

Thomas Hardye School – 28th September 2016
Meeting of the Governing Body

Present: Mike Foley, Iain Cornell, Hugh Griffiths, David Grassby, Tony Foot, Sarah Cuff, Natasha Bousfield, Tim Gallego, Mike Faulkner, Karen Weir, Sue Harries, Laura Cheney, Jon Dean, Linda Morrison,

Apologies: Garry Batt, Martin Baker

Clerk: Vicky Smyth

Item	Minutes	Action
16/9	Declarations of Interest: Karen Weir gave her standing declaration as DASP Secretary.	
16/10	Election of Chair and Vice Chair The Clerk called for nominations for the position of Chair of the Governing Body. Mrs Cove proposed Mr Batt which Mrs Harries seconded; Mr Batt was elected as Chair unanimously. In the absence of Mr Batt, the Clerk called for nominations for the position of Vice Chair. Mrs Cove put herself forward and Mr Foot seconded, Mrs Cove was elected as Vice Chair unanimously.	
16/11	Minutes of 13th July were approved and signed. Matters arising: 15/120: Mr Foley confirmed that he had met with Oliver Letwin along with other DASP Headteachers to discuss the expected bulge in pupil numbers. It had been hoped that he may be able to have some influence with regards to the Local Authority, however, his advice was to approach the DfE directly respecting plans for 2020. He offered to put the Headteachers in touch with someone to help with a funding bid.	
16/12	Link Governor Roles Taking account of the smaller size of the Governing Body, Mr Foley had met with Mr Batt to discuss the need to approach the role of Link Governors in a different way. In addition, Mr Foley had also discussed this with the Senior Leadership Team and it was suggested that the link roles are considered upon a smaller scale, for example, having Link Governors for Colleges as opposed to each Curriculum area. Mr Grassby's link with the Sixth Form was highlighted as an excellent example of how this might work. Mr Cornell noted that a Link Governor would be required for Curriculum. Prof Griffiths asked if Governors links with areas of interest could still be continued. Mr Foley reassured Governors that it could and it was possible that key curriculum areas such as maths, literacy and science would still have Link Governors. Ms Bousfield will continue working on this.	NB
16/13 16/13.1	Headteacher's Report Mrs Morrison gave a presentation to Governors respecting the results of the 2016 GCSE exams. Items particularly highlighted included: <ul style="list-style-type: none"> • English results were higher at 87%. The ability to use either the literature or language result rather than just the language result, as was the rule previously, has helped in this regard. • MfL was disappointing. There has been an improvement in German but declines in both Spanish and French. • EBacc also down on last year, however, still higher than the previous year's results • The difference has narrowed respecting children in receipt of Free School Meals • THS students on average, gained half a grade higher than children of the same attainment at level 2 • There could be some confusion over the Science results as the top end achievers are now taking separate Biology, Chemistry and Physics GCSEs rather than the Core Science and Additional Science GCSEs which is why the latter's results are lower this year. • THS has returned to its position as top of the table for Dorset. This will hopefully have a positive impact upon future sixth form numbers. 	

<p>16/13.2</p>	<p>Mr Foley highlighted the success of Ferndown Upper School to Governors whom agreed that their results were particularly pleasing after the school's hard work supporting them during the period of sponsorship.</p> <p>Mrs Morrison moved on to discuss the A Level results which were also good and very similar to previous years. Mrs Morrison opined that the ALPS report shows clearly how well the school has performed in A levels. Of particular note was the school's maintenance of a red t-score for three consecutive years, the only school in Dorset to do so. Governors were informed that the ALPS report for Dorset schools should be released in October which would enable Mrs Morrison to compare THS's results with other schools. Another achievement of note was that only 15 students went into clearing on results day out of approximately 370 students.</p> <p>Mr Grassby enquired as to popular business subjects and Mrs Morrison confirmed that Law was not only popular but also a consistently high achieving subject which had attracted the interest of other schools.</p> <p>Mr Foley assured Governors that work was being undertaken in the Science department with regards to Biology results and that there had been some turbulence in the MfL department but that SLT remained confident that all the right things were being done to improve results.</p> <p>Mr Foley returned to discussing results generally and stated that he was delighted with the Maths and English GCSE results as there is such a huge responsibility on these subjects now, adding that he was happy to share the post exams analysis with Governors. Governors were updated as to the amount and type of work already underway with Year 10's and Year 11's including a meeting with Year 10 parents and the identification of those in Year 11 at risk of underachieving. With regards to MfL, Governors were informed that there were now very few schools at which 90% of students take these subjects and that numbers of schools doing MfL had again lowered this year.</p> <p>Mr Grassby asked if the school had had any luck with remarks in French. Mrs Morrison confirmed that they had, with marks going up on those that had been returned so far though not enough to sanction a whole group remark.</p> <p>Professor Griffiths clarified that the school had had to pay for the remarks.</p> <p>Mr Foley stated that there had been some bizarre results in some subjects as a result of problems in marking, however, a remark is simply the examining board marking its own work.</p> <p>Mrs Harries asked if THS got to confer with other schools suffering similar difficulties. Mr Foley confirmed that they did but it is difficult as subjects may not be taken in other local schools therefore they would have to find out which other schools took those options and the boards are not always helpful in this regards. However, THS is working with two other schools to context PE, for example.</p> <p>Mrs Cove noted that the single science results were good. Mrs Morrison opined that this was to be expected as students taking single science exams would be top set students and therefore it is expected of them. Mrs Morrison added it had been felt that they were not as good as they would have liked them to have been.</p> <p>Mr Foley wished to thank the hard work of the staff noting that results such as this year's GCSE and A Level results do not happen by accident and are due to the quality of the teaching and the staff that put in the effort and time.</p> <p>Mrs Cove requested that Mr Foley convey the thanks and congratulations of the Governing Body to staff on an excellent set of results.</p>	<p>MF</p>
<p>16/13.3</p>	<p>Mr Foley reminded Governors of the Headteacher's report that was tabled at the last meeting of the Governors in July. He reiterated the four priorities for 2016/17 contained therein, those relating to standards, budget management, recruitment and retention of staff and the establishment of successful partnerships.</p> <p>Mr Foley highlighted the need to have continuous improvement with regards to standards and also confirmed that he had asked Mr Letwin about the progress of the National Funding Formula at their recent meeting. His response was that the principal was being modelled to ensure that there will be no big winners and no big losers and</p>	

	<p>that another consultation would follow with the figures circulated to Headteachers. The failure to recruit the number of Chemistry teachers the school wanted last year with the planned action to try again this year, was cited as an example of the pressures in the area of recruitment and retention of staff.</p> <p>Finally, Mr Foley informed Governors of the progress of the MAT and that the movement towards MATs remained inevitable, especially in light of the expected decline in services offered by the Local Authority.</p> <p>Mr Foley opened the floor to questions.</p> <p>Mr Grassby asked if there was a timetable for the MAT. Mr Foley confirmed that there was a plan of action and that he had written to all DASP Headteachers in the first instance, to invite them to express an interest in joining the MAT. Presently, approximately half had expressed an interest and half had either not made a decision or informed Mr Foley that they had no intention of expressing an interest currently.</p> <p>Governors were told that the next step was for Mr Foley to write back to the schools that had expressed an interest to arrange a presentation of the values and ethos and to discuss leadership and governance. After this, Sarah Cuff will go out to schools that are still interested in order to look at the services they use and their budget in order to work up an offer to include cost. Work is also underway respecting the scheme of delegation and it is perceived, presently, that full delegation will be afforded to schools that are graded Good or Outstanding, though initially, a ‘school by school basis’ will be considered. Finally, the schools will need their Governing Body to pass a resolution to state that they wish to join the MAT though their admission to the MAT will be subject to due diligence and the agreement of MAT Trustees. It is imperative that schools are admitted in a way that provides the correct mix in sizes of school for functionality reasons. It is expected that this process will take approximately 12 months. Mr Foley was asked if Governors could also attend these presentations to which Mr Foley was in absolute agreement and asked Mrs Smyth to ensure that he invited Governors once they had been arranged.</p> <p>Mr Grassby noted that there seemed to be a huge amount of work involved here. Mr Foley agreed that there was but that Mrs Cuff and the SLT were also involved and that his key priority was to ensure that this MAT process did not cause THS to suffer in anyway. His research had shown that where Lead Schools had struggled had perhaps been as a result of taking on too much and expanding too quickly. Finance was also key; the offer needs to be sustainable, including for the THS who must benefit in equal measure to all schools that are part of the MAT.</p> <p>Mrs Cove asked if there was any funding for due diligence. Mr Foley confirmed that this question would be put to the Regional School Commissioner, highlighting that THS has been generously funded for Ferndown because they were in a category and would be unlikely to get an amount that size but certainly would need some. He noted that it would be trickier to get funding with regards to those schools that had already converted to become an academy.</p> <p>Mr Grassby asked if the school’s input at Ferndown had been recognised anywhere. Mr Foley confirmed that it had been mentioned in Ferndown’s recent Ofsted report, in the school’s successful Teaching School bid and that the DfE had contacted him.</p> <p>Mrs Cove asked if THS’s support of another school should be ongoing. Mr Foley agreed that it should be as school to school support was part of the Teaching School.</p> <p>Mrs Cheney added that this was one of the three main priorities of the Teaching School. Mr Foley concluded that if THS was approached directly by a school he could go to the DfE once the needs of the school were known and ask for funding.</p>	VS
16/14	<p>Child Protection Policy Mrs Weir proposed that the updated Child Protection Policy be approved by Governors, explaining some of the changes. Governors approved the policy unanimously.</p>	
16/15	<p>MAT and Sponsorship update See 16/13.3</p>	
16/16	<p>Update -1610 and Phase VI 1610 – Mrs Cuff informed Governors that the school was now direct hiring the</p>	

	<p>school's sports facilities to Clubs as well as 1610. She reminded Governors of the events of the Summer Term, highlighting the giving of notice by 1610 and the subsequent negotiation with the Deputy Manager to extend the notice period to the 1st September. During this time, a price list was produced for sports facilities and hirers were contacted to inform them of the changes ahead. 1610 now book the facilities as any other hirer though they are charged the higher commercial rate as they are a commercial hirer. Clubs are not yet being invoiced for their bookings as the VAT issue is still being resolved. Mrs Cuff informed Governors that the 1610 staff on the ground had been fantastic and that higher management had come around to accepting the situation. Mrs Cuff also highlighted that the VAT issue only applied to the Phase VI facilities as a result of the VAT being claimed back by the school on the build, however, other facilities are not affected.</p> <p>Mr Foley added that an additional keyholder had been appointed to lock up as the Site Management Team had been facilitating community access thus far. Mrs Cuff informed Governors that the Site Team had been fantastic, worked many extra hours and displayed excellent service with regards to customers. Mrs Cove requested that Governors thanks to the Site Management Team be recorded in the minutes for going above and beyond their usual duties.</p> <p>Phase VI – Mrs Smyth updated Governors respecting the present position with regards to ongoing negotiations with Morgan Sindall. The school's most recent offer has been rejected by Morgan Sindall and that Morgan Sindall had submitted an alternative. After discussion, Governors agreed that negotiations should continue.</p>	VS
<p>16/17 16/17.1</p>	<p>Any other business</p> <p>Ms Bousfield distributed two documents respecting the School Improvement Plan and the school Self Evaluation Form. Ms Bousfield requested that Governors review the draft documents and share any thoughts directly. The SEF and SIP detail actions that will be taken throughout the year and progress will be measured in January and again at the end of the year.</p>	Govs
<p>16/17.2</p>	<p>Mr Foley informed Governors of the desire for a THS Governor to serve on the Dorset Studio School Governing Body. Governors would be required to attend a meeting at the Studio School twice per year and Mr Foley requested that those interested contact him directly.</p>	Govs

Action Log

Person	Action	Timing	Outcome/Update
Natasha Bousfield	Continue work on Link Governor roles	Ongoing	Complete
Mike Foley	Convey thanks of Governors to staff for outstanding exam results	ASAP	Complete
Vicky Smyth	Ensure Mr Foley invites Governors to MAT presentations	ASAP	Complete
Vicky Smyth	Record Governors thanks to Site Team in the Minutes	ASAP	Complete
Governors	Review SEF and SIP documents and share thoughts with Natasha Bousfield	ASAP	Complete
Governors	Contact Mr Foley in order to volunteer to serve on the Dorset Studio School Governing Body	Ongoing	Complete