



MINUTES OF THE FEDERATION MEMBERS' MEETING

Thursday 7 July 2022, 4.00pm
The Gallery

Present

Judith Gilboy, Laurence Howard, Andrew Holt, Rob Mulvey.

In Attendance

John Harrison, Oliver Teasel, Kelly Jackson, Natalie Ray, Stuart Williams, Sheryl Wilson (Clerk).

1. Welcome introductions and apologies for absence

Andrew Holt welcomed everyone to the meeting. Apologies of absence were received and accepted from Sam Hearth. Members unanimously agreed that Judith Gilboy will become a Member. The clerk reported that Tim Stevens has decided to resign as a Member.

2. Declarations of Personal Interest and Pecuniary Interest

There were no declarations of personal or pecuniary interest.

3. Minutes of the meeting held on Thursday 1 July 2021

The minutes were signed as a true and accurate record.

4. Matters arising from previous minutes

The minutes from the meeting will be added to the Members' VLE as soon as they are complete.

5. Clerk's Business

Members were invited to join any of the Local Governing Body meetings which were due to commence at 5pm. The meeting dates for the new academic year were shared and Members were reminded to complete the Register of Business Interests' Form.

6. Principal's Report – Catmose College

Stuart Williams presented his end of year report. The focus this year has been on recovery from the impact of two successive Covid lockdowns. It has become clear that this will not be a one-year project but one likely to last for many years as the impact of the pandemic is slowly addressed. The College's own analysis indicates that students have continued to make good academic progress during the lockdowns. However, many students spent a great deal of time on electronic devices completing work and socialising and this has therefore impacted on their accumulation of cultural capital and key skills around teamwork, leadership and resilience. The College has therefore focused its efforts on the experiences that develop these broader skills, maintaining a strong academic intervention programme whilst offering significant pastoral support to students who were most impacted by the pandemic.

A key priority this year has been the resumption of the wider curriculum beyond the classroom by offering a programme of extracurricular, trips and visits, sport, drama, music and the Duke of Edinburgh's Award. Across all year groups there was little variation between different groups of students in their uptake of these opportunities, with the average student attending 1.4 of them. The exception to this is when looking at uptake by gender; boys took part in 1.3 whilst for girls it is 1.6. For example, 65% of the students who started the Bronze DofE award were female. In the next academic year different student groups will be created to hear the voice of boys.

The popular Electives programme returned to its full breadth of offer with over 100 different opportunities for students to choose from across the arts, cultural and sporting programmes. The Catmose Challenge was launched to Year 7 students, which is a range of 170 challenges leading to bronze, silver and gold level awards. The Scholars' programme complemented the year group offer with opportunities for students pursuing a particular specialism.

In sport, students competed in 20 different traditional competitions and won the Varsity competition for the eighth year in a row. One of the highlights of the year was Sports Day which sees every member of the College community taking part or supporting the event. The ensemble groups are back up and running, together with Performing Arts and a performance of Moana.

Careers has been a large piece of work this year which has included a 'take your child to work day'. Students were able to experience a work place environment for the day. Next year the aim will be to resume the full work experience week.

Overall, average attendance this year has been 94%, impacted by significant Covid related absence in the winter and a small number of students who have become non-attenders. Although this is below the usual target of 96%, it remains high, particularly when compared to other secondary schools nationally at 88%. The behaviour of students continues to be a strength, around 950 students have no significant behaviour concerns reported by staff.

The curriculum offer remains a broad one which is continually adapted to offer students an appropriate pathway based on their interests and talents.

Question: How is staff morale?

Stuart Williams advised that the work relating to behaviour and attendance issues is shared between the attendance officers and senior team. Next year the senior team will lead on attendance. Client Services will also be moving to a more spacious office space.

Head of School Report – Harington School

John Harrison reported that in 2021 the school opened its doors to the largest cohort of students. The careers programme has gone from strength to strength and is a distinctive aspect of the offering. There is an ever-growing range of routes including Law, Psychology, and Business. Engineering remains one of the most popular options

and is an area where the school has a strong track record of success. This year a group of innovative students also took the opportunity to fund and build an electric car as part of the Greenpower competition, completing over twenty miles of racing in their first outing. Natalie Henry-Oliver was appointed to the position of Deputy Head of School.

In the teaching pathway, Harington students benefitted from the close links with Catmose Primary with a number of students spending time volunteering at the school. The law group has significantly grown in popularity and students enjoyed workshops with Lincoln University, a presentation from a senior partner of a law firm, along with taking part in mock trials at Oakham Castle.

