

**Cantell School**  
**Minutes of the Whole Governing Body Meeting**  
**held on Wednesday 7<sup>th</sup> July 2022, 5.30 p.m. in the CTC**

**Present:**

Glynis Alexander (Chair)  
Harry Kutty (Head)  
Matt Bunday  
Julian Bryant  
Chris Dancer (from 5.52 pm.)  
Peter Hilditch  
Caroline Humphries  
Nicola Hunt  
Warren Thomas

**In Attendance:**

Michelle Burt, Clerk to Governors

**Apologies:**

John Draper  
Deb Sutton

**85/22 Declaration of Pecuniary or Business Interests**

**Action**

There were no declarations of Pecuniary or Business Interests.

**86/22 Minutes of the Meeting held on the 8<sup>th</sup> June 2022**

Governors NOTED the minutes of the meeting held on the 6<sup>th</sup> April 2022 as a true record of the meeting, which were signed accordingly by the Chair.

**87/22 Matters Arising**

All Matters Arising were complete.

**88/22 White and Green Papers**

Governors confirmed that they had read the White and Green papers as requested, prior to the meeting.

Green Paper

The Head explained that the Green paper concerns SEN review. The Head added that at Easter he took on the Line Management of the School SENCo, Rachel Bridges, as the two of them have the legal responsibility for this area and now meet once a fortnight.

The Head informed Governors that the first SEND Information Evening for parents had taken place that week, with staff talking about how they can adapt their teaching for SEND students and how technology can be used to meet these needs. The Head said that the families that were unable to attend will be sent the Powerpoint from the evening and by the end of term, Rachel will also send the Support Plans out to parents for review. Parents will also be asked for any feedback and to sign off the Plans.

The Head added that they want SEND students to make as much progress as other students, although it isn't just about outcomes. Governors will be able to challenge outcomes, whilst seeing how much progress these students make throughout their journey at Cantell.

**A Governor commented that she had this discussion with staff at Parents evening, but wasn't sure they came to any resolution.** The Head suggested that the Governor has a conversation with Rachel Bridges.

The Head informed Governors that this is all about the young people, beyond testing at 16 and it is important that they are well equipped for the future.

White Paper

The Head commented that the White Paper is the big one for Cantell and there are lots of different aspects to it. The one that has caused the greatest challenge is the expectation that all schools will be in some kind of MAT by 2030. Although the whole idea of a family of schools is for them to work together and be outward facing and the Head doesn't know of a more outward facing school as Cantell. The Trust has been working well together, especially through the pandemic.

The Head explained what they are doing in terms of the curriculum plan is based on what they have learnt from primary schools and groups of teachers from Cantell are currently visiting primaries in the Trust to learn how to teach areas such as reading and phonics to help students when they come up to Cantell.

The Head said that the Aspire Community Trust is working well and in the last academic year Bassett Green achieved a 'good' Ofsted, working alongside the Trust and Mark Bagust and there are other examples of the Trust working well together.

The Head explained that the options are:

1. To do nothing – which could now be an option.
2. To move to a MAT model without 'pushing the button' – an Aspire+ model. They would need to create a Memo of Understanding and appoint a temporary CEO and Vice CEO.
3. The third option is to create their own MAT and formalise the arrangements, with a permanent CEO and Deputy CEO. The Head commented that this not an option he would consider, along with joining an existing MAT.

The Head commented that the Trust has its visions and values, which they would never move away from as standards would decline and other MATs would want to put their own stamp on a school, making this the least attractive model for the Trust. The Head informed Governors that he has invited Stone King the solicitors, to the next Trust meeting to talk about the options.

The Head commented that the first option, do nothing, could now be an option due to the changes in the political landscape and could be an option to have in the background, whilst still investigating the Aspire+ model.

The Head explained that he has arranged to meet with the Regional Schools Commissioner and has explained to her that the last time they looked into becoming an Academy was in 2012, which stalled because of the school's PFI status, which comes to an end in 2027. The Head added that the Regional Schools Commissioner advised him that they could delay becoming a MAT.

The Head added that there has been no decision making, but he has got a couple more meetings with the Regional Schools Commissioner, but it will be up to Governors to decide whether they want Cantell to go into a MAT or not.

**A Governor said from a Governors point of view, after hearing about the Aspire+ model and what it might involve, it might be useful for Governors to have a list of pros and cons, which they can add to, to help them be more informed.** The Head agreed that this is a good idea as it is the Governors and the Trustees decision.

**Another Governor said that it seems to him that the direction of travel has been for schools to join a MAT as the preferred option and he is surprised that doing nothing is now an option.** The Head responded that this is down to the current political situation and wouldn't have been the case the previous week. **The same Governor commented that it would be very disappointing if they moved in this**

**direction and then the political landscape changes.** The Head agreed that this is something he doesn't want to happen, especially as the LA think that the Aspire Community Trust is a great Trust.

**A Governor commented that they could potentially have a 12/18 month plan with expectations and a list of ideas and information for Governors over the next 12 months.** The Head commented that this would need to be an agile agenda, but agreed that a list of pros and cons could be put in place for the Whole Governing Body meeting in September, which either Stone King or he could present.

Action

WGB  
Agenda  
14/9/22

Governors discussed the potential structure of the Aspire+ model, including the need for a CEO. **In response to a question from a Governor, the Head confirmed that it would be the Trust that would appoint a CEO and agreed that they would need the time to look for the right person.**

**In response to question as to whether the option of joining a different MAT should be taken off the table at this point,** the Head said that this is something that will come out of the discussion concerning pros and cons.

**A Governor asked whether there have been any cases of schools coming out of a MAT.** The Head responded that only when a school is not performing well in a particular MAT and have not had a good Ofsted.

**A Governor asked how they would move together with the other schools on this.** The Head responded that the options need to be explored, with the pros and cons and he will also tell the other Heads in the Trust that this is what they need to do.

**A Governor commented that Governors agree that they like the way the schools in the Trust work together and why would they want to break this – is this the feeling in the other schools the same.** The Head said yes, but the understanding with the other Heads is that they understand that they need to do something, but out of these options, no one is saying that they want to join a MAT.

## 89/22 Safeguarding Audit Report

The Head commented that Governors received and discussed the Safeguarding Audit Report at the last meeting. Safeguarding is a huge area of the school, with 15/18 safeguarding forms submitted every day. The forms are sent to a Safeguarding email address, which is also used by students and is frequently advertised to them. This email box is checked by Michelle Stocker, the DSL, Ian Creswell and the Head and between the three of them they triage and allocate somebody to deal with what has been reported. The Head added that they also have CPOMs, where everything is entered, such as communication with parents and external agencies.

The Head explained about a complaint recently received from Ofsted from a parent, and as he didn't know the full details, the Head went onto CPOMs and there was an unbelievable amount of information available of the actions and support that this young person had received. As a result the Head was able to prepare a 16 page report which went to the LA the next day, resulting in the LA closing the case and sending this on to Ofsted. The Head commented that he wouldn't have known the case as well as he did if this evidence hadn't been in place and this is part of the protection for students.

The Head informed Governors that the only issue raised in the report that will be taken forward is the Parent Survey, all other actions are complete and the Staff Wellbeing survey responses were excellent, with staff saying they feel safe and happy at Cantell and pleased to be here.

The Head said that the main things he worries about are:

Signed by Chair:



Date: 14<sup>th</sup> September 2022

1. A tsunami of mental health issues in school and as such will be appointing a Mental Health worker and work will also take place with Keith Godfrey on Children's Mental Health and other issues.
2. The skills gap. The Head said that in 2030, 30% of people will not have the right skill set for their job and this is something they want to work on to make sure young people leave school with these skills.

Action

The Head said, in terms of the mental health of young people, it is also about the supervision and support for staff who are dealing with these young people. The Head and the Pastoral team meet once a fortnight as a group and once a month individually, when they don't talk about work. The Head commented that currently they have a number of planning days and the Pastoral Team's planning day will now be a spa day, as they need to relax, reflect and recharge. Safeguarding is a strength of the school and when Ofsted visit, they will see safeguarding is a strength and has improved since the last Ofsted.

**A Governor asked about staff mental health and whether there has been any affects after lockdown.** The Head responded that he is frustrated with the term 'catch up' as we do this anyway and are clear in the curriculum what skills students need to have to lead a successful life. When we are dealing with mental health it is the Pastoral team that is mainly affected – although behaviour points are low and there is a centralised system for mediation.

#### 90/22 Report of SIP Visit, 8<sup>th</sup> June 2022

Governors NOTED the report of Brian Lightman's SIP visit on the 8<sup>th</sup> June 2022.

