

London Borough of Camden

William Ellis School

Minutes of a meeting of the **Governing Body** of William Ellis School held at the school on Thursday 3rd March 2016 at 5.30pm

Constitution and Attendance

Co-opted Governors (3)	Parent Governor (3)	Head Teacher (1) Staff Governors (1)	Foundation (11)	Associate Members (1)	Local Authority (1)
Laura Concannon Pandora Kay-Kreizman 1 vacancy	Paul Tiffen Jonny Woolf Imogen Sharp	Sam White Claire Ozkaya	Abdi Ahmed* Richard Ault Ronke Coote Karen Dunnell Julia Eccleshare Lee Elliot-Major Prof. Conor Gearty* Vernon King* Huw Meyrick Fiona Millar (CHAIR) Daniel Monk	Omar Harmon*	Georgia Gould

**not present*

Clerk: Jenny Perring

Committee Membership

Personnel & Resources	School Improvement	Pay
Richard Ault – CHAIR Omar Harmon Vernon King Huw Merrick Fiona Millar Paul Tiffen Sam White Jonny Woolf Pandora Kay-Kreizman.	Abdi Ahmed Ronke Coote Julia Eccleshare Lee Elliot-Major - CHAIR Prof. Conor Gearty Georgia Gould - VICE CHAIR Fiona Millar Claire Ozkaya Sam White Imogen Sharp Laura Concannon	Richard Ault Huw Meyrick Jonny Woolf

Special Responsibilities

Safeguarding	Literacy	SEND	Behaviour	Narrowing the gap
Ronke Coote	Julia Eccleshare	Imogen Sharp	tbc	Georgia Gould

The meeting started quorate at 5.30pm.

1. **Welcome, Introductions and Apologies for Absence**

Governors were welcomed to the meeting.

Apologies for absence were received from: Vernon King, Omar Harmon and Professor Conor Gearty.

Resolved: to accept apologies received for absence

2. **Declaration of Interests**

There were no declarations of interest.

3. **Presentation by School Council**

The Year 11 House Captains and members of the School Council attended the meeting to make a presentation to the Governing Body. They explained their positions, how they came to be House Captains and what role the School Council played in the life of the school.

Governors heard how the School Council gives a voice to pupils. Concerns or issues are fed through to the Council, whose members then pick issues to tackle. Examples were given of 'finger payment' and 'behaviour in corridors'. They also learned that the Council is involved in other areas of school life such as sports activities, curriculum quizzes, interviewing prospective teachers and recently has been involved in the improvement of toilet facilities, playground development and the purchase of field trip equipment.

The boys explained that the Council's aim was to highlight an issue, engage in dialogue with the school and then seek a solution.

Governors noted the Council was dealing with 'praise and concern' this half term. The boys performed a role play (which had been performed previously at a staff briefing), which highlighted how praise and team points were sometimes given inconsistently by teachers.

Joey Glover, House Leader for Lauderdale House, explained his role to Governors as the link teacher between the School Council and the school. He informed Governors that one of the members of the Council was currently running for the Youth Parliament and that within the School Council was an Equality Society which looked at specific issues around equality. Last term this was Islam, this term it was L.G.B.T issues and the school was now enrolled on the Stonewall School Champion Programme.

Governors then had the opportunity to ask the members of the School Council questions.

Governors questioned whether the Council was able to give feedback on the quality of teaching. The members warned that their views might be biased, but felt that it could be possible if done anonymously.

The members were asked whether they felt they were taken seriously by the school, to which they replied, yes, generally.

They were asked about the consultation process and explained the communication chain - how generally concerns were fed from individual boys or classes through the Head of Form and House Captains to the Council. The Council then relayed information back through the same route or via assemblies.

Governors asked whether boys could express their concerns in confidence. The members assured them that boys could and that everyone was aware of who their Form or House Captain was and could speak to them privately.

Governors then asked about rewards, what rewards the boys would like to see and who did they think should get them? Should it be pupils who were consistently good throughout the year from

day one, or should the judgment period start afresh occasionally to take into account the improvement in pupils who possibly hadn't started off well. The School Council members felt starting afresh occasionally was a good idea, because a year is a long time and people can change over the course of a year. They explained that reward trips were popular but that they didn't always happen and that more consistent trips would be good. In response to being asked what Governors could do, they added that Governors could set and award the rewards.

The Chair explained the role of the Governing Body and that it was not involved in the day to day running of the school, but suggested that the school could report back to Governors and they could monitor how rewards were being dealt with. It was agreed by all parties that this would be a good idea.

Action: School to report back on awards and rewards in the summer term.

4. Safeguarding Training and Policy Review

Rhian Swayne and Martin Cresswell attended the meeting and conducted an hours training on Governors, safeguarding responsibilities and legal duties, safeguarding legislation and best practice.

5. Report by the Headteacher

The Headteacher's focus for this meeting was pupil premium and pupil progress (including in-year progress).

A document titled 'Report on the use and impact of Pupil Premium Grant' was circulated to all Governors prior to the meeting. This is a detailed report incorporating the Autumn report currently on the school's website.

The Headteacher explained that nationally, the gap between the progress of advantaged pupils and disadvantaged pupils was increasing. He felt this was down to curriculum change, the increasingly demanding syllabus and the reliance on final assessment.

Looking at the data, Governors were pleased to note that at WES the progress of disadvantaged pupils compares favourably to the national picture. In particular the percentage of disadvantaged pupils gaining 5 A-C grades at GCSE was significantly higher than the national percentage.

