

Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 14th September 2022, 5.30 p.m.

Present:

Glynis Alexander (Chair)
Julian Bryant
Matt Bunday
Peter Hilditch
Nicola Hunt
Harry Kutty (Head)

In Attendance:

Dave Gill, Assistant Headteacher
Ian Creswell, Deputy Headteacher (Item 2 only)
Michelle Stocker, DSL (Item 2 only)
Graham Young, Business Studies Teacher (Observer)
Michelle Burt, Clerk to Governors

Apologies:

John Draper
Caroline Humphries
Deb Sutton

01/23 **Welcome to Observer**

Action

The Chair introduced Graham Young to the meeting, explaining that Graham is observing the meeting to expand his knowledge as part of his NPQSL programme.

02/23 **Governor Safeguarding Training**

The Chair welcomed Ian Creswell and Michelle Stocker to the meeting to deliver the Annual Governor Safeguarding training. The Chair explained that Governors will also be asked to approve the Child Protection and Safeguarding policy later in the meeting. The Chair advised that a page will be added to the policy listing the names of contact details for staff and agencies that staff may need to contact as part of the safeguarding procedure, which would then be displayed in school.

Governors completed their Annual Safeguarding training and signed their declarations to confirm that they had done so.

The Head suggested that Mark Bagust, the Trust School Improvement Officer go through CPOMs to review a case that the Head described during the Safeguarding training. The Head also suggested that those Governors that were unable to attend today's meeting come in on another date to complete their safeguarding training. Governors Agreed.

M.
Bagust
Clerk

A Governor commented that all the information received and all the checks and records that are carried out, show how thorough the school's safeguarding arrangements are.

Governors agreed to formally acknowledge the work of the Pastoral team by writing an email to the Head, for him to forward onto the staff involved, which the Vice Chair agreed to write.

PH

The Chair added that the Pastoral team are doing a fantastic job, along with the rest of the school.

The Chair welcomed Dave Gill to the meeting to outline the GCSE Results for 2022. Dave informed Governors that last year's Year 11 were a really nice group of students, and hopefully this year's Year 11 will be the same. Dave added that the 2022 exam results were really strong and they had been very optimistic that they would be good.

Remarks

Dave explained that 57 remarks had been submitted so far, with 34 having been returned, resulting in 10 grade increases, including 6 of 11 for Maths. Dave added that this was not a random sample, but a targeted approach.

Dave informed Governors that he would provide an update once all the remarks had been returned. **A Governor asked whether there had been any grade decreases.** Dave responded that there hadn't been any as they only investigate those that are likely to get an increase.

KS2 Scaled Scores

Dave informed Governors that Cantell's average is 102 which is below average, with National Average at 104 and which puts us at the 62nd % nationally. Dave then outlined the 2019 v 2022 GCSE Results summary by group compared to the previous three years.

Headline Figures

Dave presented the headline figures for English and Maths, explaining that 12% of students had achieved 7+ in English and Maths, 40%, 5+ and 63%, 4+. Dave added that Governors should be reassured that although there is a drop this year, there has been strong progression over four years and are reassured that this year they are strong and English in particular for 4+ and 5+ have improved significantly. Dave commented that they are broadly in line with National and although they don't have the figures for 7+ yet, are in line for 4 and 5 from a below average starting point.

Target Setting

Dave commented that they are particularly pleased with 5+ English and Maths which is 12% above target. They are also pleased with Languages and Literature, who are up about half a grade. One area to focus on is the 7-9 grades in English to match the outcomes in Maths.

A Governor commented that in terms of these statistics, how do they compare with national figures for 2019, when there were no exams. Dave responded that they were much higher than national. The Head added that they were one of a handful of school in this position, most others dropped.

The Governor commented that this is a strong message. There was a lot of press coverage about grades going down because of exams and this is a really good example of how they have done, but it also shows that 2020/21 is a realistic picture.

