



Quality of Education Committee Minutes

Meeting	Quality of Education Committee	Where	Via Teams
Date	Thursday 23rd November 2023	Time	4.30 p.m.
Attendees	<p>Committee Members: Richard Evans (RE, CEO), Paul Turner (PT, Chair), Louise Warren (LW, Director of Education), Samantha Brady (SB), Liz Holmes (LH),</p> <p>Apologies: None</p> <p>Guests: Rachel Cave (RC); Leah Spiers (LS)</p> <p>Clerk: Alexandra Molton</p>		

No	Description
	Procedural Matters
1	<p>Apologies for absence and acceptance/non-acceptance. PT welcomed trustees to the meeting. PT confirmed that Sharon Farrell has resigned from her role as trustee so will not be joining the committee. LH confirmed that Malcolm Sperrin has also left his trustee role.</p>
2	<p>Declaration of personal or business interests. LS joined the meeting as a visitor – she works for the Vale Academy Trust (VAT), as does RC.</p>
3	<p>Minutes of the last meeting on 28th September 2023 and actions (circulated with the agenda). The minutes were agreed as a true and accurate record of the meeting. LW confirmed that Sarah Gristwood is carrying out her actions from the last meeting as part of LS's team. LS will report on bullying to the next meeting.</p>
	Ensuring Accountability
4	<p>To receive an update on FCC from Rachel Cave (Headteacher at a Reading school and also works on VAT improvement team)</p> <p>Overall the school has moved forwards since September but there are still significant areas for development. SEN and Safeguarding reviews have taken place this term. Data shows improvement in some areas but there is still lots of work to be done. A plan of action is in place. We know the key priorities and have set milestones to check progress on the actions being taken to deliver against these. We need to be careful not to overload the school as senior staff are already stretched. Significantly more support is going into the school now compared with June. The school are very open to receiving support and want to work with FLT and VAT to improve the school. RC reported that it is making a difference for them to be part of a larger group of Secondaries within the VAT as they can properly benchmark. The team meets at the school every two weeks for a strategic update and to hold the school to account. The improvement team have met with the Chair of Governors and have plans to further improve governance at the school.</p>

It is about providing support and development and also about accountability.
RE confirmed that the team is very clear on what needs to happen and the improvements that need to take place.

There are forums for English, Science and Maths.

The school SLT are visiting King Alfred's and Larkmead and other Secondaries within the VAT to see what is happening at these schools.

Support is being received at FCC 3 days a week, in some capacity.

Are they moving fast enough?

RE: No and there is some work to be done on achieving milestones and pace setting. We are conscious that we don't want to create a dependency culture; the school needs to be doing the work itself. They have a strong leadership team and have appointed a strong new deputy who will start in February.

Are you looking for a change in governance or improvements?

RE: A bit of both. We know that in the current condition the governance would not come out well in an Ofsted review.

LH explained that FCC governors have asked for more detailed data in order to hold the school to account better.

Significant work has taken place to strengthen the SDP since September, with a focus on the curriculum and the monitoring of this. If the actions are put into place and monitored properly they will have the desired effect.

The SDP itself is bit lacking in pace but hopefully this will gather momentum as the year progresses. It is owned by the leadership team itself.

The school had a progress 8 report of 0.18 last year which is an improvement – driven by the girls' result, which was 0.06. The result for the boys was 0.36, which reflects a national picture. However the girls' results could not have gone up without there being improvements in teaching.

A-level results tell us very little due to the massive changes made to A levels last year.

What about in terms of destinations for pupils after school – did the school perform well here?

RC: Yes, by and large it did send students on to successful next steps.

Targets for KS4 are appropriate. For KS5 they need some support in setting targets which are meaningful for young people. They are quite ambitious but the targets need more rigour behind them.

Are they ambitious enough in PP and SEND to achieve improvements in these areas?

RC: They have high level targets which are sufficiently ambitious but more work needs to take place underneath these to support success.

Rick Holroyd has been doing one to one work with the SLT and identified some key strengths within the team. We need to monitor whether the current structure enables all members to perform to their best ability and therefore bring about change for the school.

Support from other Secondaries within the VAT is really helping to support the SLT. One of the members is helping an SLT member to carry out an external review at King Alfred's which will help to grow her knowledge, experience and confidence.

Is there space for this team member to then influence what is happening at FCC?

RC: Yes, this is a key part of the process.

RE: One of the things we have been looking at with the SLT is around team agendas and what they are looking at during their meetings.

	<p>SEND, Safeguarding and Leadership reviews have taken place this term. All have a significant number of areas of growth. RC confirmed that a Quality of Education review will be taking place in January.</p> <p>LW felt that is now a refined focus on target areas, with a clear set of actions for everyone and every area of the SDP.</p> <p><i>What are the deficits of the SLT which need to be addressed?</i> RC: It's more that is all quite complicated and could do with some simplification. Some changes will take place when the new deputy starts next year. RE: We need to get the team effectively working together as one unit.</p> <p>Some HR processes are taking place regarding a staff member in the Maths team.</p> <p>Rick has seen lots of potential and capacity and carried out a selection of learning walks. Phil Bevan is currently modelling teaching in the Maths department which is having some effect on his own capacity. RE confirmed that there are some plans in place to recruit for two new Maths teachers and he has asked PB to backfill his own position whilst he is supporting within the department.</p> <p><i>When are we expecting predictions on GCSEs?</i> RC will find this out.</p> <p>RC explained that during the recent fire alarm the students were really well behaved whilst waiting to return to the building.</p>
5	<p>To receive a report from Leah Spiers, (Director or Pupil Wellbeing and Inclusion) team lead:</p> <ul style="list-style-type: none"> • Attendance • Exclusion • Bullying • Safeguarding • PP • SEND <p>The inclusion team will be working across both Trusts. The new Safeguarding lead is working with schools to support (especially FCC) and has visited both Faringdon Primaries.</p> <p>LS will be looking at attendance this year. She sits on the Oxfordshire Strategic Attendance Board. Attendance is particularly in bad in Oxfordshire, except for the Faringdon schools which don't have particularly bad figures. Attendance at FCC is only just below the national figure. PP and SEND attendance for our Primaries is really good but this is not the case at FCC where there is a large gap between attendance for these students and the rest of the school.</p> <p>LS agreed that the behaviour of the students is really good at FCC but did not see the Trust values embedded within the culture of the school yet, particularly restorative practice. The team are working with the Deputy who has responsibility for safeguarding at the school to look at how we can further embed this</p> <p><i>Is there a difference in attendance levels at FCC between those pupils who travel to school by bus and those who can walk to school? Is there any connection between attendance and those who need to pay for their bus fare?</i> LS agreed that this would be a useful area to consider.</p> <p>The safeguarding systems are there but need some refining and we need to make sure that they are safeguarding each student as they should be.</p> <p>There is a lack of CPD around SEN for staff so we would like to see these put into place.</p>

