



Minutes

Holsworthy Hub Local Stakeholder Board

Date 24th March 2022 Time: 6pm

Meeting Start: 6.00pm

Governors in Attendance							
Attendees	Initials	Attendees	Initials	Attendees	Initials	Attendees	Initials
Jenni Guy (Chair)	JG	Emma Bloxham	EB	Diana Stevens	DS	Anthony Pope	AP
Lee Rose	LR	Peter Maingot	PM	Gareth Smith	GS		

Also in Attendance			Apologies		
Attendees	Initials		Attendees	Initials	
Kate Lewis		Clerk	Ruhaina Alford	RA	
Haydon Biddle	HB	Assistant Principal	Jan Lefley	JLe	
			Tim Stokes	TS	

1. Welcome and Introductions

JG welcomed everyone to the meeting.

2. Attendance and Apologies

Apologies were received and accepted from Jan Lefley, Ruhaina Alford and Tim Stokes. Nigel Williams was absent.

JG advised the meeting that Ian Edwards has resigned today.

3. Declarations of Interest and Quoracy

No pecuniary or personal interests were advised for any agenda item for this meeting.

The meeting was quorate.

4. Minutes of the Last Meeting

The minutes of the meeting held on 3rd February 2022 were approved subject to a revision to RA's name and will be signed by JG via Governor Hub

5. Matters arising

5.1 GS and JL have met to consider funding and JL is following up on agreed actions.

5.2 A Counsellor has been appointed and will be in school on Monday and Friday after the Easter Break.

5.3 RA's report has not been received and the clerk will follow this up.

5.4 The clerk had received no response from Ian Edwards in respect of his Health & Safety report and it was noted that IR has now resigned.

6. Principals Report

It is presumed that the meeting had read the principal's report. JG and DS had submitted questions to GS. GS was invited to present key points and answer governor questions.

6.1 SEND

The permanent SENDCo has returned following a period of absence. GS advised that the temporary staff member who was in school one day a week during this time was very impressive. There has been some improvement but there are still some issues getting children into lessons which are being dealt with by sanctions and support however, the staff member who runs the student support hub now has covid and will be absent from school.

GS reported that there are 11 children in Y7 who are working at age 4 or 5 and the school is unable to meet their needs. This is being reported back to County Council.

AP asked what the next stage would be?

GS responded that it is difficult to say as it will be dependent on provision and there is very little provision to meet needs although a new all-through school with SEMH is opening in Okehampton in September 2022.

6.2 Attendance

JG asked about the PAN for September 2022

GS responded that the PAN is 120 and the number of Y6 students coming to the school is expected to be 100.

There are issues around anxiety and friendship groups with some parents diagnosing and not getting students into school.

LR asked whether the prevalence of anxiety may in some cases be exaggerated and how the decision is made as to what is genuine and what is not?

GS responded that is a difficult assessment to make and although it is known that some cases are exaggerated it is not for the school to make a medical judgment and can only encourage parents to seek medical advice. Staff work with the EWO to support and encourage attendance but cannot say if a child is too ill to attend, staff can only contact parents.

EB explained that staff use the Boxall profiling tool to differentiate levels of anxiety and provide a bespoke plan that sets achievable SMART targets. They also work with other agencies such as CAMHS.

The meeting reflected on the high level of cases of anxiety and the cause which in the main is considered to be the impact of the two-year Covid pandemic. As a result of the length of time, some of the issues are now deep-rooted and complex and it is necessary to unpick this to achieve resolution but the systems aren't in place to support this process.

DS commented that social dynamics have changed with movements in the community that has brought issues and anxieties such as drugs or violence and the impact of social media.

AP asked if there was a social and emotional well-being strategy to address these anxieties?

GS responded that the PHSE enrichment programme is not meeting that need so it is being reviewed. There is also a project for Y11 in the Autumn term with Human Utopia who work with schools to improve human leadership. GS has experience of this from Tavistock and it is about thinking about how we treat one another. It is hoped that this will start with Y11 in September and then work with Y9 and Y10. There is also a plan to train students to become heroes, who then train other students. This will improve student leadership and encourage students to stand up and help other students.

DS asked whether building resilience and confidence is part of this programme?

Yes

AP asked if it could be accessed remotely?

This is unlikely but is hoped that more pupils will be back in school by the start of Autumn Term.

6.3 Staffing

GS advised that the school is advertising for a drama teacher as drama is not on the curriculum and the school wishes to put on a show. There is great expertise within the Trust to support this. Y7 and Y8 will be studying drama in the next academic year.

6.4 Incident 3rd March

GS reported that he had placed the school in partial lockdown on 3rd March because two Y11 students received threats on the internet from the brother of another student. Students remained in their classrooms for safety. The police were called as the perpetrator attended the school but was removed by his stepfather who also attended the school. The police took 45 minutes to arrive. Parents were informed of the incident. One complaint was received but everyone else was very positive. Some students were scared but everyone stayed calm throughout and there was an assembly to let students know what had happened and the rest of the day proceeded without any difficulty. GS expressed his thanks to AP and JLe for their support.

6.5 Assistant Principal

HB presented an overview of his role to the meeting.

HB's role includes the Quality of Education, Academy Improvement Plan and the evaluation of Teaching and Learning.

He works with the ITT students from training and provision through to the ECT which includes overseeing all training and quality assurance.

He works with the SLT to undertake faculty reviews to evaluate the data which then informs what is done in school.

