues. The Head said that he deals with this and meets with Michelle Stocker once every month, and he also meets with the Year Leaders and Pastoral team. These discussions are also about what is going on in their own lives and about individual students.

The Head informed Governors that they will also be employing an NHS Mental Health practitioner, who will start in a couple of months, but they will also continue to work with CAMHs.

Signed by Chair:



Date: 8th June 2022

a) Looked After and Previously Looked After Children Policy

To be forwarded to Governors by the Clerk for Approval by email.

Clerkb) Careers Guidance Provider Access Policy Statement

A Governor commented that Year 10 and 11 CV writing, interview help and personal statements are important areas and wondered whether something like the etiquette of writing letters should be included in the policy. The Head agreed that this is something that is lacking and will make sure it is included in the policy – the Clerk will contact Andy Paterson to include CV and letter writing in the policy.

Clerkc) Professional Development Policy

Governors APPROVED the Professional Development Policy subject to the dates in the policy being confirmed.

Clerk67/22 **Headteacher Update**

The Head reported that the White paper was presented at the ASCL conference and includes the following specific area, although there is very little detail at the current time:

1. *Every child should have an excellent teacher.* This is about ensuring that there is appropriate teacher training in place by 2024. There is also a real concern about Early Years and issues around reading. The starting salary of new teachers will be £30k, which comes with cost implications for schools.
2. *Delivering high standards of curriculum, behaviour and attendance.* The Head said that behaviour hubs have been created to help other schools, along with attendance gurus. The Oak Academy have a large content of curriculum resources for schools and is available to adapt to the needs of children in school. This is also about catch up support and the National Tutoring system, which has not been good for the young people at Cantell and the Head commented that they have used their own staff and finances to pay for things like Saturday catch ups and Easter sessions.
3. *A stronger and fairer school system – creating strong families of schools:* the Head said that he believes we have already got this, but aren't recognised because we don't fit into the MAT model, which is what the Government want by 2030. The Head added that he always believed in a mixed range of schools and it is all about leadership – a great school is run by the people in it and it is not one size fits all. There are some great MATs but some inadequate ones as well – there is nothing to say that academies are higher performers than other schools. The Government are saying that we need to join a MAT and the Head said that there are currently three working groups in the Trust, looking into the following:
 - Becoming a MAT
 - Working more closely as they are.
 - What happens if they carry on what they are doing?

The Head commented that the inequality is that schools in a MAT can access more finances than other schools and his frustration is that Cantell students are getting treated as second class citizens. The Head said that his message to Governors is that as a Trust they are where they are and looking at different options, which will be brought to Governors. The Head added that if the move is to go into a MAT, they want to change the Trust into a MAT and this would mean formalising systems and structure. At the same time, the Head said that he doesn't think they should be left out and therefore have to make some difficult decisions carefully and in an informed way.

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A Governor commented that it is a shame, because there are some good, but also some bad MATS and some good and better Trusts. The Governor said it would be a real shame to lose the power of schools, Heads and staff and Governors wouldn't want this to be lost, but she appreciates the need to move with the political times – but if they are looking for a credible model it is the Aspire Trust.

The Head said that they have tried to engage with the DfE and are doing things in a successful way but not in the system they say we should be in. **The same Governor said that she hopes they can continue doing what they are because it is the right thing for Cantell students.** The Head agreed, saying that whatever they do it will be as a group, but there are a number of things they have to look at.

A Governor commented that they might have to play the game but in a reasonable timeframe to make sure they don't lose any benefits, they may have to just go for it. The Head agreed, but said they have to identify whether they want to go for it. They have to think about changes in culture at the highest point and what this might mean. The Head said that fundamentally if they think this is going to happen, it needs to happen sooner rather than later, rather than being at the back of the queue.

Staff Survey

The Head said to be clear this half term has been the most challenging of the pandemic as more staff and students have been off with Covid.

