

Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 8th December 2021, 5.30 p.m. via Zoom

Present:

Glynis Alexander (Chair)
Matt Bunday (Associate)
Chris Dancer
Caroline Humphries
Nicola Hunt
Deb Sutton

In Attendance:

Claire Herridge, Deputy Headteacher (Item 6)
Siobhan Dodds, Assistant Headteacher (Item 6)
Luke Wilson, Head of Co-curricular Activities (Item 5) –
left at 6.06 p.m.
Michelle Burt, Clerk to Governors

Apologies:

Karen Gange
Harry Kutty (Head)
Warren Thomas

29/22 Declaration of Pecuniary or Business Interests Action

There were no declarations of Pecuniary or Business Interests.

30/22 Minutes of the Meeting held on the 3rd November 2022

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.

31/22 Matters Arising

18/22 Governor Annual Paperwork Return

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

All

32/22 Co-Curricular Activities and Trips & Visits

The Chair welcomed Luke Wilson to the meeting.

Horizons Fair – Friday 1st October

Luke explained that the Horizons Fair ran during the day in school time, with lots of timetabled activities, virtually and in person, due to the large numbers of students moving around in key spaces. Some ex-students and outside organisations including Hampshire Cricket and Deliotte, were also involved and shared their experiences of extra-curricular activities and how important it is to take part.

Luke informed Governors that the most important part of the day was for students to get out around the school to look at the different clubs that are on offer. Luke added that there were also Empower sessions, which included employability skills and student were able to attend sessions showing them how to log on to the SOCS programme to sign up for clubs, after looking over the brochure. Luke informed Governors the SOCS system also allows staff to sign in and register students when they attend clubs and there has already been some work with the website developers to look key groups.

Luke shared the headline figures for attendance at clubs, which is looking really good, with 61 clubs running so far this term, with 51 members of staff involved. More boys attend overall than girls, especially in Year 9 and 10, although figures aren't available

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for Year 7 Pupil Premium students. Luke added that he will look at ethnicity figures in the future, but numbers are looking positive.

Action

Luke added that there continues to be a focus on Year 9 students, particularly girls and the next steps are to embed some girls only clubs and meetings for girls.

Trips and Visits

Luke informed Governors that the number of students taking part in trips and visits this year is fantastic, with 24 trips so far this term, which is in line with pre-COVID, and this will help enrich students and develop their learning out of the classroom. Luke added that whilst looking at the numbers, he has been able to carry out an analysis of Year 9 participation, particularly girls. As part of the focus on Year 9 students, they are looking at different ideas, particularly visits to museums for Maths, so they can see the use of Maths in the wider world and similarly, with English, arranging visits so students can see the use of comedy in English.

Luke explained that they will be introducing the spring Extra-Curricular timetable and he will be holding 10% of trips and visits specifically for FSM students. Trips and visits tend to fill quickly and this will ensure that everybody can go on a trip.

Enrichment

Luke informed Governors that they will be continuing with the successful Survival Week for Year 7, which will be held on site again. Year 8, pending COVID restrictions, will take part in a navigation and orienteering day and Year 9 will participate in a Fine Dining Experience. This will ensure that everybody gets a chance to take part in activities they might have missed out on.

Duke of Edinburgh Award

Luke explained that the following numbers of students and staff had taken part in the Duke of Edinburgh programme:

42 Bronze students
6 Silver students
12 Staff volunteers.

Activities for the Award have been planned for the year and include qualifying expeditions for the Bronze and Silver awards in June 2022. Luke added that a training day had been held in November with Silver students acting as mentors and leaders for the Bronze students, which was great to see

House System

Luke explained that they are currently reviewing the House system to see how they can move forward to enrich the lives of students, creating a vehicle for competition amongst staff and students and allowing students to become positive role models within their peer groups. Changes will be brought in after Christmas.

A Governor commented that there has been a keen taken up of clubs by Years 7 and 8, but a drop in Year 9 and 10. He asked Luke whether he had a percentage of how many students they want to see attend. Luke responded that he would need to work out a key performance indicator to see where they want to be, but is happy to look into it. **The Governor commented that the figures are great anyway.**

Another Governor commented that this all looks amazing. He asked whether COVID is having a knock on affect with the organisation of visits. Luke responded that there has been lots of contingency plans in place and they have looked at Risk Assessments and liaised with companies to make sure everybody feels safe – students also wear face masks. Luke added that they have all needed to work together to make visits happen, but it has been quite straightforward.

