

Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 7th December 2022 at 5.00 p.m.

Present:

Glynis Alexander (Chair)
Julian Bryant
John Draper
Peter Hilditch
Caroline Humphries
Nicola Hunt

In Attendance:

Tina Mudzamiri, CPSD Co-ordinator, Item 3
Lucy Webb, Head of Humanities, Item 4
Michelle Burt, Clerk to Governors

Apologies:

Matt Bunday
Harry Kutty (Head)
Deb Sutton

27/23 Declaration Pecuniary or Business Interests

Action

There were no declarations of Pecuniary or Business Interests.

28/23 Minutes of the Meeting held on the 2nd November 2022

Governors APPROVED the minutes of the meeting held on the 2nd November 2022 as a true record of the meeting, which were SIGNED accordingly by the Chair.

29/23 CPSD Update

Governors welcomed Tina Mudzamiri to the meeting.

Tina provided a presentation for Governor's information and explained that she has just taken over as the CPSD Co-ordinator from September and she is trying to reinvent the curriculum.

Tina the vision for CPSD which is designed to EMPOWER students to be well-informed individuals who are able to make safe choices now and in the future. Tina added that they have introduced a curriculum that will allow students to debate topics and navigate through the different situations that they might come across in life and this allows them to discuss and express their ideas. The aim is to create critical thinkers and allow every individual to have their own views.

Tina informed Governors that students didn't know what CPSD stood for or why they were doing it and they are being told that the subject is to help them become more confident and informed.

Tina explained that following the recent Subject Development week the following recommendations were made:

1. To have a smaller team.
2. To have an opportunity to meet as a department.
3. Clear references to E-Safety.
4. Reduce I can statements.

Tina explained that there is now a timetabled meeting scheduled every Thursday to discuss issues as a whole team and to also discuss individual students and make plans going forward. Tina presented a slide introducing the CPSD (Citizenship, Personal, Social, Development) team to Governors, commenting that the team has a range of different talents and skills who can offer a lot of specialisms within the curriculum.

Tina said that she has also been in touch with the Senior Public Health Practitioner who has provided information on areas such as vaping, which she has brought back to the department for CPD (Continuing Professional Development) with the team - CPD takes place fortnightly on topics such as SEMH (Social, Emotional, Behaviour Difficulties) and radicalisation. Tina added that the whole team are now members of the PSHE (Personal, Social and Health Education) Association and regularly go into each other's lessons and feedback good practice.

Student Voice meetings are held regularly and in particular at the start of the year to find out if there are any issues remaining from the previous year that they need to know about. Tina informed Governors that the curriculum is now scenario based and she showed some examples of work that students have completed. Tina added that the curriculum now includes options which can be applied school wide, not just for stand-alone subjects.

Tina mentioned that they also run CPSD Empower Days for Year 10 and 11 and the EMPOWER skills are woven throughout the curriculum and are signposted.

Tina outlined the next steps, as a result of the recent Subject Development Week, which included:

- Incorporating the use of Drama techniques to help students apply what they have learnt to real life contexts.
- Continue to work on refining Assessment, which will inform the planning and reinforce key knowledge.

The Chair asked Tina how she thinks Drama will fit in with a normal lesson and does she have a scenario where it has been used. Tina responded that right now they are looking at keeping healthy. They looked at a scenario of a young boy spending too much time on his phone and not getting enough sleep. They asked students what advice they would give the student and where he could go for help. An example of using Drama is to act out a conflict between two people disagreeing about a certain subject giving students a different perspective.

A Governor asked whether they follow a cross curriculum for CPSD. Tina confirmed that they have taken some aspects from PSHE and added some elements from Citizenship – they have also looked at DfE guidance on relationship aspects and if this is not covered in CPSD, where else would it be covered in school.

Another Governor commented that he understands that previously there was just PSHE – is this an extension to this. Tina confirmed that it is, and includes Citizenship and other areas such as careers. **The Governor responded that this is different to when his children attended Cantell and it seems like they have spent a lot of thought and time to bring the subject alive for students.**

The Chair asked whether Tina uses clips from the tv. Tina said yes, she has a section on YouTube where she saves anything topical or interesting that could be used in class – she puts a scheme of work together for a lesson and her team will then put this together for their lesson.

A Governor commented that he can see the benefits of this, but he can also see that there may be a danger of unpredictability – there must be times when unexpected things are shared. Tina responded that students know that they cannot share their own experiences and if there is anything that worries them, they can talk to a member of staff. Tina added that she is hoping to get a worry/concerns box.

The Chair thanked Tina for an excellent presentation, commenting that she loves the EMPOWER Days and is hoping to come in and see a lesson.

The Chair welcomed Lucy Webb, the new Head of Humanities to the meeting. Lucy explained that she joined Cantell in June, which was useful as it gave her the confidence to hit the ground running September.

