



MINUTES OF THE FEDERATION MEMBERS' MEETING

Thursday 6 July 2023, 3.00pm
The Gallery

Present

Laurence Howard, Andrew Holt, Rob Mulvey.

In Attendance

Clive Morton (Trustee), Martyn Rhowbotham (Trustee), Emma Gautrey (Trustee)
Oliver Teasel (Head of School, Harington), Kelly Jackson (Head of School, Catmose Primary),
Chris Wilson (Chief Finance Officer), Stuart Williams (Principal, Catmose College), Sheryl
Wilson (Governance Professional).

1. Welcome introductions and apologies for absence

Andrew Holt welcomed everyone to the meeting. Apologies of absence were received and accepted from Sam Hearth and Judith Gilboy.

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 7 July 2022

The minutes were signed as a true and accurate record.

4. Matters arising from previous minutes

There were no matters arising from the previous minutes.

5. Clerk's Business

The meeting dates for the new academic year were cascaded to Members and the Register of Business Interests' Forms were completed.

6. Principal's Report – Catmose College

Following Covid, the College has been in recovery mode, although the past year has seen the resumption of activities, trips and visits and the Duke of Edinburgh's Award, with many highlights along the way to enhance the student experience outside of the classroom. The College continues to offer a broad and balanced curriculum and the Electives programme has been redesigned to refresh the offer available to students, there is also separation between Key Stage 3 and Key Stage 4 Electives. The Transformation Plan for next year will focus on development work, as opposed to recovery.

The Performing Arts team led students to perform an outstanding musical production of Legally Blonde, with students also performing Macbeth at Peterborough theatre. The debating team were invited to the Houses of Parliament by Alicia Kearns and were champions of the competition. Sport has also continued to be successful with the Year

11 netball team maintaining a 100% record having never lost a Varsity game in 5 years. The Year 7 basketball girls not only reached the final but also became Team Leicestershire champions. Year 9 boys rugby will be entered into a national cup competition next year as well as the county cup and gymnastics has had great success in the Team Milano competition.

Staff across the Federation have had the opportunity of engaging with various wellbeing activities, such as; wreath making, water colours, a weekend walk, a buddy system, staff bake offs, book club, kettlercise and yoga taster sessions, to name a few.

Members were delighted to learn that the new building is going well and on track for use in the new academic year. A Topping Out Ceremony was held with members of BAM, the local authority, staff and students in attendance. The video of the new building may be seen here:

<https://www.catmosecollege.com/catmose-college-new-build-update/>

Stuart Williams highlighted the strengths and weaknesses of the past year:

Strengths

- Experienced and motivated staff (high retention)
- Student progress (P8 +0.6, top 20%)
- Breadth and strength of curriculum
- Trips and visits, DofE (80 bronze, 23 silver, 3761 student trips opportunities)
- Electives
- Sport (Varsity, county and national), music (concerts) and drama (Macbeth, Legally Blonde)
- Student welfare and safeguarding support
- Student behaviour is *usually* exemplary
- Careers (Gatsby benchmark 100%)
- ISDR (Ofsted dashboard) very strong

Opportunities

- New build (STEM subjects and funding growth)
- Professional development focus
- Healthy accountability
- Apprenticeships

Weaknesses

- Post Covid concerns:
 - Attendance (93% vs national at 89% but usually 97%)
 - Truancy and lateness
 - Students passing out (359 incidents 28.6)
 - Persistent refusal to follow staff requests
 - Increasing SEND needs
 - Adolescent mental health crisis
- Free School Meals/Disadvantaged students (-0.38 P8), behaviour and engagement.
- Staff recruitment and retention
- Funding crisis in schools, local authority and NHS

Threats

- Staff Industrial action in the autumn
- Additional students and impact on ethos
- Ofsted inspection imminent

Areas of celebration for 2022-2023:

- High profile safeguarding students have completed their exams and have options for post-16 choices.
- Successful exam period with more than ever access arrangements, therefore complexity of rooming and staff.
- Head Student process has been rigorous with 23 applications, (the highest to date).
- Highly successful Open Evening, total of 382 applications made up of 1st 262, 2nd 87, 3rd 33 choices.
- Increased programme of offer for the academic scholars, 5 different experiences throughout the year such as Youth Speaks, debating, and an Elective offer.
- Career programme has gone from strength to strength. 100% Gatsby benchmarking and the employer experiences have been a huge success.
- Ofsted for ITT was positive with many compliments shared about the Catmose process and support.
- CPD development has been strong with staff engaging in the core offer as well as individual/bespoke opportunities that are relevant to their career stage which will be extended further next year.

Head of School Report – Harington School

Oliver Teasel advised that the school has had another successful year with just under 340 students on roll. The majority of students come from Catmose College and Uppingham Community College, there has also been an increase in numbers from Kibworth, Peterborough, Stamford and Melton Mowbray. Harington School is seen as the post-16 school of choice by students in Rutland and the surrounding area.

Ensuring students are well supported in making the right post-18 decisions is paramount at Harington School. It is anticipated that the majority of students will go onto their first choice of university (around 40%+ Russell Group), or degree level apprenticeship and this year four students have received offers from Oxbridge. Highlights of the careers programme include:

- The Academic Enrichment programme which provides opportunities to explore the sectors of: law, design, business, psychology, teaching, science and engineering.
- In March, Year 12 students attended the UK Universities and Apprenticeship Fair which took place at the King Power stadium in Leicester to explore the vast range of opportunities on offer once they leave Harington.
- The post-18 days in June welcomed back a number of alumni as guest speakers to assist students with making future applications. Students also received specialist support from The University of Leicester on UCAS and student finance.

- Year 12 mock interviews took place in July.

