

Governors and Trustees Meeting
Wednesday 27th November 2019 – 6:00 pm
Southfields Academy

Attendees: Jackie Valin (VLN), Wanda Golinska (GLA), Mark Heathcote (MH), Susan Hayday (SH), Gordon Alexander(GA), Andrew Dawson, (AD), Marios Davis (MD), Tessa Strickland (TS), John Moore (JM), Sian Tyler (ST), Tara Minto (MTO), Donna Collins (DC), Steve Elson (SE), Victoria Simpson (VS)

Apologies: Tracy Gray

Absent: Sarah Gray, Larry Davis

Minute taker: Barbara Franklin

Item	Discussion	Action
1. Welcome and apologies	<ul style="list-style-type: none"> • ST welcomed everyone at 18.08. • VLN presented Tracy Gray's apologies. • ST announced John Moore (who will join the meeting at 18.12) is going to retire from the position and VS is going to step in as an 'ad hoc' Vice Chair. Introduced new Governors, Gordon Alexander and Andrew Dawson. Each new Governor then introduced themselves: • Andrew Dawson: lives nearby, management consultant and accountant. Just arrived in Southfields and would like to get involved in community matters. • Gordon Alexander: career in international relations overseas then working in the forces. Works as consultant, attracted by multicultural atmosphere of Southfields. • ST introduced Marios Davis who is parent of a girl currently in Y7. Interested from social sector point of view. 	
2. Declaration of interests	<ul style="list-style-type: none"> • None 	
3. Minutes of last meeting	<ul style="list-style-type: none"> • ST asked if anyone wanted to amend/add anything. 	

	<ul style="list-style-type: none"> • Minutes were approved and signed by JM. • JM announced that he is standing down as Chair of the LGB due to time restraints. • ST was nominated as Chair to replace JM and was unanimously approved. 	
4. Matters arising	<ul style="list-style-type: none"> • ST enquired about the premises inspection on 21st November. VLN said they did an interim inspection over the summer and will be coming back in March to do a full one. • ST asked if there had been any issues - VLN replied the DT area ventilation. ST wanted to be reassured about Sports Hall floor and swimming pool and VLN said we are on top of it. 	
5. Headteacher's report	<ul style="list-style-type: none"> • GLA introduced the Headteacher's Report, commenting that the format has changed to mirror the strategic aims of the MAT. • ST asked to explain the progress scoring. In GLA's opinion it is very complex, not based on what grades you previously attained in Keystage 4. Expected grade in GCSEs is a 5, anything above that and points are accrued. (If you get a 6, you accrue 1 point). SA has 0.44 points when the national benchmark is 0. GLA reiterates that this new system doesn't stand comparison with previous cohorts. Although the Government thinks this is the way forward, by the end of Y11 this system works for about 80/90 students but not for the rest as GCSEs are out of reach for some. In most schools the number of students that start Y7, arrive in Y11 but not at SA as we have intake of students from abroad on a weekly basis. • JM commented on the fact that + 0.44 point for SA is a big achievement and that according to him this system works better than the A*- C grading; SA has put value added to which GLA commented it is a fair point. • GLA talked about Level 3 achievements in Post 16 and said this is the first year our results have dropped. No positive value added. 	

Universities don't ask where grade comes from which for students is the right thing.