Lucy informed Governors that the Head had wanted her to focus on History, and this has been a key priority for her. History hasn't been producing the required outcomes and due to a change of leadership, the department hadn't progressed as much as hoped. It was therefore felt that the whole curriculum needed to be re-sequenced as some lessons weren't promoting high-quality teaching.

Lucy explained that her priorities have been staffing and the development of the young inexperienced team and also improving the curriculum and how students are assessed.

Lucy informed Governors that from the end of last year, Allan Green had been the new Head of History and is really keen to turn History around and showcase what the subject is about. Lucy added that she is coaching Allan on how to support and develop the needs of his young team.

Lucy added that the previous Head of History left at the start of the new academic year, which left a gap in the timetable, but they were really fortunate that Helen Stanley, who had retired, was able to step back in and she has been invaluable as a source of support and has provided experienced teaching. They have also recruited a new member to the History team, who is starting in January, which will mean that Helen can finally retire. Lucy commented that Helen will probably be back after the February half term to do some work with HPA (High Prior Attaining) students.

They are also hoping to recruit one of the current PGCE students, who is showing promise and are looking at ways in which they can keep her. There is also a Teach First Trainee in the department, and although his progress is slow, he is being monitored by Allan Green and is on track to do his QTS, with support. Another PGCE student, who hasn't made the expected progress, is now teaching History and Geography and is really enjoying Geography and is making more progress due to not having pressure from teaching KS3.

Lucy added that she is also teaching Year 10 History, although she is an RE specialist. This brings experience and consistency to the role and is helping her to development the Schemes of Work. Julian is also teaching some Year 7 History, which shows they are utilising all their skills to teach students this year.

Lucy said that she is really hopeful that staffing is turning the tide and helping Allan to build a strong, stable team in History.

A Governor commented that recruitment is really hard in some areas – what is it like in History? Lucy responded that it hasn't been that bad in History as it is quite a popular subject, but it is the quality of applicants that is hard to come by. All the applicants for the recent interviews were strong and Chris was the strongest on the day, although Erin, the PGCE student was good as well.

The Governor commented that if movement is an issue, they might lose the PGCE student. Lucy agreed that this is the case, but they are looking at options to try and find her some hours – she is not sure if they want to keep the other PGCE. If they are able to keep Erin, they will be able to succession plan for a years' time.

Lucy commented that in terms of progress in the curriculum the Subject Development week last year identified that the sequencing of the History curriculum has improved and in the interim, it is really strong. They are able to ensure that they teach opportunities for students to express different narratives in the curriculum, with subject teachers having different responsibilities, so they can improve planning and the design of lessons to maximise success.

Lucy added that due to the priority this year for reading, they have asked teachers to think about literacy and the ways in which knowledge is really important in History. They have also been working on assessments and progress and redesigning this to allow assessment after a key knowledge has been taught, which will allow teachers to identify who gets this curriculum knowledge, and who doesn't and to then plan what they need to do to fulfil these needs.

Assessment and progress have also been looked at for homework and Allan has started using Doodle to submit homework to. They have also set up links in Southampton for Subject Group meetings for History and as a result a moderation and marking hub will be established, which will allow them to check that they are in line with other schools in the city on marking etc.

In terms of data, Lucy informed Governors that they are making progress compared to last year and students are doing better in History compared to other subjects.

The Chair asked how Lucy is finding Year 11. Lucy responded that she is still not satisfied with the current Year 11 and feels that they aren't where they should be. They have had a lot of disruption due to the pandemic and lack of consistency with staffing. Allan has tried to rally hard to fill the gaps in learning this year to make sure they are in the best possible place.

Lucy outlined the next steps, which included:

- Visiting other schools with Allan Green to look at their curriculums.
- Having another Subject Development week to review progress and to allow time to see what more they need to do.
- Looking at the sequencing of lessons with Allan.
- Carrying out challenge and QA with the team on a regular basis.
- Having a focus on writing in January as student lack skill and resilience.

The Chair commented that this all seems very exciting. Lucy agreed, adding that Allan is very excited and his enthusiasm is amazing

The Chair commented that with Lucy's hand on the wheel, she is sure they will do good things. Lucy agreed that they are seeing good progress already and with Chris coming on board in January, it will get better

A Governor asked, in terms of the connection with English, is it the case that children haven't got the grammatical skills. Lucy said it is more about the implementation and understanding of exams questions. They don't understand the skill and how to apply their knowledge to these types of questions. Lucy added that she has been showing them what good answers look like.

A Governor said that it has been really interesting to see how everything has been restructured and how the Department now works. The Governor added that it is difficult to move from descriptive to analytical writing. Lucy agreed. **The Governor asked whether they look at any sources such as diaries of the time.** Lucy responded they don't at this but, but they look at different aspects of history – GCSE has different aspects of focus.