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A Governor asked whether the SOCS system is new. Luke explained that it was trailed before COVID, but they didn't have the opportunity to roll it out with students. Students have now had a session to learn how to use it and the process has been working better since then, beforehand staff were only using it to register students.

The same Governor commented that he could see that students are engaging with it quite well and the idea of allowing them to use the system is a good way forward. He asked whether Luke monitors and analyses the statistics. Luke agreed that this is the real benefit of the system and agreed it is a good idea to monitor how many students are attending, which could be used to remind them to log in and look at the different clubs. **The Governor asked whether there is any intention of using the data to target students that don't participate, perhaps on an individual level.** Luke agreed that this is the plan so they know who to target and is part of the analysis they have been doing.

A Governor said that it is great to see such a rich programme as well as good participation rates. He asked, as this is part of the recovery agenda, whether Luke has thought about the impact on individual students who are taking part and how to measure this. Luke responded that one of the areas they are looking at is Year 9 and as a result, he has created a dashboard with the student's photo and what clubs they are attending, which is really interesting and has allowed him to follow up with some students. One student in particular hadn't attended any clubs this year, but based on what he had attended previously, Luke was able to follow this up and the student is now attending a Basketball club. Luke added that they are also tying this up with Behaviour and Achievement points to see how this is connected and also looking at their work in lessons and what they are doing in their free time, to get a bigger picture. This is just Year 9 at the moment, but Luke is planning on widening this to encompass other years.

Another Governor thanked Luke for his presentation, adding that it is great to know the numbers of trips is in line with pre-COVID. She asked about the drop in girls attending clubs and whether this was happening pre-COVID. Luke responded that he would have to look into this, but as there is a lower percentage of girls at Cantell, this might be something to look at to see whether it is to do with COVID. It was worth noting that some students didn't attend clubs until the summer and it might be worth looking at figures at that time to see if there is any improvement.

The same Governor asked whether holding a Student Voice might address what types of clubs girls might want to attend to see if this might make a difference. The Governor also asked about Pixl Edge and whether it is still running. Luke responded that Empower activities take place in Lesson A and LORIC has been added to this, along with a weekly club. **The Governor asked whether this is still accredited.** Luke responded that he doesn't think it is.

A further Governor commented that he wonders how the school production is impacting on the other extra-curricular activities and whether students are attending it instead. Luke agreed, as he knows some students that are more focused on the show and picking what they want to attend, which is having an impact.

33/22 Curriculum//Quality Assurance/CPD Update

The Chair welcomed Claire Herridge and Siobhan Dodds to the meeting.

Claire explained that Siobhan and herself would share with Governors, where they are now with regards to the Extend phase of the Aim High programme and what this means for Teaching Learning and how they are quality assuring this, whilst supporting staff.

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Claire added that when they returned in September, they underestimated the impact on staff confidence in the classroom. Teachers weren't moving around the classroom and as a result, were restricted in what they were doing. In the Extend Phase, the plan is to give them this confidence back so they could return to doing what they couldn't due to the restrictions.

Claire informed Governors that during the Extend phase, the priorities remain the same: checking for understanding, sequencing and attack words. Claire explained the Quality Assurance that is taking place to ensure the priorities are taking place:

1. Speaking to students, which is happening through Learning walks with the Faculty Leaders, Subject Leaders and SLT.
2. Student Voice meetings with specific Year groups.
3. Work samples with the Faculty leaders following the Student Voice meetings, where questions have been asked, including what should be seen in the books and does it match the curriculum.

Faculty Leaders are then taking this information and sharing it with their teams, so they can do their own QA. Other aspects of the QA taking place are the recent Governor Link visits and post it notes, which are also linked to the CPD programme. Siobhan said that all members of staff want to improve and be the best they can for Cantell students, which is echoed in the classrooms in how teachers support their students to be even better.

Siobhan outlined the training programmes for teachers currently taking place: ECT, NQT+1 Mentoring, NQT+2 post it and Bursts. Siobhan also shared some of the journeys for ECT and mentor training and the support staff receive to achieve an accreditation and a NASBIT qualification to support them on their journey.