The Head explained the staff survey was completed by around 100 members of staff and the only issue identified was workload, which is something that needs to be looked at and follows a comment in Brian Lightman's report and comments from Mark Bagust.

The Chair responded that this is an excellent response from staff, other schools have done something similar and staff made disparaging comments. Everyone at Cantell is on board and people love working there. The Chair thanked the Head and SLT for being good leaders. The Head agreed this is a huge achievement and the results reflect the vision and values that are shared by Cantell staff and is what they are seeing across the board.

The Staff Governor commented that the amazing thing is personally, how little he gets called upon for things such as cover and this survey is an accurate picture and a testament to the Head and SLT. Things like staff cover and the half-day Inset planning are just some recognition of the tough times for staff. The Head and SLT have done an amazing job, with the only criticism being that collapsing classes sometimes overburdens some members of staff.

The Head thanked the Staff Governor for his valued opinion, commenting that the last three weeks has been the worst for cover and Claire and has been in early every morning to look at it. Siobhan has also been keeping a list of those who have gone above and beyond for cover and the plan was to send out something to say thank you to staff, but was anxious about missing someone out, so Siobhan will be saying thank you personally to them from the SLT.

The Head commented that the staff survey says that there is a culture of saying that it is more than a job – although this can create huge pressure on staff to do thing. The Head said that staff will always do their level best, it is a job, but a very special and important one and he appreciates the Staff Governors comments and people like him make a difference to the school.

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The Head informed Governors that he recently asked the PGCE students, who have been on their second placement, to write a statement on what they missed about Cantell whilst they were away. Each one said they loved Cantell and they missed the systems and structure and the behaviour, which is the best they have ever seen. The Head said that it is a team effort right down to site team and staff challenge each other, which makes holding people to account easier.

A Governor commented that this is a fantastic glowing survey and it's great to see the information about the fundraising campaign for the Ukraine which shows your care not just for the school but the wider community and not just Southampton.

The Head responded that Cantell is very outward focussed and he has just confirmed a role with Hants Cricket – when we talk about levelling up, this is generally what they are doing. The Head added that they have also had Lee Peck from the City of Culture campaign in school interviewing himself and some students.

68/22 Chair Update

The Chair said that she has been into school twice and the Vice Chair had joined her during the second visit for a walk around school. They went into CAP with the Head, which was a very good experience and they were both pleased to see that students arriving at school before the bell and the number of staff out on duty in their Hi-Viz was excellent.

The Chair said that she had also met with Brian Lightman and with Ian Creswell.

The Chair had also attended the Grease production and had a lovely meal cooked and served by students and staff – it was fantastic.

The Chair said that she would email staff to thank them for everything they have done, on behalf of Governors.

The Chair reminded Governors to visit school. The Head said, please just drop in, this is really important and we want you to see the school in situ.

69/22 Any Other Business

There was no other business.

70/22 Date of Next Meeting

Wednesday 8th June 2022 at 5.30 p.m. via zoom. That concluded the business of the meeting. The meeting closed at 8.20 p.m.

Page No	Minute Number	Item	By Whom	By When
1.	56/22	Annual Paper work return – please return if you haven't already done so.	All	Asap
1.	56/22	Governors to prepare questions in advance when they next receive the SEF.	All	Ongoing
9.	64/22	Agenda item for next meeting: Key things for Governors to consider around safeguarding and wellbeing, including the Cantell Safeguarding Audit Report.	Clerk	Agenda Item – 8 th June

Signed by Chair:



Date: 8th June 2022

9.	65/22	The Head to write to Governors who haven't returned their Safeguarding or Prevent Training certificates	Head	Complete – all returned
10.	66/22	Looked After Children Policy – Clerk to forward to Governors for Approval by email	Clerk/All	Complete – approved
10.	66/22	Careers Guidance Provider Access Policy Statement – the amendment has been included.		Complete
10.	66/22	Professional Development Policy	Clerk	As soon as possible

Signed by Chair:



Date: 8th June 2022