Pupil Premium/Non Pupil Premium

Dave commented that they are really pleased that there has been a significant increase in the proportion of Pupil Premium students securing 4+ and 5+ in English and Maths. Dave added that there has been a lot of talk about closing gaps, which they have been doing at Cantell and they are focussed on getting the best outcomes for their students. Dave explained that this will continue to be a priority and they

continue to talk about the students they need to support most, which are Pupil Premium & EAL and Pupil Premium & SEN. **Action**

Boys and Girls

Dave explained that historically boys do better than girls. This year this has levelled out much more and it was much more consistent. Dave added that this year there is a smaller cohort of girls, which they need to be aware of in the run up to exams, as there will be some students who will need more support.

Non-EAL Pupil Premium

Dave explained that Non-EAL Pupil Premium is a group that they have really focussed on this year and on all measures, they are up, apart from English and Maths. 50% of non-EAL students scored the pass grades needed for college, which sets them on the right path for the future.

SEND/Non-SEND

Dave informed Governors that it is difficult to compare cohorts as they are hard to measure as they have a lot of needs and are very different, meaning it is difficult to compare like with like. Dave added that this is an underperforming group nationally and they are aware of this and will continue to support them – it is not always about the numbers, but getting students on the right course.

Progression

Dave explained that SISRA predicts that the 2022 Progress 8 will be +0.043, which shows that students make almost half a grade better than similar students nationally from the same starting point. Dave added that the last P8 figures was in 2019 and Cantell was at 0.032, which he believes is a reliable figure. Maths and Science are strong, although English is still closing the gap and therefore still an area to focus on.

Dave informed Governors that this is a really pleasing set of results.

A Governor commented that this is a good message, considering the challenges, that there is still progress being made since 2019. This year's group who achieved these results had a really hard job to get there and to get the results they have is great, considering all the challenges they faced. The Head agreed, particularly with the number of staff who were off with Covid, which in itself was a challenge for these students. The Governor said well done, this is brilliant and where the school is nationally is really important.

The Chair commented that the data shows that the two years with no exams has not affected the figures in anyway. Dave responded that they are pleased to be back with exams as it is the fairest way to be assessed.

04/23 **Declaration Pecuniary or Business Interests**

There were no declarations of Pecuniary or Business Interests.

05/23 **Minutes of the Meeting held on the 6th July 2022**

Governors APPROVED the minutes of the meeting held on the 6th July 2022 as a true record of the meeting, which were SIGNED accordingly by the Chair.

06/23 **Matters Arising**

88/22 List of Pros and Cons for MAT options

The Head explained that as the situation has now moved on politically his current concerns are: **Action**

a) Cost of Living

The Head explained that as a school they are incredibly flexible and as such are continuing with the provision put in place during the pandemic. This year will be even more challenging because of the cost-of-living crisis and they are seeing issues with uniform, which they are trying to help with if they can. The Head added that they have also invested in Sainsburys vouchers, which are being handed out to families in need.

The Chair commented that they have discussed children who don't have money for food. The Head responded that they have a canteen manager who is absolutely fantastic and gives food to young people who don't have any money. The mantra is 'just feed the children'.

b) Advantages of a Multi Academy Trust

The Head circulated an article to Governors about the White Paper, commented that it is very interesting to see that it is now under review and may be scrapped or whittled down. The Head said that he would like to pause on this piece of work and if it comes back onto the agenda, he will bring it back to Governors.

Governors AGREED this proposal.

92/22 Update of Progress in updating staff DBS status.

The Chair confirmed that she has carried out the review into staff DBS status and has told the Head to let her know of anyone who hasn't completed their safeguarding, or who hasn't got a completed DBS. The Chair added those that are outstanding are people who are not teaching and some issue from Teach First.

A Governor asked about Governor DBS checks. The Chair confirmed that she has double checked Governor DBS and how long ago they were completed.

96/22 Staffing/Finance Committee information

The Clerk has forwarded information on the Staffing/Finance Committees to Matt Bunday.

07/23 **Child Protection and Safeguarding Policy**

Governors APPROVED the Child Protection and Safeguarding Policy, including the addition explained by the Chair earlier in the meeting.

08/23 **Annual Paperwork Return**

The Chair asked Governors to complete their Annual Paperwork returns and return their documents to the Clerk if they hadn't already done so. **All**

The Head informed Governors that SLT have been working very hard on the school SEF, which is updated on a regular basis and which will be sent to Governors in the next week or so. The Head said that it is very important that all Governors read the SEF as an Ofsted inspection is due and it very important for Governors to understand any areas of strength and development.

