



**Thomas Hardye School**  
**3<sup>rd</sup> April 2014**  
**Governing Body Meeting**

**Present:** Garry Batt, Laura Cheney, Simon Conibear, Iain Cornell, Tony Foot, Martin Baker, Sue Harries, Lynne Cove, Mike Faulkner, Mike Foley, Tim Gallego, David Grassby, Wendy Holden, Roger Kirby, Teresa Macklin, Graham Mounce, Andrew Orchard, Karen Weir, Linda Morrison.

**Apologies:** Hugh Griffiths, Jeremy Dobbs, Sheila Johns

**Clerk:** Tony Day

| Item     | Minutes   | Action |
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| 13/105   | <b>Declarations of Interest:</b> Karen Weir gave her standing declaration as DASP secretary.  |        |
| 13/106   | <b>New Teacher View:</b> The Chairman welcomed Helen Chambers, newly appointed Psychology Teacher, who gave her initial impressions of the school, having come from Highcliffe School, where she had been acting Head of Sixth Form.  |        |
| 13/106.1 | Helen said it was very nice to be in the school's social science department here and that she had looked at student retention levels, and progress on leaving the school. She had found the atmosphere very positive and supportive, enabling her to focus upon the art of teaching. In answer to a question from the Chairman, she suggested that perhaps a handbook for new staff would be a worthy idea.                                       |        |
| 13/106.2 | Mr Grassby mentioned that some previous results within the department had not been as good as hoped and Helen responded that the quality of teaching is clearly an area upon which to concentrate, particularly in view of the large jump from AS to A2 level. She saw this as a key area in which to concentrate and was optimistic about continuing improvement.<br><br>The Chairman thanked Helen for her attendance and she left the meeting. |        |
| 13/107   | <b>Minutes of 19<sup>th</sup> December 2014</b> were approved and signed.   |        |
| 13/108   | <b>Matters arising:</b>   |        |
| 13/108.1 | <b>£192,000</b><br>The Headteacher has written to the new Director at the County Council with a view to meeting about this matter   |        |
| 13/108.2 | <b>Attendance</b><br>Mr Foley will report upon this subject at the next Learning and Community Committee meeting  | MF     |
| 13/108.3 | <b>Extraordinary Governing Body Meeting</b><br>The Governors approved the minutes and decision expressed at the Extraordinary Governing Body Meeting held on the 10 <sup>th</sup> March 2014  |        |
| 13/103.4 | <b>13/75 Governors' Induction Pack</b><br>The Governors' Induction Pack prepared by Lynne Cove has been circulated to Governors.  |        |

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| 13/109   | <p><b>Committee Reports</b><br/>The reports of the Learning and Community Committee on the 10<sup>th</sup> March 2014, Personnel and Resources Committee on 18<sup>th</sup> March 2014 and Finance Committee on 24<sup>th</sup> March 2014, were moved by the respective committee representatives and were formally adopted.</p>   |  |
| 13/110   | <p><b>Headteacher's report</b><br/>Mr Foley circulated his report and commented upon Governors' access to the important Raiseonline document.</p>   |  |
| 13/110.1 | <p>Mrs Holden asked about the 'Additional Science' result, and the Head explained that some 40% of students do 'Combined Additional Science'.</p>   |  |
| 13/110.2 | <p>The year 11 results last year having been lower than expected, an eye needs to be kept upon improvement in Modern Foreign Language. Mr Foley referred to the 1010 figure and is confident that the school will see a narrowing of the gap, with a target figure of 1000.</p>   |  |
| 13/110.3 | <p>Mr Mounce asked specifically about results for 'Looked After' Children Mr Foley explained the support given to them and that he had received a letter from the LAC Service Department, expressing great appreciation of the schools support in this regard.</p>  |  |
| 13/110.4 | <p>Mr Kirby asked about the value added aspect and asked about comparison with other schools. Mr Cornell replied that the school was above average here respecting GCSE results and overall in line with the national average. Mr Foley reported that comparisons were easier to monitor now, with the advent of the college system and the benefit of intervention leaders.</p>  |  |
| 13/110.5 | <p>Mr Cornell remarked that some of the Free School Meals (FSM) students are performing at a very high level. Mrs Harries asked whether the lessons learned from teaching the FSM students were extended to non-FSM students. Mr Cornell replied that the school has begun doing so and gave an example of the Stratford homework preparation club. Mr Grassby questioned whether enough attention was being paid to lower ability FSM students. Mr Cornell explained the way in which the school was monitoring this.</p>  |  |
| 13/110.6 | <p>Mrs Macklin questioned whether there was a correlation with attendance. Mr Foley replied in the affirmative. Mrs Macklin asked how the school was dealing with this and Mr Foley indicated that steps were being taken within the DASP schools practice, overall, and that intervention is improving the situation, although more needs to be done. Mr Baker commented that a DASP approach was essential. Mrs Holden asked if low attendance was leading to the predicament of students not meeting their potential. Mr Foley said that this was a good question, the point was under examination and he could not be wholly certain of the answer at this time. Effort was being made to 'drill right down' to tutor groups and individual students.</p> |  |
| 13/110.7 | <p>Mr Cornell updated the Governors regarding ALPS and how results are analysed, and Mrs Morrison indicated that Heads of Department were being asked about actions they were taking respecting individual students.</p>  |  |
| 13/110.8 | <p>The Headteacher updated Governors respecting the appointment of the new additional Deputy Headteacher, who would have a special responsibility</p>   |  |