During the winter months the Green Power Team were busy improving Harington's electric car. In the first race of the season at Mallory Park the team claimed victory in their category and won the Sustainability Award due to the steps they have taken to reduce their carbon footprint.

The Young Enterprise Team developed a draught excluder to help households cope with the increasing costs of living, they enjoyed early success and won the Leicestershire and Rutland competition.

The Eco Team is a self-selecting group of experts and eco enthusiasts. This year they have organised visits to Ecology, Ahimsa Eco-Farm, Langham Eco-Churchyard, Stamford Community Orchard and the Community Orchard and Garden at the Rutland Showground. Activities have included planting a community orchard, wassailing of trees, giving assemblies to Year 12 and 13 students on environmental issues and winning the Schools Eco Award (Bronze). In the next academic year, they have plans to reduce the amount of rubbish produced at Harington School, increase the amount of recycling which takes place, visit the Rutland Water Egleton Nature Reserve and make a return visit to Ecology's field and Ahimsa Eco-Farm.

In April, four Year 12 students represented the School in the inaugural Rutland Schools' Debating Competition hosted by local MP Alicia Kearns in Parliament. Students performed superbly on the day, debating topics such as 'Class B drugs should be legalised', 'Human cloning should be banned' and 'Everyone has the right to an assisted death'. Despite missing out on the overall title, all students involved should be incredibly proud of their performance.

Aspiring doctors, dentists and veterinary scientists have continued to be supported by the 'Doc.Soc.' group. Working in partnership with Oakham School, students are given invaluable guidance on their personal statement, interview techniques, the University Clinical Aptitude Test (UCAT) and how to make the most of work experience opportunities.

A number of Harington students are in the process of completing their Gold Duke of Edinburgh's award and some students have been involved with the Federation musical, 'Legally Blonde' and the Christmas Concert.

Outside of lessons students have enjoyed a wide range of activities and trips. A few examples include: The Van Gogh's Immersive Experience, a Spanish exchange trip, success with the football team and the wellbeing programme which provides the opportunity for students to play recreational sport and take part in board games, music, drama and a philosophy debate group.

This year the Charities Committee have raised over £2000 for the following causes: Wear it Pink, Young Minds, Rutland Foodbank, SSAFA (armed forces charity) and Save the Children. The money was largely raised through non-uniform days and the Christmas Fayre.

Question: Everything sounds very positive; do you have any concerns?

Oliver Teasel confirmed that there were two aspects he wanted to improve upon in the new academic year, one was attendance, and the other is the PSHE tutorial programme.

Question: Will there be plans to expand Harington?

In time a Condition Improvement Fund (CIF) bid will be explored, if the school is able to demonstrate demand for student places.

Head of School Report – Catmose Primary

Kelly Jackson reported that the school continues to provide an inclusive, exciting and enriching educational offer for all children, something which was verified in the recent Ofsted inspection. The school remains graded as Good with many strengths detailed in the report.

"Catmose Primary is a happy and welcoming place. Teachers have high expectations of pupils. The school's motto of 'Success Achieved Together' drives all that the school does." (Ofsted January 2023).

Staffing has remained consistent which has supported all children to transition into their new year groups, with a full intake starting in the reception class in September 2022.

Behaviour and attendance continue to be a real strength with attendance above the national average at 97% (national is 94%). In all observed lessons behaviour was graded as Good or Outstanding. The school supports the development of teaching staff with accreditations in Mental Health Lead and NPQ for Teaching gained this year. The school has supported Schools Direct Trainee teachers culminating in their successful completion of the course. The school also won a recent science fair competition, which reflected the importance of science and the development of a strong curriculum within the school. Outcomes continue to be at least in line with national, if not above in some areas.

Following a return to a full extracurricular calendar, each class has enjoyed a Wing Hall Farm trip, years 4, 5 and 6 have enjoyed a two-night residential and other trips have been offered, such as: The National Space Centre, Leicester Museum, Rockingham Castle, Tom Palmer Author trip, Woolsthorpe Manor and Faizan E Madina Mosque.

The sports coach has worked with the Rutland Learning Trust to ensure that a full sporting event calendar has been offered to all pupils. This has included athletics at Corby Athletics track, a new gymnastics event and a swimming gala.

Productions by each class have been enjoyed by pupils and parents. From the EYFS Christmas Nativity, Christmas show, game-focused Year 3 and 4 Easter performance and Year 5 and 6 'Music Through the Ages,' each child has had the chance to shine and perform. The annual May Dance and Catmose Dance Festival have also taken place.

The key areas of focus for next year are:

- Curriculum Development – continue to promote the good work within writing, reading and phonics across all year groups. A focus upon Key Stage 2 phonics groups will be a part of this.
- Curriculum Development – the development of the subject leader role to further develop schemes of work with teachers sharing outstanding practice.
- Recovery – ensure that children continue to make good progress and cover the national curriculum requirements for their year group, particularly for SEN, EAL and PP pupils through an inclusive classroom practice.
- Recovery – ensure that children have the support they need to be resilient, develop character, understand British Values and have good emotional wellbeing. Continuing to support outstanding behaviour and attendance will be involved in this.

Question: It would appear that Catmose Primary offers more science-based lessons for pupils, as opposed to other primary schools?

Kelly Jackson advised that a few years ago a science review was completed by senior leaders and at the time improvements included offering more practical lessons. Since then, the school has invested in a science lab and this has transformed science lessons.

Stuart Williams reported that a new Chief Finance Officer had been appointed in June 2023. The finances are in a reasonable position.

Following the meeting, Members were invited to attend one of the local governing body meetings.

Members confirmed that the Principal and heads of school were doing a fantastic job, especially the work done during and after Covid for the benefit of all students.

7. Date of Next Meeting

Thursday 4 July 2024, 3pm