

# LONDON BOROUGH OF CAMDEN

## WILLIAM ELLIS SCHOOL

Minutes of a meeting of the

### Governing Body

held at the School

on 12 May 2016 at 5.30pm

<b>Membership</b>			
Abdi Ahmed	IA	Pandora Kay-Kreizman	IA
Richard Ault	IA	Vernon King	A
Laura Concannon	IA	Huw Meyrick	IA
Ronke Coote	A	Fiona Millar - <b>Chair</b>	IA
Julia Eccleshare	IA	Daniel Monk	IA
Karen Dunnell	IA	Claire Ozkaya	A
Dr. Lee Elliot-Major	IA	Imogen Sharp	IA
Georgia Gould	IA	Paul Tiffen	A
Professor Conor Gearty	IA	Sam White – <b>Head Teacher</b>	IA
Omar Harmon	IA	Jonny Woolf	A
<b>Staff in attendance</b>			
Peter Lee (Deputy Head)	IA	Izzy Jones (Assistant Head)	
<b>Clerk to the Committee</b>			
Elaine Peers	IA		

IA – In Attendance, A – Apologies received, N – not in attendance, no apologies received

The meeting was quorate and started at 5.30pm.

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

Governors were welcomed to the meeting.

Apologies for absence were received from: Ronke Coote, Vernon King, Claire Ozkaya, Paul Tiffen and Jonny Woolf.

**Resolved:** to accept apologies received for absence

#### 2. Declaration of Interests

There were no declarations of interest.

### 3. **Membership of the Governing Body**

Noted that Vernon King will be standing down as a Governor following the final summer term meeting at The Mill. This will mean that there will be one foundation governor vacancy and one coopted governor vacancy.

### 4. **Minutes of the previous meeting**

Agreed, subject to one amendment noting that Omar Harmon had been in attendance.

### 5. **Matters arising**

There were no matters arising and not on the agenda.

### 6. **Chair's Notices and Actions**

There were no actions or notices to report.

### 7. **Report from the School Improvement Committee**

The order of the agenda was amended to receive the School Improvement Committee earlier.

The Chair (acting-chair at the last SIC) reported that the Committee had considered reports on:

- Progress data for Years 8, 9 and 10
- Years 7-11 and Sixth form attendance
- Special Educational Needs
- Exclusions data
- A progress report on issues identified in the 2012 Ofsted inspection

It was agreed that the Committee would receive a further report setting out the progress of the cohort of pupils with SEND below the statement/EHC plan level ('K' group) for governors.

### 8. **School Self-Evaluation**

**Papers:** a draft self-evaluation report was circulated in advance of the meeting and a copy of the aims and vision of the School was provided for review.

In advance of the discussion on the self-evaluation, Governors considered the vision statement which had been revised last year.

The Headteacher invited discussion on the draft self-evaluation noting that it was set out in line with the Ofsted framework. Governors provided comments against each section including:

#### **Introduction**

- Noted that the self-evaluation is focused on outcomes but the introduction could include an evaluation of how effective the School is in meeting the aims and values set out in the vision statement.
- The introduction could emphasise how the School has engaged with curriculum and assessment change recognising how it has added to the workload burden but morale remains high.

#### **Spiritual, Moral, Social and Cultural Development**

- A lot of spiritual development is undertaken in subject areas and more emphasis could be made of this area.

- Social and cultural development is a strength of the School.

### **Effectiveness of Leadership and Management**

- Make reference to the skills and experience of governors and note that governors are aware of areas for their own improvement.
- Reference governors meeting and listening to students' experiences.
- Note the session held with staff on April 20<sup>th</sup> and add the feedback to the self-evaluation.
- Can leadership and management be graded as outstanding where there is an acknowledged issue of inconsistency in the data (but recognising that impact often lags behind leadership)?

### **Quality of Teaching, Learning and Assessment**

- In the areas for improvement, do we need to say more about the progress of students with SEND? Reflect the comments in the April School Improvement Committee minutes regarding management of different behaviours and needs and the performance and progress of pupils with SEND (penultimate and final bullets in item 3 of the minutes).
- Say something specific about pupil premium given it has been an area of focus.
- Amend the progress at KS3 bullet point to say there has been "*a measurable impact*".
- To acknowledge the area of concern, be more explicit about consistency of teachers' skills at identifying students' gaps in knowledge/understanding.

### **Personal Development, Behaviour and Welfare**

- Reference fall in exclusions but recognise they remain high relative to national comparisons.
- More could be said about opportunities for trips and outward bound programmes in Years 7, 8 and 9. The Mill can also be referenced as a unique resource.
- Recognise use of SIMS for praise and positive impact but acknowledge inconsistent use by staff.
- Amend WES learner attributes to "need to be *further* embedded" (final bullet point).

### **Outcomes for students**

- Where WES progress is compared to national performance – can the comparison be made with national boys' performance?
- Provide more robust statements about improvement and explicitly state that outcomes for disadvantaged pupils have been improved. Evidence can be provided in separate documents referenced on the final page to maintain the economy of the self-evaluation document.
- For "summary of progress", note that detailed information is considered regularly by governors.
- Note how the School is working towards understanding the new assessment framework.

### **Other comments**

- Spell out abbreviations
- The self-evaluation will be available in the google drive. The School should aim to update the document once a term.
- Governors considered whether there is sufficient interrogation of challenging areas. Noted that the School Improvement Committee had previously received presentations from subject forums which had provided good interaction with subject leaders, faculty heads and heads of year. Agreed that this should be revisited by the full governing body.

**Action: The School to develop a standard format for presentations from subject forums and consider who could present as a team. Plan to incorporate in School Improvement Committee meetings next academic year.**

**9. Government White Paper: Education Excellence Everywhere**  
**10. Camden Schools Learning Partnership**

Governors considered these two agenda items together.

The Chair outlined key proposals in the White Paper:

- every school to become an academy by 2022 with a preference for every school to be in a multi-academy trust. In this model governance and accountability moves to the trust and would see an end to the current model of local school governance.
- local authority powers in respect of school improvement would be removed. Powers to intervene would transfer to Regional Commissioners.

Noted that:

- subsequent to the publication of the White Paper, the Secretary of State has said that the Government will not legislate to force all schools to convert. Two new criteria will be introduced to support conversion:
  - schools in the worst performing local authorities
  - schools in a local area where there is a critical mass of academies.
- the proposed level of floor targets for forced academisation has not been discussed publicly.
- some Camden schools have started the conversation about becoming an academy.
- Camden School Learning Partnership has been set up as a separate company to provide school improvement services. This provides an optional service for schools to buy.

Key points discussed

- How can the School retain its individuality, ethos and independence? Is it possible to develop a William Ellis Academy Trust?
- The forthcoming introduction of the new funding formula is an added complication which makes the School more vulnerable. It is likely to precipitate shared working and resources and consolidation of the curriculum. This will require more partnership working. Further information about the funding formula is due to be published in the summer with the expectation it will be in place for September 2017.
- The Governing Body will need to undertake an assessment of the risks and opportunities. This will include understanding what it means to develop a trust and considering which group of schools we would wish to work with.
- Noted that there are advantages to more primary/secondary collaboration and the School could consider developing a federation with other Camden schools.
- Recommended that the Governing Body consider the proposed legislation once it is published after the Queen's Speech. This should include a note on options for the next five years as well as a timetable for defensive actions.

**Action: The Governing Body to consider the proposed legislation once it is published after the Queen's Speech. Options for the next five years as well as a timetable for defensive actions will be considered.**

## **11. Secondary Transfer**

The Headteacher reported that the School had received a higher number of applications than previous years but this had not yet translated into firm acceptances. This is being attributed to the changing demographic in Camden and more parents applying for and awaiting offers for places in the independent sector. There is a similar concern across other Camden schools. The School has reviewed the transfer list to firm up which pupils will be coming to WES. There are still some gaps for September (two plus six unconfirmed places). The School continues to encourage families and is considering marketing the School beyond Camden.

## **12. Report from the Personnel and Resources Committee**

The Chair reported the year end budget position as well as the 3 year budget forecast:

- An in year underspend of £86.7k is anticipated. When combined with the carried forward amount from the previous year, this would provide an amount of £661k to carry forward into 2016/17.
- Having anticipated future financial challenges, the School had made budget adjustments in previous financial years to build the surplus currently available. A budget deficit is anticipated in year 2 and a larger deficit in year 3, even when taking into account the current carry forward amount.

Planning will be undertaken in the Autumn Term 2016/17 when more information will be available on the proposed funding formula and the school will know sixth form numbers but there is no doubt that the School will need to be more creative in its approach.

The Committee also:

- adopted policies relating to the Data and Retention Schedule, Freedom of Information and Information Requests.
- discussed the building programme noting that some changes will be made to manage the cost of inflation growth. Fundamentally the programme remains the same. Plans of the footprint of the new facilities are available to view.

## **13. Governor Training and Development**

Governors to note that information about the training programme delivered by Camden is available on their website.

## **14. Date and Time of Future meetings**

The next full governing Body meeting will be held on 29 June 2016 at The Mill, Dorking and will begin at 11.00am. Governors travelling by train are recommended to take the 9.25am train from Waterloo and they will be collected by minibus from Dorking station.

## **15. Any Other Business**

There was no other business.

**16. Confidential Business**

There was no confidential business.

Signed.....

Date:.....

Chair of the Governing Body