The Head commented that he has been asked recently to deliver a couple of key note speeches on challenges in education and what they are doing about it. The Head added that they have seen through the pandemic the great sense of collaboration, which is seen all the time at Cantell and throughout the pandemic they worked closely with other schools, businesses and other providers – there is a real sense of coming together.

The Head said that they have come back really strong in terms of life after Covid and he wants to make sure we don't go back to working solo. Last week the Head spoke at a Business Networking event with local businesses with a view to working more closely with them – the key is that they help themselves, but helping others as well.

There is a lot of talk about a lost generation, which is not so at Cantell because they are able to work and engage with students and there are lots of examples of what young people have been able to achieve. The Head informed Governors that the next event they are looking at is a Literature festival with the University of Southampton and a local children's author.

The Head commented that he said to some of the business leaders that he met recently that it's young people who will make the difference, but there is a need for skills and knowledge and this is something they need to work on more closely together to achieve. The Head added that for some young people the traditional route to learning is right, but not for others and as a result, are taking each parent and child through the options process, so they choose the right things for now and in the future – the Head added that they don't push children into a subject they don't want to do. EBacc is one route for some students, but not for all and even though Language skills are important, it doesn't suit everybody.

The Head said that there is a big crisis in terms of a skills shortage, but Cantell they are doing something about it. The Empower Skills are in place, and are embedded throughout the school, with students being able to tell you about them. The Empower skills are in place and have been changed and adapted by working with businesses such as Nat West who said they are looking for independence, which is as equally important as some of the other Empower skills.

The Head said that Governors have heard him talk about Mental Health and Wellbeing, which is massive and one issue they are dealing with is about dysregulation of emotions. The pandemic was traumatic for both children and adults and the Head commented that they have to be aware that there is a fallout from the pandemic, which needs to be dealt with, making the Year Leaders job twice as hard as it has ever been in terms of pastoral support. The Head added that this is not a social economic issue – it can affect anyone.

A Governor asked whether there are any Russian or Ukrainian students at Cantell. The Head confirmed that there are six Ukrainian students, who came over during the conflict and there are some Russian students and some Latvian's who recognise themselves as Russian, but there has been absolute harmony. The

Head added that they have also appointed two Ukrainian members of staff, a TA and an Assistant Librarian. The Head added that they have also taken in some Afghanistan refugees. **Action**

A Governor asked about the budgetary implications of the energy crisis. The Head responded that the school budget is in a good place and although energy is down to Mitie, conversations are taking place.

A Governor asked whether relationships with parent voice are going to be rebuilt. The Head responded yes; Harriet Phillips will be taking a lead with this during Open Evening.

10/23 **Chair's Update**

The Chair reported that she came into school on the second day of term and walked around with the Head. The Chair added that she also came in, in her role as Safeguarding Governor and met with Ian and Michelle, and that she updates the Head about the visits..

The Chair informed Governors that Claire Herridge will be in touch with them about arranging their subject link Governor visit to school and she also encouraged Governors to come into school for a Learning Walk, adding that Governors do not need to make an appointment, just turn up.

The Chair explained why it is important for Governors to visit the school to see for themselves what is happening It will give them the experience and knowledge to be able to link to what is discussed at meetings.

11/23 **Any Other Business**

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There was no Other Business.

12/23 **Date of Next Meeting**

Wednesday 2nd November 2022, 5.30 p.m. in the CTC.
That concluded the business of the meeting. The meeting closed at 8.00 p.m.

Page No	Minute Number	Item	By Whom	By When
1.	02/23	Mark Bagust to review CPOMs in relation to the case outlined in the meeting.	Clerk	ASAP
1.	02/23	Governors who didn't attend meeting to attend catch up.	Clerk	Complete
1.	02/23	Governors to formally recognise the work of the Pastoral Team – Vice Chair to write an email for Head to circulate.	Vice Chair	ASAP
4.	08/23	Governors to complete and return Annual Paperwork to the Clerk by 30 th September.	All	30 th September.