20/23 IAG

The Chair informed Governors that she has received the information she asked for from Andy Paterson, who confirmed that 95% of students go into FE. The Chair said that she has asked Andy to find out what type of careers advice students want from Cantell.

32/23 **Feedback from Governor Visits**SEN

Peter Hilditch, the SEN Link Governor reported that he had met with Rachel Bridges, the SENCo to follow up on her last meeting with Governors. Peter said that he saw the Hub and Learning to Learn and went into three or four different classes, including classes with SEND students and he saw how teachers work with SEND students and involved them in the lesson. Peter added that he could see that the teachers were really conscious of involving these students.

Peter also spoke to Nathan Richardson, who is a SEND champion. Nathan had been doing Learning Walks, speaking with students to see what their needs are – Peter said that he was really impressed by Nathan's drive and enthusiasm.

Peter also spoke to Jonathan Clark about a Student Voice meeting and the feedback and suggested that he does a randomised student voice with less experienced students.

Peter said that he will go back in January as the Learning to Learn students were out on a go-karting trip and he would like to see the area when it is a bit busier – but he was really impressed by the set-up, as well as the SEN department and their initiatives. He could see everything that Rachel spoke about at Governors.

The Chair commented that staff know their students at Cantell and what they teach them is good for every child depending on their needs – it is good that Peter saw all of this.

Health & Safety

The Chair reported that Julian has now taken on the role of link Governor. **Julian commented that he is also the union and health & safety representative and liaises with the Head in this role.**

Julian commented about History informing Governors that Allan Green is passionate and really able and a fantastic leader. There have been historic problems in this area, and although Allan has a burden on his shoulders, having another experienced member of staff is really important. Julian added that he is also enjoying teaching history, although his first passion is RE.

Languages

John Draper informed Governors that him and Deb Sutton share the Languages link role and have been liaising to find a mutually available date for a visit, but haven't been able to as yet – they will hopefully be able to visit soon.

Humanities

Caroline Humphries reported that she has been in and met with Lucy Webb. There isn't much more she can say after Lucy's presentation, apart from that she saw all that

Lucy spoke about. All the students were engaged and the classrooms had a different atmosphere than during her last visit a year ago. **Action**

33/23 **Update on IAG and Careers including Brian Lightman's Report**

The Chair commented that a lot of people are off sick at the moment, including Steve Godwin who was going to present this item. It was AGREED to reschedule for January's meeting. **Agenda 18/1/23**

34/23 **Policies for Approval as Recommended by the Staffing Committee**

Governors APPROVED the following policies:

- Health & Safety Policy
- Complaints Policy

35/23 **Finance and Staffing Committee Terms of Reference for Approval**

GOVERNORS APPROVED the Finance and Staffing committee Terms of Reference.

The Chair of the Finance Committee informed Governors that the Committee had also gone through the budget for this year, which shows a surplus, thanks to the brought forward balance from the previous year. The Three-Year budget shows a surplus in the first year, but over the next two years it shows a deficit – but due to the work the school does and in particular Keith Pinney, this should end up on an even track. The Chair of the Finance Committee added that the Committee asked lots of question on the budget and the Terms of Reference.

The Chair said that she had a conversation with the School Business Manager about electricity and he said that they are about £7000 down because nobody turns any lights off – the issue is getting people to understand that it is these little things that make a difference.

36/23 **Chairs Update**

The Chair said that she came into school early today for a Safeguarding meeting with the DSL, which she does twice a term. As part of these they looked at the SCR and although there are a few gaps, this is due to new members of staff starting in January.

The Chair thanked the Governors who had been in recently for a permanent exclusion meeting.

During the safeguarding meeting they spoke about people from the local area who had been hanging around the school and the issues this can cause. The Chair said she has asked for a chart showing the whole system around the safeguarding team, including outside organisations.

The Chair informed Governors that the Safeguarding team are doing a really good job in quite difficult circumstances and Governors should send their thanks to all staff for their hard work this term.

The Chair asked the Staff Governor to express the Governing Bodies thanks to staff

The Staff Governor responded that he appreciates the leadership of the school who have their finger on the pulse – they have cancelled all meetings next week and although Ofsted is always in the background, they have done really well by the staff.

37/23 **Any Other Business**

Action

There was no Other Business.

38/23 **Date of Next Meeting**

Wednesday 18th January 2023, 5.00 p.m.

That concluded the business of the meeting. The meeting closed at 6.20 p.m.

Page No	Minute Number	Item	By Whom	By When
6.	33/23	Agenda Item for next meeting – Update on IAG and Careers, including Brian Lightman report.	Clerk	Next Meeting