The Head said that it was great to have Brian Lightman in school on the 8<sup>th</sup> June. The focus for Brian's visit was on a number of different aspects, such as SEND, the Curriculum and the Subject Development Weeks. The Head added that it was a hugely positive report.

#### 91/22 Relationship Education and RSE Policy

Governors APPROVED the Relationship Education and RSE Policy.

**In response to a question about the Faculty Leader for the area, the Head confirmed that a new Faculty Leader has been appointed, Lucy Webb and a new Head of RE, Julian Bryant.**

The Head added that Alex Everton has been promoted to Assistant Head at a school in Poole and has been replaced with Lucy from Camshill, who is great and who had a very strong interview. **Julian, the Staff Governor commented that Lucy has hit the ground running and is meeting with everyone in the Faculty individually, she is also an RE specialist and very focussed.** The Head added that it is also great to have Lucy before the new academic year.

#### 92/22 Chair Update

The Chair reported that she speaks to the Head once or twice a fortnight as it is important that he has someone to chat to who is on the same wavelength and who knows the school really well.

Apart from this, the Chair has carried out a Safeguarding visit with Ian Creswell and has suggested some positive changes to the way information is collated. They had a frank discussion about safeguarding and looked at staff DBS records and the Chair said that she has suggested those staff who have been at the school along time and

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either don't have a DBS or have an old one, be updated as she is very keen for everyone to have one. In September Michelle Stocker, the DSL will ask staff for any updates to the situations. The Head commented that this is done on a regular basis and staff know that he has to be informed of any changes.

The Chair commented that she needs to be satisfied that everything is ok as Safeguarding Governor, so she can feedback to Governors. The Head asked the Chair to confirm this happens at the next meeting in September.

**Action  
Agenda  
14/922**

The Chair informed Governors that she will be attending the staff party on the last day of term and always monitors emails and emails staff back, to thank them.

**The Creative Arts link Governor commented that he will be school on Friday himself to visit the Performing Arts team.** The Head responded that Grease was fantastic and as a reward they funded a trip to see Mama Mia in London. Over 100 students were involved in the production and formed a bond during this time and his concern was that this just stopped and wanted something they could look forward to.

**A Parent Governor commented that it was great, the students had their own WhatsApp group and continue to greet each other in the school corridors.**

The Chair asked Governors to please come into school in September to see what is happening. It is important for Governors to have an up-to-date actual realisation of what takes place and to link this with what is said during our meetings. The Head agreed and asked Governors to just turn up as it is important that they see this for themselves. He asked them to please visit early in September.

The Head said that it is important and staff and students will enjoy seeing Governors.

#### 93/22 **Farewell to Chris Dancer**

The Chair, Head and Governors thanked Chris for his contribution during his time as a Governor.

Chris explained that over the last 10 years he has seen a lot of changes at Cantell. He was talking to a local parent from Highfield who had told him that during Transition there were only a few students left at school as the rest were at Cantell. Other Governors agreed that it is nice to see children walking home and catching the bus in the local area from Cantell whereas previously a lot were going to schools outside the city- this gives the feeling of community.

Chris agreed that this has struck him as being a big change, the only difficulty for him is not working locally as he has felt he has not been able to contribute as much as others.

The Head said a huge thank you to Chris, commenting that they have been on a huge journey together and agreed that Cantell was a good school then, but is a great school of choice now for a comprehensive group of young people from lots of different areas. The Head also thanked Chris for his huge contribution in his time as a Governor, which has been really significant and his support to himself personally was valuable in terms of seeing things from a different perspective and being a critical thinker.

#### 94/22 **Head Update**

The Head said that it has been a fantastic year and he can't sing the praises of staff high enough - the Chair will be representing Governors on the last day of term at the

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first staff party for three years. The Head added that the staff have been absolutely incredible and have all gone above and beyond in one form or another.

The Head said that students have been excellent, although some have been challenging, but on a whole they have worked together with us. Other schools have dropped to RI on behaviour, but this isn't the case at Cantell – we are now a family and have come back stronger. The Head commented that student/staff relationships are really strong and a lot of development work has taken place and they are clear on what needs to be developed further. The Head added that they have an ambitious curriculum and in the areas that they want to do better, leaders are very clear on what they need to achieve. QA is sensible and intelligent and not critical, and is welcomed by staff who appreciate the feedback because they want to be the best they can be for our young people.