Siobhan also explained the CPD available to staff every week and the weekly Faculty briefings, which are subject specific. Optional CPD is also available and a weekly roundup is sent to staff by email, with information on systems and research.

A Governor thanked Claire and Siobhan for their interesting presentation. He explained that his experience at his school is that they have had to move away from a support relationship, to support and coaching and this has been a shock to staff who haven't known anything else. The Governor added that they have found coaching is the right way and he asked whether they have the capability and access to training at Cantell that they need to make this substantial. Siobhan replied that they were lucky to have the NASBIT Level 1 & 2 programme and part of this is instructional. As far as capability goes, they are lucky with the Faculty Leaders who are able to go into to classrooms to support using with post it notes

A Governor commented that at the last meeting, one of the members of staff who had presented to Governors was an ECT and he had asked her questions at the time about her peers in other schools in Southampton. He had asked her about her training and the support she receives, compared to theirs – she had been very positive and from what she understood, they were not getting the same level of provision. The Governor said that he is guessing that that this level of support is quite unusual – is this correct? Claire responded that they probably get the same level of challenge, but not the differentiation that we have here. Siobhan added, in terms of making an impact, challenge is the way forward and in terms of the question, the programme at Cantell is bespoke across the Trust and they have also linked with Mountbatten school to give our staff the secondary experience as well. The knowledge from across the Trust has been very valuable.

The same Governor asked, in terms of how staff are taking on the mentoring and responding to it, is it consistent and are they buying into it and responding in

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the same way. Siobhan confirmed that this is the case, especially with the roll out of the ECT programme as staff really like the structure of it. Claire added that most of the experienced teachers are just excited to be teaching again.

Action

The Chair thanked Claire and Siobhan for their report, commenting that what they do for their teachers is remarkable and we will reap the rewards from the students themselves.

34/22 Feedback from Governor Link Visits

Languages

John Draper and Deb Sutton are both linked to the Languages Department and John visited Latin, French and Spanish. John reported the following from his discussions with students and staff:

- Students in all the lessons were keen to discuss and share their learning. Students appreciated extra books – new books were making an impact.
- The first Lockdown was a difficult environment for learning Languages.
- The second Lockdown was easier.
- Surprised at the level of natural speakers teaching the subject.
- There was a very impressive environment in focussed classrooms.
- Languages IT programme – saw it in use.
- Discussed Primary schools teaching different languages and the difficulties this causes, although all students had a positive experience of language learning.
- One thing that was an issue was that there were different emphasis in primary language teaching. Some did only verbal and some only written.

Deb reported the following from her visit:

- It was really good to see and she spoke to Kat about the impact of the pandemic and how to fill the gaps and they then went and visited this in action.
- They talked about cultural knowledge and opportunities for staff to talk about cultural knowledge.
- One of the sad things they spoke about was Post 16 Pathways. Kat was talking about young people who are looking at other options so they can pick up their languages.
- It was good to see things they have been told about in action in a classroom.

English

Nicola Hunt went into the English Faculty and met with Pru and Sarah. Nicola spent half a day with them and they put on a very full itinerary. Nicola asked some questions before visiting and decided on a KS3 focus for her first visit. Nicola reported the following:

- They looked at collaboration work with other schools and the transition from Primary school.
- They went through the curriculum and vision and went on a number of learning walks through KS3 lessons, Year 7 and Year 9.
- In Year 7 some students were taken out and Nicola was able to do a student voice with them. The students brought their books with them and were from a variety of different levels. Mainly they were just using text, but some used more illustrative ways of explaining what they were doing.
- They also visited the Library and looked at Ebook which were being added to the curriculum and how teachers are being asked to rewrite text for students. Teachers also read from books themselves to their students. Nicola explained that they also went into an intervention class to look at a specific group who needed extra support.
- Nicola also spoke to Veronica Hein, who is a Lead Practitioner leading on students being assessed on their grasp of specific topics in English. If these students don't grasp it, they focus on it again, so they understand it before moving on. Nicola

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commented that this is quite a lot of work for teaching staff, but it seems to have some positive outcomes and benefits students and staff.

- They looked at Student Voice opinions and the changes being made in Year 9, including changes to the text that students look at to make it more inclusive.
- Nicola spoke to some of the ECT who value the changes to the programme and agreed that there is some good collaboration going on. They are very supportive of each other and feel lucky to stay at Cantell so long.