- GA asked if in this system the grading is equally levelled or whether disadvantaged students have more points and GLA replied that grades are not contextualized.
- VLN commented this is the first cohort on a new level.
- GLA carried on explaining the progress of grades whereby they were once very straightforward, now they have reversed to being similar to what they were like 30 years ago. SA has dropped vocational courses at Level 3. We are aware that next year the Government won't fund them and SA can only contemplate funded courses; as a consequence, vocational courses will plummet in 2 years' time.
- ST asked whether we know about these new courses GLA replied that we are better at understanding how they work.
- MTO added that she has just introduced a new qualification for our students and GLA followed by saying that we have been monitoring for 3 years and the pass rate didn't drop but grades didn't either. The pass rate is 98-95.
- GLA confirmed that KS4 dominates compared to Post 16. New Ofsted framework with quality of education at the centre of interest. The new format of reporting to the school is in line with Ofsted.
- VLN mentioned training as a key factor.
- VS asked the meaning of "student experience" in the framework. GLA explained it means an opportunity of leadership as a student because objectives are set as a whole for SA, for instance with regards to Behaviour and Attitude or Parental engagement.
- VS wanted to know how comfortable are staff to contact parents and MTO replied that in her department they have Year Team meeting where information and training is discussed. If staff isn't comfortable, MTO offers to contact home. Staff is reassured sometimes it is fine to end a conversation if necessary. SA target is to build a relationship with home and accept negative comments, if any.

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| | <ul style="list-style-type: none">• VS requested confirmation that the majority of staff is comfortable to make calls home and GLA talked about self regulation. It may happen that the first call home doesn't go too well. We have to find a balance and create right circumstances to call for both positive and negative incidents.• VLN added information regarding a group of Year 7 parents. Now SA has "Mychildatschool", a system whereby parents can monitor attendance and both positive and negative behaviour. This way parents know sooner. One comment from a parent was that their child had too much homework – VLN hasn't heard that in the recent past!• GLA commented that Year 7 parents were 100% pleased with communication system and 98% had received a positive phone call from tutors.• SH asked if the school can think of a useful way Governors can hear parents' voice, and MH said the pastoral side has been mentioned in the past, but not the Governors. VLN suggested a Parents' focus Group where parents might be asked along.• GA asked whether parents can have access to staff. MTO replied that all parents have opportunity to communicate with schools in various ways for instance by email or with pupil's diary.• GA sought confirmation that there are open evenings and MTO said we have them for each Year Group and GLA added the focus is on progress with events like Meet the Tutor or IEAP day. VLN added that Year 7 evening had 89% attendance and AD wanted to know what happens to remaining 11% - VLN reassured him teachers follow up.• TS raised the matter of transition from KS2 to KS3• SH asked about bottom of page 5 on Headteacher's Report. "Not all subjects contribute.....alternate qualifications". It would be useful for Governors to support less able students (example of those working in the kitchen at SA). GLA confirmed that this happens | |
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- MH talked about the issue of year 9. ST asked what will be different and GLA explained that the options start in middle of year 9. When Ofsted relaxed rules around curriculum we decided to make it a 2 year GCSE course. 75% reading age below their chronological age, with 50% even below that therefore not advisable to put them in KS4 earlier. Skills are focused on the 8 subjects. Struggle with their own subjects and Year 9 in February were not engaging in subjects they weren't going to carry on as they take their studies seriously.
- VLN said the Academy is there to protect students' nature and the school knows them so much better than Ofsted who are impressed when they observe our international group.
- GLA commented that Y9 chooses too early and would like to make sure it's the way forward.
- GA raised the matter of objectives for future years: GLA explained the RAP, self evaluation form, objectives and plan for the year.
- MH talked about SEF and GLA followed it up by explaining about our Year 9s - 10- 15% are at the right reading age but many Y7 students can't read. JM's reading plan is excellent but if a child has reading age 6, even after 2 years of progress they will still be behind. A lot can be done with HPA.
- ST underlined the very high percentage of Art subjects against Science ones and GLA explained this is due to A level results; in particular, triple science results are the best in 20 years and all sorts of challenges make results even more so remarkable. Results and interventions in place to improve results, such as more frequent monitoring.
- GA asked whether anything positive wasn't reflected in the data and GLA explained that the number of grade 9s is an exceptional result considering teachers have to teach a very wide spectrum of abilities. Some high achievers stay and some move on
- JM observed few students take English. GLA is in agreement; this is often due to the fact that high achievers are in the IG, not indigenous students.