Students welcomed the opportunity to use UNIFROG, a new online portal for searching information about universities and apprenticeships both in the UK and abroad and there was also an increase in students completing work experience both face to face and via Springpod. As the year progressed students were guided about interview technique, application forms and assessment centres. Former students also attended the post-18 days where they discussed the range of courses they are currently completing.

Outside of lessons, students enjoyed a wide range of activities and trips. In the autumn term the football team ended the season unbeaten. Students took part in competitive sport in netball and, for the first time in basketball. Away from competitive sport, a larger than expected number of students have enjoyed board games, philosophy club and a range of field trips. The majority of the year group relived their youth at Flip Out (trampoline park) and the Rutland Aquapark.

Student leadership opportunities have remained a priority with a record number of students applying for senior leadership positions. After a rigorous process of applications, interviews and hustings a new group of prefects were appointed taking responsibility across sport, transition and charity work. The environmental group has delivered key messages during assemblies, completed a Q&A session with the local MP, Alicia Kearns and have been hands on planting more than one hundred trees on the school grounds. A newly formed wellbeing ambassador group has completed a number of training sessions in readiness for their work in the next academic year. In January, twelve students took part in a collaborative project with local schools, working on real life problems linked to the world of medicine. They acquitted themselves incredibly well. In May, the school celebrated the success of the Young Enterprise team who reached the regional finals for the first time. The Secretary of State for Education, Nadhim Zahawi and MP, Alicia Kearns were also welcomed to the School.

In July, over 180 students attended the induction days. This was the cumulation of a year long process involving taster days, Post 16 events and an incredibly popular Open Evening. Nearly three hundred students benefitted from a one to one interview with a senior leader, aiming to ensure that they are well advised and clear on what the school has to offer. Depending on the confirmed numbers in August, the school

may have reached a tipping point in how applications for admission are handled into the future.

John Harrison advised that it is with great pride that he leaves Harington School as he has secured a promotion at another school. He commented that he was confident that Oliver Teasel is a great choice for Head of School who will no doubt build on the existing strengths and place his own mark on the school. The community at Harington has become a very special one and John Harrison said that he had no doubt that Trustees will work hard to protect and grow this into the future. He thanked everyone for their continued support throughout his tenure.

Head of School Report – Catmose Primary

Kelly Jackson advised that Catmose Primary has had a busy and successful academic year. The school was over-subscribed in September 2021 and following a year of recovery, staffing remained consistent which supported the children to make a smooth start to school. Children continue to be keen to attend school with attendance above national at 96%.

A return to normality not only included a return to national key assessments including the Baseline and Good Level of Development in Reception, Phonic Screening Check in Years 1 and 2, Key Stage One SATs Assessments, Key Stage Two SATs Assessments and Multiplication Check in Year 4, but also included opportunities for the wider curriculum as Covid measures reduced. This year the school offered Sports Day, the May Dance and productions with parents being invited to attend.

Teaching staff continued to ensure that the curriculum not only meets the requirements of the National Curriculum, but is also bespoke and meets the needs of pupils and the locality.

A focus for the school has been developing the Subject Leader role with time provided for continued professional development, reviews and action planning. Subject reviews have been carried out to ensure that leaders are aware of current practice within their subject. A reduction in the number of subjects which leaders are asked to lead, whilst also acting as class teachers has also been made following the School Review day in February 2022. Staff welfare has continued to be a target with amendments to reporting made to reduce teacher workload.

A focus on phonics and early reading has been a priority this academic year with a programme of CPD. Phonic outcomes show that all learners have made good progress. The school heavily invested in high quality reading books to support this reading and phonic development ensuring that readers have the right reading diet to match their current reading development.

The school has worked hard to support pupils post-Covid during this first full school year without lockdown, not only in terms of academic progress, but also to support emotional health and wellbeing. Pupils are encouraged to complete the Activity Passport which is a challenge of 50 things to do by the age of 11 ^¾.

Finance Report

Natalie Ray advised that the Federation currently forecasts an in-year deficit of £64,387. Following capital expenditure, and in line with Transformation Plan targets, the in-year deficit is forecasted at £139,902. The brought forward surplus as at 31 August 2021 is £1,380,722 which will offset the in-year deficit. The Resources committee have discussed and agreed a target plan for the surplus which will significantly enhance the facilities and reduce the overall surplus.

The new build block is currently being costed, but this is expected to be in the region of £5.6m. Extensive refurbishments have been carried out, most notably to the area formerly occupied by Brightways Adult Learning into a suite of classrooms for the Modern Foreign Languages team.

Members commented how proud they were to be associated with the Federation.

7. Date of Next Meeting

Thursday 6 July 2023, 4pm