Nicola informed Governors that she will visit again in the new term to talk about KS4. It was a fantastic experience and it was great to see staff.

Creative Arts

Matt reported that he visited Creative Arts on Monday and he met with several members of staff. The summary is that it was incredible, people are positive and the team is switched on and approaching their subjects in a way that students will respond to. Matt commented that it is fascinating that classes such as Music and Drama are encouraging students to be physical – they were really well behaved and there were no behavioural issues and although some students got overexcited, the staff were able to control this. Staff members also know every student's name, which is not an easy thing and this gave good sense of identity. The courses seem very united and there is exactly the attitude and relationships from staff that we expect.

Matt commented that he was very pleased with the relevance of the lessons and it was fascinating that they have used experience that students like and to show how this applies to the industry. Matt added that Art was really interesting, especially the way students help each other, which is something we don't notice all the time, but should champion. The rooms were cold, due to the current situation, but students wanted to be there and their phones were off.

Matt said that overall, he was very impressed and he has got a few takeaways such as organising an activity in a Drama school, which may not be too hard to arrange and he will work with Rhi Hescott on this.

Matt said that generally, it was a very positive day and it goes without saying that it is a very different school to how it was 17 years ago when he was there.

PE

The Chair said that she had visited PE on the 2nd December and met with Russ Grant, the Head of PE. Russ has been at Cantell since 2019 and had only just joined when we went into the first lockdown and he followed the existing curriculum for the first year.

Russ explained to the Chair that Cantell is now involved in teaching cricket and there is a group of students who are being coached in school time by Hampshire Cricket Club, along with students from another other school. These are all ethnic minority students who have shown some skills in cricket and already belong to clubs. The Chair said it was really good to watch these students being taught. Their enthusiasm and concentration was evident throughout her visit.

The Chair commented that Russ is very enthusiastic about being at Cantell and he wants to support girls to give them a wider opportunity in sports and is currently working with his team on how to do this to fruition.

The Chair informed Governors that when she visited school, she also carried out a Safeguarding Audit and was pleased to say everything was ticked off and she viewed the Single Central Record. The Chair asked Governors to return their Safeguarding paperwork if they haven't already done so.

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The Chair said that she will also be visiting Andy Paterson – she was disappointed with his presentation to Governors and will be discussing it with him. **Action**

PH does not have anything booked, because he was not at the meeting when arrangements were made. Everybody's reports are fantastic and hopefully when there is a follow up, he will be able to get involved.

35/22 Policies for Approval as Recommended by the Staffing Committee

Governors APPROVED the Pay Policy and the Complaints Procedure.

36/22 Financing and Staffing Committee Terms of Reference for Approval

Governors APPROVED the Finance and Staffing Committee Terms of Reference.

37/22 Minutes of the Finance and Staffing Committee meetings held on the 10th November 2021.

Governors NOTED the minutes of the Finance and Staffing Committee meetings held on the 10th November 2021.

The Chair of the Finance Committee asked for his thanks to the School Business Manager to be noted. Even though the School Business Manager has gone down to three days week, there is no change to the quality of the work he does. Everything as usual is in order, and the staff buy into how he does things. The Chair of Governors added he is an excellent person to have around.

38/22 Chair's Update

The Chair reported that she has carried out a safeguarding visit and had sat in on a meeting with the Head and Kat Chivers looking at the way forward with Pupil Premium.

Every child in school will be receiving a reading book as part of Reading Day, which is excellent and all staff have been given an advent calendar and it's things like this that make staff feel wanted.

The Chair said that she has thanked the Head for everything he has done this term, which is important. She has also be watching staff attendance closely and considering COVID, it has been remarkable that they are all still standing. The Chair added that she will make sure that Governors thanks are passed onto the staff.

The Chair also thanked Governors for their visits to school this term.

39/22 Any Other Business

There was no other business.

40/22 Date of Next Meeting

Wednesday 19th January 2022 at 5.30 p.m., via zoom. That concluded the business of the meeting. The meeting closed at 7.15 p.m.

Page No	Minute Number	Item	By Whom	By When
1.	31/22	Governors to return the Annual Paperwork to the Clerk	All	ASAP

Signed by Chair:



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