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|                 | respecting the sixth form. Mr Kirby asked the Headteacher what the new Deputy Head is employed to do specifically. The Headteacher replied that whilst principally she will pursue the enhancement of academic achievement, she will have other responsibilities commensurate with what Mr Cornell has been doing also. Mrs Harries asked about her teaching time and Mr Cornell indicated this would be in the order of a third of her time.   |       |
| <b>13/111</b>   | <b>Ofsted</b><br>The prospect of an inspection in the near future was broached and the Governors acknowledged the need to ensure that they were fulfilling wholly their responsibilities.   |       |
| <b>13/111.1</b> | Mr Baker raised the issue of link governor vacancies and school visits including communications with parents. The Headteacher and Mr Cornell are currently undertaking work in this regard and will update Governors accordingly at the Strategy Group.   | MF/IC |
| <b>13/112</b>   | <b>Governors Induction</b><br>Mrs Cove has prepared a draft with just one or two items awaited. The NGA paper upon governance, skills audit and recent review were valuable. The Chairman and Headteacher will meet new Governors and tour the school. Each new Governor will have a mentor.  |       |
| <b>13/113</b>   | <b>Redundancies</b><br>The Headteacher reported that the action resolved at the recent extraordinary meeting of the Governing Body is progressing.  |       |
| <b>13/114</b>   | <b>Multi Academy Trust</b><br>The Headteacher reported that Shelley Whitehead will be returning in the Summer term. The question of obtaining sponsors would depend upon obtaining the status of a Multi Academy Trust. It is suggested that a 'MAT' could be contemplated within this school's area and there is a thrust now from Government for governing bodies to be smaller, with a minimum of 7. One prospect might be for say four schools within a MAT, the Directors deciding to distribute funding, and the MAT having responsibility as opposed to the Governors of the individual schools. |       |
| <b>13/114.1</b> | Mr Baker observed that MATs are being encouraged with the diocesan boards.  |       |
| <b>13/114.2</b> | DASP chairs were considering this prospect.   |       |
| <b>13/114.3</b> | Mrs Holden asked if Thomas Hardye could be a MAT in its own right and seek, for example, to bring in an ailing school.  |       |
| <b>13/114.4</b> | It was agreed that developments in this area of MAT introductions would be watched carefully.   |       |
| <b>13/115</b>   | <b>Teaching School Bid</b><br>Mr Foley reported that the school had been unsuccessful in its application.   |       |
| <b>13/116</b>   | <b>Estates Strategy</b><br>The Chairman updated Governors respecting the initial meeting with the Duchy. Mr Foley indicated that it was felt the school could agree with a planning application submission respecting the sterile strip asset, and The Duchy's advice was being sought in respect of an architect appointment. The apportioning of land value proceeds in this regard will need further discussion  | TD    |

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|                 | with the Duchy.   |       |
| <b>13/116.1</b> | Governors were reminded of the visit to Saffron Walden on the 8 <sup>th</sup> May, to look at the new performing arts facility recently established there.  |       |
| <b>13/116.2</b> | The Barnes Way facility and future determination will be a matter in the first instance for the Foundation.   |       |
| <b>13/116.3</b> | The District Council had indicated that there may be a prospect of some section 106 funding and the Saffron Walden video would be circulated to Governors.  | TD    |
| <b>13/116.4</b> | Mr Kirby queried the prospect of competition with the Brewery Square Theatre aspiration. The Headteacher replied that he hoped this would not be the case, but this will be a matter for the sponsors and benefactors.  |       |
| <b>13/117</b>   | <b>Governors Newsletter</b><br>The concept of furnishing a newsletter from the Governing Body to parents on one sheet of A4 paper in a bullet point précis, including comment by the Chair and Headteacher, and linked to the website, found favour with the Governors. | GB/MF |

#### Action Log

| Person                           | Action   | Timing     | Outcome/Update |
|----------------------------------|--|------------|----------------|
| Mike Foley                       | Update Governors on attendance at next Learning and Community Committee meeting                    | 09/06/2014 |                |
| Mike Foley/Iain Cornell          | Continue to work on link Governors and Governor visits   | 03/07/2014 |                |
| Garry Batt/Mike Foley & Tony Day | Continue discussions with Duchy regarding Sterile Strip Asset and update Governors at next meeting | 03/07/2014 |                |
| Tony Day                         | Circulate Saffron Walden footage to Governors  | 15/05/2014 |                |
| Garry Batt/Mike Foley            | Develop a Governors' Newsletter for parents  | 03/07/2014 |                |