	<p>The leadership team feels disjointed so there needs to be a more joined-up approach.</p> <p>LS is devising an action plan following on from the SEN and Safeguarding reviews, with clear steps to be taken and milestones to measure success.</p> <p><i>Some pupils will always need their own timetable.</i></p> <p>LS explained that the essence of the inclusion plan is that pupils remain in the classroom as much as possible with their peers, although of course some pupils will still need a more unique bespoke school experience.</p> <p><i>Would it be better for us to stop talking about these groups as separate from the rest of the pupil body?</i></p> <p>LS: In terms of inclusion perhaps, but the data will always pull these pupils out from the rest of the cohort and in terms of pushing forward improvements for these pupils this is useful. There may be an argument for changing the way the governance of the school approaches how it monitors these pupils.</p> <p>LW explained that at a Trust-level mapping took place last year to create a Venn diagram of the pupils with multiple vulnerabilities to make it clear how these interact.</p> <p>The three Improvement Team leads will work together to drive positive change.</p> <p>LS will be attending each of the QoE meetings this year to give updates or send a report if she is unable to attend.</p> <p>ACTION: AM to add item to each agenda.</p>
<p>6</p>	<p>Data dashboard</p> <p>LW has updated this to reflect the current picture, based on information from AIT colleagues and her visits to schools.</p> <ul style="list-style-type: none"> • Schools' positions – with a particular focus on Longcot and Faringdon Primaries <p>LW has only assigned only one red area which is within capacity. Clare Sylvester is still supporting here and improvements in children’s work are being seen. However a new teacher for Year 5/6 needs to be appointed and staff morale is low.</p> <p>Any other schools we should be made aware of</p> <p>FCC: There are several areas of concern but these are being supported by the AIT and inclusion team – particularly around attendance, PP and SEND outcomes. Quality of teaching is inconsistent and there is a new behaviour policy which will take some time to embed.</p> <p>FVP is a good place with leadership with a great culture and sense of drive. There is still work to be done to improve Phonics and this support has been put in quickly so we should see the results of this soon.</p> <p>TEP: changes still need to be made regarding pedagogy and the quality of teaching. Some work has been done on their curriculum which will take some time to embed. There is not the same level of pace behind the changes as at FVP but staff are open to change and this is gathering pace. There is a new SENCo who will take some time to bed into the team.</p> <p>WAT: The Executive Head having a really positive impact. There is a strong leadership team with SENCo and Heads of School. However we are monitoring a couple of the teachers here.</p> <p>SHR: A great new Head of School has been appointed and we hope they will start after Easter. They should be able to turn around the things that need to change quite quickly. Governance at the school needs some support and the school is due to move to a new site next year which creates some challenges. A number of AIT leading practitioners come from SHR.</p>

	<p>JBL: The school has a strong Head, SENCo, Deputy Head and two TLR posts which makes a really strong team. Attendance has improved and there are two strong EYFS classes.</p> <p>ASH: The school is in a good place overall, although pupil numbers need monitoring and there is some work to be done to refine the curriculum and assessments.</p> <p>Congratulations to Buckland, JBL and FVP.</p>
7	<p>Target setting data This document had been uploaded to GovernorHub ahead of the meeting for Trustees to review.</p> <p>The document showed the key priorities for driving improvements at FCC and how their results data compares with that of King Alfred's and Larkmead, which are the Secondaries in the VAT.</p> <p>This showed that FCC was far below national (52.7) for KS5 A*-B outcomes in 2023 compared to KA's (57) and Larkmead (33). Both Larkmead (12) and FCC (16.7) were far below national (26.5) for A*-A outcomes. Otherwise results were largely comparable.</p>
8	<p>Peer reviews These were uploaded to GovernorHub ahead of the meeting for Trustees to review.</p> <p><i>How do we share these reviews with governors and Trustees to help to shape their focus?</i> RE: I agree that we need to feed this into our plans on governance. LW explained that these reviews are shared with the Heads and they are then asked to share these with governors and staff. LW then reviews the actions which have taken place since the last review to ensure that change is taking place.</p>
9	<p>Board visits to schools It has been suggested that Trustees take responsibility for different areas – SEN (SB), attendance (PT) and Safeguarding (LH). The committee agreed to have one Trustee with responsibility for SEN and Safeguarding (LH). RE explained what the strategic role of the Trustees is in terms of an Ofsted inspection at one of our schools. They will not need to get into the detail for each school as this should be being done by the school LGBs but instead should offer an overview of the school and show knowledge of the Trust's strategic priorities and how these feed into the school SDP.</p>
Conclusion	
10	<p>Any Other Business (please notify the Chair before the meeting). PT suggested time at the start of each meeting to read through the meeting documents.</p>
11	<p>Next meeting dates: 11th January 2024 Agreed to meet at TEP at 4.30pm. Meeting on 27th June to be recorded on Teams to enable AM to transcribe these later as she is unable to make the meeting.</p>