- SH commented how English GCSE is much harder so students need to be persuaded to take the subject at A level.
- JM observed how English is a less strong subject compared to Science but GLA described Year 7 and Year 8 as confident writers in a subject they enjoy. VLN underlined that mathematicians have more openings and progression jobwise whilst English opens up either journalism or teaching as a career.
- ST mentioned languages but at SA it's very normal to speak more than one language.
- VS enquired about Psychology and Sociology which GLA puts down to the novelty of a subject that hasn't been studied before, although Psychology implies strong Biology and Maths.
- GA suggested authors come into school as inspiration and MTO confirms we have had several visits and also (4) authors amongst our students.
- VS enquired about trips and GLA praised the Drama department who takes students to the theatre as they wouldn't go with family.
- MD raised the matter of international students and whether we need to do anything to meet the challenging situation they live in, so GLA explained SA's current profile of 150 students from Ethiopia, Syria, Brasil etc. Not possible to predict where they will come from. 40 looked after children, some living in asylum, some have been imprisoned. 19 y old grown up men who have to follow teacher's instructions.
- MD asked details about home life and VLN replied that some have mental health issues from past experiences. VLN quoted example of a student with psychotic incident on school premises. When ambulance was called, student was taken away by the police because they were over 18. We won't repeat this mistake.
- MD wanted to know out of 39 students how many are successful so GLA explained that not many can join GCSE. They are studying English to 'survive'. No education in their native language, even less so in English. Drama lessons teaches them life skills but academically

	<p>they don't go beyond L2; VLN quoted success stories of apprenticeships, such as a student who became a barber.</p>	
<p>6. Financial report</p>	<ul style="list-style-type: none"> • SE introduced the Finance Report. He explained we are still forecasted to break even. There is potential expenditure for IT equipment in the pipeline which is going to be a lease purchase. Also possible premises repairs to swimming pool and gym. • The Southfields Audit Report raised 2 minor matters: 1) declaration of interest didn't have a date. 2) Difficulty of reconciling VAT. Overall really pleased. • ST asked about the standard audit and external audit and SE explained the difference. • AD asked about IT equipment; SE quantified it at 500K, but will look at leasing agreement in order to spread the cost. • VLN explained that even if there are funds in the bank, about 1 million each must be kept aside for football pitch and swimming pool, so although money is there, in reality it's not. Priority is staffing. • VS asked if there are any vacancies and VLN replied none except for one maternity • VS asked if any positions are filled with less qualified staff and GLA explained there is less choice when recruiting staff SA has to choose quickly. VLN explained good staff moves on and when MH mentioned agencies VLN commented they are too expensive and don't necessarily supply good staff. GLA said capable staff go and work overseas. Teacher training quality has dropped and you have to pay well for good teachers (eg Science). • GA asked whether audits are shared with the Governors and SE replied they are with Trustees and can be with Governors too. • VS raised matter of swimming pool repairs and VLN confirmed SA is not spending the repair money until it has to. Sports Hall flooring will cost 100K. 	

<p>7. Standing items to report</p> <ul style="list-style-type: none"> - ECM Governor's minutes including safeguarding - Premises and Health& Safety (verbal update) 	<ul style="list-style-type: none"> • The ECM minutes were noted and accepted by governors. VLN highlighted the work carried out on student mental health. • The premises and health and safety report was noted and accepted by governors. 	
<p>8. AOB</p>	<ul style="list-style-type: none"> • ST mentioned witnessing Y10 Spanish lesson and commented on the quality of engaged staff and well behaved children; reassuring experience. Firmly believes language has a future in UK. • VLN said that November is Governor visit <u>month</u>. • SH said that Margaret Breen will circulates a list of vacant subjects for Governors to adopt. • SE asked governors to tell him if they need ID cards 	
<p>9. Confidential items</p>	<ul style="list-style-type: none"> • none 	
<p>10. Date of next meeting</p>	<ul style="list-style-type: none"> • The ECM meeting is 11th March at 4 pm ECM meeting and the LGB is 18th March at 6 pm • Meeting finished at 19.54 	

26/4/2020