Governors looked at the attainment and progress across the year groups. The Head Teacher explained that attainment was much higher this year than last. The value added was looking strong for Maths and English and most of those with lower prior attainment are disadvantaged pupils. He explained that interventions were being put into place at this point and Governors were referred to page 10 and 11 of the report which gives a detailed breakdown of the interventions, their cost and how many pupils benefit.

He raised a concern about the possibility of the gap widening when the GCSE curriculum changes were in place. However, in the longer term the school now had a year 7 baseline across the range of subjects and pupils will be judged on progress from key stage 2.

Governors discussed the spending on pupil premium pupils and benefits of attributing results to specific spending. It was suggested that the evidence as to why particular interventions are used should be cited. This was agreed. Governors also agreed that there should be a review of spending, as the sums involved were large.

Action: The school to produce a further report on the items of major pupil premium spending (additional staffing in English and maths, City Year) to show how it is used and impacts on students.

Termly Report

A document titled 'Termly Report to the Governing Body Spring 2016' was circulated to all Governors prior to the meeting.

This is a lengthy report totalling 51 pages. Its contents could not be covered in their entirety at this meeting and the focus was progress. However, the Governing Body touched quickly on curriculum and secondary transfers.

The Chair raised the concern that some schools were achieving outstanding results and questioned whether this was because they made the taking of a language an option rather than compulsory as it was at WES. The feeling of the head teacher was that it would be a big change to make the study of a language purely an option.

He explained that improvements in Maths and English were being driven by a focus on these subjects in year 7, taking a mastery approach and then widening the curriculum. Individual staff were visiting other schools to learn from them.

A staff Governor suggested that improving literacy in teachers would have the effect of improving it across the board for students.

Governors asked about secondary transfer and were informed that Camden had had more applicants this year than last and most of those allocated to WES had listed the school as their first or second choice. However there would still be some movement so it was best to report on this in 6 weeks.

Action: secondary transfer to be reported on at the next FGB meeting

Governors looked at progress across the year groups, as detailed in the report. They noted that there were still problems with standardisation when looking at progress from Key stage 2.

Lower prior attainment groups in Maths were highlighted as a concern and it was explained a lot of work was being done with these groups particularly in year 7.

In year 8 the subjects flagged as problematic were Art and DT. It was explained that there was a temporary Art teacher at the moment and that progress in DT was a concern across all levels.

Governors discussed the need for them to look at key groups and identify any emerging patterns. It was agreed that there should be a further report in the Autumn. In the meantime the School Improvement Committee should look at progress in detail.

Action: School Improvement Committee to look at progress in detail.

Action: Another progress report be presented to the FGB in the Autumn.

Year 11 was then considered. The data presented included the percentage expected to make 3 levels and 4 levels of progress. Some subjects in the "open element" were noted as a concern. Open elements had been a concern last year and from the data it can be seen that 3 and 4 levels of progress in Art and P.E, and 4 levels of progress in D.T and Additional Science continue to be problematic.

Governors noted that overall the prediction of the number of pupils achieving 3 levels of progress or better was in line with national figures however, the number of pupils achieving 4 levels of progress needed to improve.

Governors discussed the merits of the reports they had received and it was agreed that all such reports should be put onto the School's Self Evaluation Google Drive that Governors can access.

Action: School to put progress information into Governors' Google Drive

6. Membership of the Governing Body

a) Register of Business Interests and Disqualification Declaration

Governors were asked to complete the Register of Interests Declaration and the Disqualification Declaration prior to the meeting. The majority of these were collected in and will be held at school on file. Any remaining forms will be handed directly to Fiona McWilliam in the school office.

b) Governing Body Vacancies

There is one co-opted Governor vacancy. There is an interested party and it was agreed the Chair should talk to this person directly.

ACTION: Chair to speak to potential new co-opted Governor.

7. Chair's Notices and Actions

The Chair informed Governors that there had been an appeal against an exclusion but that it had been dismissed. She wished to express her gratitude to the teachers involved who she felt had done all they could in supporting the pupil.

8. Reports From Committees

School Improvement Committee (SIC)

The Chair reported that the Committee had received a thorough and very useful report from Izzy Jones on the removal of levels and how progress would be monitored and reported, and that the committee had looked in detail at the disparity in achievement between advantaged and disadvantaged pupils, and would continue to monitor this.

Personnel and Resources Committee (PRC)

The Chair reported that the school was slightly under budget this year but that serious problems would arise as the coming years progressed. He explained that WES was slightly ahead of the curve because of a carry over next year but that this wouldn't help long term and that the picture would be clearer when details of funding had been released. The White Paper was due in April. He informed Governors that he had attended a Camden Working Group which had given some pointers.

He also informed Governors that the refurbishment of the dining hall had been completed.

9. Minutes of Previous Meeting

Draft minutes of the previous FGB meeting held on 10th December 2015 were circulated prior to the meeting. After discussion these minutes were agreed as a true record and signed by the Chair.

10. Matters arising from the Minutes (not covered elsewhere on the agenda)

There were no matters arising.

11. Governor Training and Development

The school has signed up to a full package of training from Camden and Camden will keep a log of training completed.

12. Date and Time of Future meetings

The next full governing Body meeting will be held at 5.30pm on Thursday 12th May 2016.

13. **Any Other Business**
None.

14. **Confidential Business**
None.

The meeting closed at 7.45 pm

Signed..... Date:.....

Chair of the Governing Body