AP asked how they focus on an individual subject?

HB responded that there is a curriculum intent and implementation plan which provides a vision for each subject. There are a set of values that underpin the teaching and learning and then with those values, the faculty head creates a fluid curriculum journey from Y7 to Y11 which is designed by the faculty lead.

LR asked what was the biggest challenge of the role and how did HB manage that challenge?

HB responded that it was learning how to moderate how much time he gives to people and prioritising within his role. In 18 years of teaching the role has never been more challenging and he is not able to delegate some elements of the role.

AP asked what were the achievements this year?

HB responded that the increase in vocational learning has been a huge achievement with one subject being offered initially and now there are five. Also, the standard of English teaching and although there is no external data yet the faculty has been re-established with new staff and leadership and they are seeing huge improvements.

PM asked if the number of vocational courses would be increased?

HB responded that there are limitations due to the size of the school and staffing is an issue but there are looking at providing as many opportunities as possible including option blocks. They are also looking at the possibility of post 16 provision at the school although it is early days.

(HB leaves meeting at 19.05pm)

7. Review of Attendance

7.1 GS reported that attendance is not where it should be but they are working to improve it and wish to get to a place where attendance letters are not required. SLT is looking at procedures. Julia Greener is endeavouring to deal with the attendance meeting of which there are many to release EB and give her more capacity and time.

7.2 GS advised that the Education Welfare service was bringing back fast track attendance and that the Trust is considering employing an EWO for the Trust.

8. Lead Governor & Visit reports

8.1 TS and JG will provide their recent visit reports to GS and then upload them to Governor Hub.

8.2 GS stated that he was not surprised to hear that there are issues with the visibility of Trust staff following a meeting with Trustees. Staff morale is in general ok but everyone is working very hard not least because of Covid staff absence. Staff regularly mention their workload but it is difficult to pinpoint the actual issue and then follow this up.

8.3 GS advised that in response to staff feedback more time was being given to Staff Voice in directed time and he will be looking at these issues in more detail after the Easter Break so that they can be addressed. GS expressed his disappointment that the staff had not brought the issues raised with the Trustees to SLT. He tries to talk with staff every 2 to 3 days. He does this to monitor and also temperature checks to see what is causing angst and what can be done to address it. He recognises that staff raise workload but they need to be specific so that he can understand the element that is causing stress and follow up.

8.4 JG observed that this was a fair comment by GS and stated that GS's visibility is acknowledged, valued and appreciated and this was a common comment from staff.

8.5 GS agreed that the point made by staff about the visibility of Trust staff was also fair but this was being addressed. AS and SJ are being seen more often and DB. AS will be the main Trust

representative staff see rather than the CEO. A change in the language used is also being encouraged with reference to “our Trust” rather than “the MAT”.

9. School Improvement Plan

GS advised that there had been no changes since the last update but the SIP will be reviewed next term. This will be a faculty review of student work this will create some work for senior leaders and heads of faculty but not additional work for teaching staff. This work will then be fed into the KPI. This is being done on a termly cycle.

10. Safeguarding

10.1 GS reported that Julia Greener has been coming into school and he has spoken of his concerns. The number of safeguarding incidents reported is the same as Tavistock but that school is three times the size.

10.2 Referrals to Early Help are being made for families in need but it is often the case that the school has to put in place interventions because the threshold is not met or there are no resources for the issues raised. This also results in EB coordinating Early Help which is not sustainable. AP observed that the amount of paperwork required to obtain assistance is farcical.

11. DMAT Update

There were no questions on the DMAT update

12. Funding

There were no questions but the meeting considered that financial matters do not sit with the LSB.

13. Community Engagement Report

13.1 GS and EB reported that the school is working with the Mayor for the jubilee celebration although this has been hampered slightly due to SLT Covid absence. The Trust is coordinating efforts to support Ukraine crisis. There are bake sales and non-uniform days.

13.2 EB advised that they were trying to improve communication with parents and for them to become more involved. Events have included a sustainable prom with dresses being collated and a roadshow launched for Y11's. JG commented that this had been raised between JLe and herself.

14. Governor Housekeeping

The meeting calendar for 2022-23 was approved

15. New & Updated policies

GS seeking approval by the meeting of the DPIA – DfE Wonde Attendance Pilot Scheme.

Approval proposed by JG and seconded by LR.

16. Ofsted update

GS reported that the school is ready. GS has had a simulation with a former inspector which give him valuable insight into the first call with Ofsted. Both the SLT and Middle leadership are also ready and review everything regularly. They are endeavouring not to overemphasise it with staff and reassure them that they are ready and just need to carry out with good quality teaching.

17. Identify Training needs and plan delivery/training undertaken

17.1 JG is following up on the issue of training and declarations and what is required with Jay Hooper (Trust Clerk)

17.2 LR is waiting on a DBS check and can then be put on Governor Hub. The date of appointment will need to be agreed.

18. School events and Governor activity

Nothing reported on this item

18. Date of Next Meeting

19th May 2022 at 6pm

Meeting closed: 19.48pm

Action Table from 24th March 2022

No.	Lead	Action	Deadline

Outstanding Actions

Lead	Action	Deadline
RA	RA to provide visit report to Clerk for uploading to Governor Hub	
JG	Health & Safety report from IE	

Trustee Summary from 24th March 2022
Achievements
Concerns
Risks (Categories: Safeguarding; Education quality; Admissions; Covid recovery; Sustainability)

Signature of Chair:

Date: