

**The Conference Room, Thomas Hardy School – 12th September 2018 – 4.30pm
Meeting of the Thomas Hardy School Governing Body**

Present: Tom Hardinge (Teaching Staff Governor), Rachel Turberville-Smith (Parent Governor), Mike Faulkner (Support Staff Governor), Tony Foot, Helen Arthy (Parent Governor), David Grassby, Lynne Cove (Vice Chair), Hugh Griffiths, Mike Foley (Headteacher), Martin Baker, Simon Conibear, Garry Batt (Chair), Vicky Smyth (Clerk)

In attendance: Laura Cheney (Assistant Headteacher), Tim Ennion (Assistant Headteacher), Jan McKie (Finance Manager), Iain Cornell (Deputy Headteacher), Linda Morrison (Assistant Headteacher), Natasha Bousfield (Deputy Headteacher)

Apologies: Tim Gallego, Jon Dean – Apologies accepted

Late Arrivals/Early Leavers: Simon Conibear advised Governors he would need to leave at 5pm – accepted.

Item	Minutes	Action
18/1	Signing of Business Interest Forms for Register: All those present signed business interest forms. Governors were advised that the school will be purchasing a safeguarding software system from One Logic, of whom Mr Baker is a Director.	
18/2	Minutes of the meeting: 18th July 2018 were approved with one amendment required – that the word voracity be swapped for veracity in respect of the CACHE item. Outstanding Actions:	VS
18/2.1	17/125.1 - Mr Foley advised Governors that Wendy Thoroughgood, who was not a member of the CCG but closely linked, would be coming in to school to meet with Mr Foley respecting concerns raised at last a meeting of the Governors last summer around mental health support and SEND funding for schools.	
18/2.2	17/143 - <u>Careers link role still vacant</u> – Governors without a link role requested to consider the careers vacancy and contact Ms Bousfield asap.	Govs
18/2.3	17/146.1 - Some Governors reported that they had not received information regarding the SIP over the summer. Ms Bousfield to resend.	NB
18/2.4	17/148 - Mrs Smyth advised Governors that she had yet to raise Governors queries respecting the physical intervention policy with Ms Chittenden but she would do so asap.	VS
18/3	Results – Linda Morrison Mrs Morrison displayed on screen the report respecting results that had been circulated to Governors in advance.	
18/3.1	A Levels - She informed Governors that the A Level results were broadly similar with some figures improving slightly and others reducing marginally. She noted that the percentage of students achieving A*-A had increased and that the progress 8 score has also increased to a predicted +0.31. This means that A Level students at THS will have achieved just under a third of a grade better than academically similar students nationally. Mrs Morrison advised Governors that few students went into clearing and many achieved better grades than predicted. It is expected that the results will place the school in the top 25% nationally. Mrs Morrison highlighted that the ALPs T-Score of 2 overall remains – noting that the red teaching is down a little but that there is still no blue teaching at all. When looking at the detail, Mrs Morrison explained that the ALPs score of some of the individual subjects had gone up and some had gone down. An example of this was one subject where a new teacher had	

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18/3.2

come in mid-year and a fluctuation was to be expected. She was pleased to highlight the improvement in science to Governors as it had been an area of improvement for quite some time. Another good result was the ALPS score of one for Electronics which had 9 students in the class; the previous occasion of a one was in a subject that only 1 student was taking.

Q: Mr Grassby enquired further into the lower ALPs score for Law. Mr Cornell explained that this was the subject in which a new teacher took over mid-year and that the students had done well in the paper that been taught solely by this teacher, which was a good indicator for the future. A slight drop is to be expected as the teacher would not have known the students as intimately as the outgoing teacher. Mrs Morrison advised that a lower score in any subject would cause concern if it is a sustained decline.

GCSEs – Mrs Morrison informed Governors that staff had been extremely pleased with the GCSE results, particularly after all the uncertainty as a result of the changes. Governors noted the headline figures of 77% of students achieving five 4's and above and 62% of students achieving five 5's and above. Mrs Morrison explained that the school's middle ability students had done exceptionally well and that science had had a standout performance. English and Maths had also done well again and there had also been an increase in the E-Baccalaureate.

Q: Mrs Turberville-Smith queries the figure of 40% achieving five 7's and above she had seen elsewhere. Mrs Morrison confirmed that this had been a mistake and that the figure on the report of 28% of students achieving five 7's and above was correct.

Mrs Morrison noted that the Progress 8 score is predicted at +0.50 but is likely to increase though not by a huge amount. She advised Governors that they are also expecting the progress score of English to increase and the score for the EBaccalaureate to decrease slightly. Governors were advised that the scores for P.E., History and Geography had also improved significantly.

Q: Mrs Arthy queried why the progress scores were predictions if the school had their results. Mrs Morrison explained that the school had preliminary data and that final data would be sent to the school in January when all the review of marks had been resolved and the figures had been finalised. She added that at this time last year, the school had been predicting a progress 8 score of +0.14 and the actual was +0.36. This time the school are predicting a progress 8 score of +0.50 and expect it to increase to c+0.55.

Q: Mrs Turberville-Smith enquired as to the pupil premium results as the gap seemed to have increased. Mrs Morrison agreed that this was an area for development and staff would be looking at this. She explained that pupil premium scores are measured against non-pupil premium scores nationally rather than against other pupil premium scores nationally. She noted that at THS, they achieve +0.03 of a grade better than the national of 0.0 but that there was still a way to go here.

Mrs Morrison highlighted to Governors that there was no blue teaching in the GCSE ALPs report either and a significant amount of red and that the focus on history, languages and PE was noticeable here. None of the languages are in the blue anymore and PE has increased from 64% to 84% with an ALPs score of 2. She noted that there was no ALPs score for the science trilogy as yet as it is new. Mrs Morrison explained the anonymised league table of results for local schools and asked Governors to note the score of students on intake as this shows that THS has an average intake in terms of ability. The official

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	<p>league tables will come out in January.</p> <p>Q: Mrs Turberville-Smith gave her congratulations on an excellent set of results and wished that her thanks be passed on, particularly in her other role as a parent of children at the school. Mrs Arthy agreed and added that the staff were a real credit to the school for the way they had managed the whole process so well. Mrs Morrison confirmed that the results were a relief for staff as much as a reason for celebration, due to the uncertainty and changes. It was good to know that as a team we had been doing the right thing for the students. She added that they expect that the school's middle and lower ability students will have progressed better than expected but that they won't know for sure until the final data comes in in January and is analysed.</p> <p>Q: Mr Batt agreed with Mrs Turberville-Smith and Mrs Arthy and requested that the Clerk make a formal note of thanks in the minutes to the staff and school for the results and particularly to the staff in those areas that had been experiencing difficulties and worked hard to remedy them.</p> <p>Mr Foley added that no other school in Dorset had achieved a 2 overall ALPs score for A Levels and that to add value in the sixth form on top of the value added in the lower school is fantastic. He continued that the school is blessed with its staff, not just the teachers though they are key in the classrooms, but all staff, who are all so professional and make important contributions across the board.</p> <p>Q: Mr Conibear asked if the reductions in funding would affect the school being able to maintain this level of results. Mr Foley agreed that eventually, this is the danger, and that the decisions made by the senior leadership team and Governors thus far had protected the classroom insofar as possible. It is likely that if the cuts continue then this will no longer be the case and actions such as increasing group sizes further may have to take place.</p> <p>Q: Mr Conibear asked if the fabric of the school was being affected. Mr Foley agreed that it was and that the school did not have the funds to undertake the works recommended in the Kendall KingScott 10 year maintenance plan that the school had commissioned. He added that the test will also be the results of the current year 10 when they are in year 11, as they are the first group of larger class sizes.</p> <p>Mr Conibear left the meeting at 5pm.</p> <p>Mr Foley concluded that Mrs Morrison will analyse the data as it comes in and provide Governors with updates. The departments are already undertaking post exam analysis and reporting on where improvements could be made. An example of this is in PE where 6 marks were removed from a paper in A Levels and that this was being discussed with the exam board to find out why this was the case. He noted that this hadn't affected any grades but that staff were not satisfied as they wanted to know how to improve which demonstrates the commitment and tenacity of staff. The school does the simple things well which is one of its reasons for success.</p>	
<p>18/4</p>	<p>CACHE</p> <p>Mr Foley had circulated a paper to Governors in advance outlining his concerns and suggestions. He drew Governors attention to the predicted in-year deficit of c£443k and that despite the school having c£1.5million in carry-forward still, this will rapidly reduce unless difficult decisions are made. Mr Foley stressed that changes needed to be thought about years in advance due to the way school funding and course advertisement works and that CACHE was an example of this. If the Governors agreed to remove CACHE at this meeting</p>	

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then the saving wouldn't affect the budget for another 2 years as the school has recruited for 2018 entry and so are committed to those students. He added that he has to find and the Governors will have to make, more of these difficult and painful decisions or the school will run out of money. If the Governors decide to run CACHE again, it will be offered in the prospectus from October 2018 and running until summer 2021. Mr Foley stated that the school needs to make in-roads into the deficit and that it is with deep regret that he is putting this option forward but in reality, it is at the lower end of the difficult decisions as it doesn't also affect the lower school.

Q: Mrs Turberville-Smith enquired as to the number of year 12 sixth form students. Mr Foley confirmed that there were 397 which is brilliant news.

Q: Mrs Turberville-Smith asked whether they felt this was due to the turbulence in the Weymouth Schools. Ms Bousfield replied that there had been a few extra pupils from All Saints and Budmouth schools but that mainly it was as a result of THS pupils staying on.

Q: Mrs Turberville-Smith enquired as to whether there had been any flexibility in the sixth form entry criteria. Ms Bousfield explained that in the main, there had been few exceptions, but staff had been allowed to use professional judgement, as ever, particularly if students came with letters of recommendation from their tutors/schools. Mr Foley noted that the GCSE results in all Weymouth schools had been lower. Ms Bousfield advised Governors that staff had contacted all those that had applied but not enrolled and in most cases it had been that they hadn't got the results they had hoped for. Mr Foley continued that even with the kind offer respecting hours that Ms Cheeseman had made at the last meeting there would still be a loss of c£35k if the course was to run, and that a succession plan would be required if it was to continue in the long term. He added that he was sympathetic to the arguments made in favour of CACHE but that Governors needed to make difficult decisions now as the surplus cannot be relied on indefinitely and the effects on the budget with regards to delays on decisions such as this are too great to ignore.

Q: Mrs Cove agreed that the school cannot lose c£35-40k per year on a small course but that the school prides itself on doing the best for its students and that those on the course have done extremely well. She asked how the school would support those students that would have chosen the CACHE course. Mr Foley responded that the school would signpost students to other options and that Mr Dean does excellent work with Year 10 and 11, for example, taking them to Weymouth College, meeting the staff, nurturing students, supporting them to identify how to get to college among other things. He added that the school has an excellent record of getting students into further education, employment or training and that the school does everything it can. Mrs Chittenden added that the school had had some of its year 11 students opt to move onto to CACHE at Weymouth College instead of staying at THS. Mr Cornell also added that the Education for Everyone team also put a lot of work into getting students to Kingston Maurward and Weymouth College and helping them feel comfortable with moving on.

Q: Mrs Cove agreed that the school had a good track record in this area.

Q: Mr Batt asked if Governors were satisfied that vulnerable students will be supported by the school and not lost in the system if there was no CACHE at THS. Governors agreed that they were.

Q: Mr Batt asked if Governors wanted to accept and approve Mr Foley's

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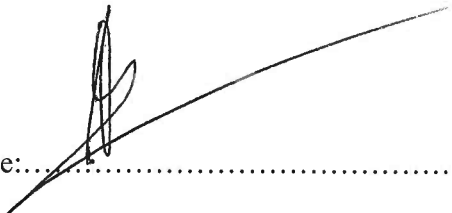
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	<p>proposal respecting the removal of the CACHE course from the THS Sixth form offer. Governors were in unanimous agreement that Mr Foley’s proposal be implemented in full.</p> <p>Q: Mrs Turberville-Smith asked if there were other courses the school would seek to remove. Mr Foley explained that broadening the schools course offer at the present time would be too much of a risk but confirmed that the senior leadership team were always reviewing courses, looking at which were not recruiting and whether this was an ongoing situation or a one-off. Mr Foley noted that the choices of year 12 this year had ‘fallen well’ and that there were between 18-22 students in most classes. Mr Cornell confirmed that he looked at trends over time but that there are added complications, for example, music which had been removed as a GCSE at other schools and would have implications for the lower school if removed as an A Level at THS.</p>	
18/5	<p>Any other business</p> <p>Mrs McKie advised Governors that an interim sports letting rate had been agreed for those moving from the community use rate to the commercial rate as the increase was fairly steep. This interim rate only applies from September 18 to April 19. Governors were in unanimous agreement.</p>	

Action Log

Person	Action	Timing	Outcome/Update
Vicky Smyth	Amend minutes as per matters arising	asap	Complete
Governors	Fill Careers Link Governor vacancy	asap	
Natasha Bousfield	Resend SIP information as per matters arising	asap	
Vicky Smyth	Liaise with Mrs Chittenden re Physical Restraint policy query	13/9/18	Complete

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