**Action**

The Head informed Governors that Transition Week has been great – the students have been really good and are enjoying it. There have been 250 young people in school and they haven't had to do any chasing for missing students. The Head added that the programme and level of investment in the week is great and the return on the investment is when the team comes together to give young people a base to make friends before they break up for the summer holidays. The Head commented that a parent had said thank you to him that morning, because she was no longer worried – it is great that we can do this and the staff invest in it because they love doing it. It is hard work, but they see the benefit.

The Head said that lots of trips and visits have been taking place, which have all gone on Facebook and there are some amazing options for students to take part in which are all life changing opportunities and as a school we are breaking down social inequality.

The Head said that it has been a great year and it's been great to be back, adding that it is very likely they will have Ofsted in September.

**In response to a question about how much notice of an inspection is received,** the Head explained that it is usually the day before. This will be a great opportunity for the school community to show where they are – it will be a Section 8 inspection with no judgement, they are where they are because they don't chase Ofsted grades, they do it anyway.

Governors NOTED that there are currently 120 on the waiting list for September.

The Head thanked Governors for their support and said he looks forward to seeing them in September.

**Governors discussed their role in an Ofsted Inspection and the Head explained that there will be a small group of Governors who meet with the Chair and Ofsted to talk about the school and how they are holding the Head to account and what they know about the school.**

The Head said that they will do some work with Governors around inspections, although the inspection itself will focus on the curriculum and the quality of education in the school.

**A Governor commented that this is all about bringing together all of the information Governors receive at these meetings. The Chair agreed, adding that it is important that Governors know what is happening.**

95/22 **Election of the Chair and Vice Chair**

Signed by Chair:



Date: 14<sup>th</sup> September 2022

*The Chair left the meeting at this point*

Nicola Hunt nominated Glynis Alexander as Chair of Governors for the new academic year, seconded by Peter Hilditch. Governors therefore AGREED the reappointment of Glynis Alexander as Chair for the 2022/23 academic year.

*The Chair returned to the meeting at this point and the Vice Chair left the meeting.*

Nicola Hunt nominated Peter Hilditch as Vice Chair of Governors for the new academic year, seconded by Chris Dancer. Governors therefore AGREED the reappointment of Peter Hilditch as Vice Chair of Governors for the 2022/23 academic year.

**Action**

**96/22 Appointment of Committee Chairs**

Governors APPROVED the reappointment of Peter Hilditch as Chair of the Finance Committee for the 2022/23 academic year.

Governors APPROVED the appointment of Matt Bunday as Chair of the Staffing Committee and member of the Finance Committee for the 2022/23 academic year.

The Clerk agreed to forward the Staffing Committee Terms of Reference onto Matt for his information and the papers for the next meeting on the 13<sup>th</sup> July, which Matt will attend as an observer.

**Clerk**

**97/22 Governor Attendance Records**

The Chair drew Governors attention to the Attendance Records provided for 2021/22 and reminded Governors that it is important that they attend all scheduled meetings. The Chair added that she appreciates that it is sometimes difficult, but if they are really unable to attend, to let the Clerk have their apologies in advance of the meeting.

The Chair explained that some of the attendance figures are quite low and it would be a shame if Ofsted saw this information. The last meeting wasn't quorate, which meant that decisions couldn't be made and it is important for Governors to get their point of view across.

The Chair read out an email sent to staff by Jo Hartley, the Year 7 Lead, who is also co-ordinating Transition week, in which Jo explained how great yesterday was and what a wonderful experience the week is turning out to be for everyone involved.

**98/22 Governor Meeting Dates for 2022/23**

Governors NOTED the meeting dates for the 2022/23 academic year.

**Any Other Business**

There was no other business.

**99/22 Date of Next Meeting**

Wednesday 14<sup>th</sup> September 2022, 5.30 p.m. in the CTC.

That concluded the business of the meeting.  
The meeting closed at 7.30 p.m.

Signed by Chair:



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Page No	Minute Number	Item	By Whom	By When
3.	88/22	List of Pros and Cons for MAT options to be presented.	Head	September WGB meeting.
5.	92/22	Chair to update Governors of progress in updating staff DBS status.	Chair	September WGB meeting.
7.	96/22	Clerk to forward information for Staffing/Finance Committees to Matt Bunday.	Clerk	Complete

Signed by Chair:



Date: 14<sup>th</sup> September 2022