

**Minutes of the Full Governing Body Planning Meeting
held via video link on
Tuesday 5 May 2020 at 6.30pm**

Present:

Dr J Powell (Chair)	Dr B Naylor
Mr I Colling (Head Teacher)	Mr C Harte
Mr H Cooper	Mr D Garratt (left at 7.45pm)
Mrs S King	Mr J Bilson
Dr M Pobjoy	Dr C Leitmeir
Mr G Ellis	Dr N Dixon
Miss H Pike	Mr N Arnold

Apologies:

Mrs L Aird
Mrs S Thomas

In Attendance:

Mr T Hollis (Deputy Head)
Mr I Horner (Assistant Head)
Mrs H Tudor-Price (Assistant Head)
Mr W Jakeman (Assistant Head)
Mrs M Fenner (Business Director)
Mrs W Willie (Clerk)

This meeting was held via video link through Microsoft Teams due to school closure (Covid-19)

1. Welcome & Apologies

Dr Powell welcomed everyone to the meeting. Apologies as noted above which were accepted. Mrs Tudor-Price was congratulated on her appointment to Deputy Headteacher.

2. Declaration of Governors' Interests

None.

3. Ofsted Report

The Ofsted report relating to the inspection carried out on 3 and 4 March 2020 and a discussion document outlining facts about the inspection and Mr Colling's conclusion of the visit had been circulated prior to the meeting. Mr Colling clarified that the curriculum was the biggest focus of the inspection and he is confident that work is in hand. It is believed the school is working on the right areas. Questions were invited on the report.

Mr Cooper commented he was pleased with the tone of the report and highlighted that one area previously identified by governors as an area of concern was the progress of disadvantaged pupils, however, this was not referenced in the report. Mr Colling explained it had been agreed this was a relative weakness with a programme in hand

to address this area. Mr Colling added that nationally it is an area that will always need to be worked on, with disadvantaged pupils being nationally behind their peers. Underachievement of this group will continue to be addressed.

Miss Pike congratulated Mr Colling on the report and endorsed his move towards an outstanding judgement in 2024. **Miss Pike asked about Ofsted 'speak' and how the recommendations are read.** Mr Colling explained curriculum intent, implementation and impact as the main focuses for Ofsted. The focus is on students knowing the facts and building knowledge on prior knowledge, hence the comments about helping students seeing the links between subjects and 'building' of knowledge. Miss Pike highlighted the comments about drama and business studies and these were discussed. **Dr Leitmeir asked if the inspectors had taken a deep-dive into these subjects.** Mr Colling explained that the inspectors had looked at schemes of work for all subjects and from this summarised their findings without doing a deep-dive.

Miss Pike expressed there are some empowering statements in the report. Mr Colling added there is nothing in the report which fundamentally says the school is not doing a good job. The school can develop what it wants to do and take some bold strides.

Dr Powell congratulated everyone on the outcome of the inspection and said it is inspiring to have a platform to move forward from to improve.

4. Strategic Planning

Mr Colling referred to the discussion document and advised that the existing aims, as published on the school's website, have been in place for some time. Ideas in the document endeavour to articulate the aims, what is being done and what we want to do.

Governors were referred to the school aims on page three and the four elements listed. Mr Colling asked for governors' views on the direction the school is heading in. **Mr Cooper asked about using the term world-class.** Mr Colling advised that they had been searching for the right term, they want to be the very best and not be limited by the Ofsted framework, but want to be recognised. Miss Pike briefed on equipping students for the rest of their lives, ensuring students are well adjusted and helping them to understand their place in the world. Mr Colling added it is also keeping staff and students motivated with a new outlook and the next steps and this was discussed.

It was noted that the Senior Leadership Team (SLT) would welcome ideas and comments at this stage. Dr Powell asked if governors feel there is anything that has been missed or needs to be changed. Mr Ellis highlighted two areas. Firstly, Mr Ellis feels that in business use of the term "world-class" has had a bad name and suggested using the term excellent. Mr Colling suggested that the term exceptional be used and explained the reasons for this.

Mr Ellis referred to *d) the need to ensure that pupils have what they need to progress to the next stages in their education and their lives as successful adults* and said he understands this point, however, students are at the school for five years or more and we need to ensure students are successful during these five years. Mr Colling said this is referred to in *b) the intention for our pupils to be able to achieve their potential as learners, but also as individuals, in the widest sense.* Mr Ellis also suggested using the word enjoyment, as having the right learning experience brings enjoyment.

Dr Powell advised there is a big move around curiosity, which has come from growth mindset, and said she would like to see this reflected in the staff, which enables the

students to be curious. Being curious gives the ability to learn and she would like to investigate how this can be incorporated.

Mr Bilson commented this is about preparing students to be active participants in society, and to recognise being part of the wider community, as well as preparing students for the next stage in their education and the world of work. Students have to be able to be flexible to respond to different learning environments.

Mr Colling clarified he would take the ideas discussed this evening, along with ideas from staff, and draft broad aims for the next four years. It was noted the existing aims would not be lost.

Dr Leitmeir asked if the aims reflect the kind of environment the school should be for staff as well. School should be a supportive environment for staff as well, so they do not lose the love and passion for learning. Mr Colling briefed on the manners and kindness expected towards staff which has been successful. Putting the statement about manners and kindness on the footer of emails, etc, reminds everyone which has been very positive.

School Ethos

Mr Colling stated that the ethos of manners and kindness had contributed to very pleasing progress in improving the ethos at Magdalen in a short period of time which had been surprising. However, celebration of our successes could be better. Mr Colling explained that some students are reluctant to celebrate their successes in front of their peers, but we want students to understand it is OK to be proud of what they have done. The Extended Leadership Team (ELT) feel this is a good development area. Mr Colling expressed it is about how good we are and continually striving to be better

Mr Ellis asked who the stakeholders are referred to in point a) *giving permission to stakeholders to innovate and explore new ways of doing things.* Mr Colling explained this is about enabling teachers and students to have a go at something differently. Mrs Tudor-Price added this will help improve staff well-being. Dr Powell said there is a positive feel to the ethos, that it is a step forward that we can take together and move to the next level. Having confidence as a school was discussed. Dr Powell stated she felt there is the right balance of governor intervention, check and challenge and that Mr Colling can be confident this will continue. Mr Colling agreed that governors provide check and challenge without interfering which is positive.

Mr Bilson asked why Mr Colling had found the progress of having manners and kindness surprising. Mr Colling explained that the surprise for him was how quickly the statement began to have an impact on the behaviour of staff and pupils. Mr Colling is now looking at what can be pushed forward to achieve the same impact and a shift in culture, which had happened throughout the school. Although it was a small statement its impact was huge. **Mr Ellis asked if manners and kindness would be removed.** Mr Colling confirmed that this would continue.

Governors discussed suggested wording, such as curious, progressive and modern. With regard to the use of the word modern, Dr Dixon expressed that Magdalen is a deeply historic school, an innovative forward-thinking traditional school. Dr Powell advised that governors' thoughts will help shape the wording in the final document. Mr Colling clarified that he would pull together the comments made and share a draft document with governors.

Areas for improvement and how we tackle these

Mr Colling briefed on the six improvement areas detailed in the report and asked for governors' feedback and if there were further areas it was felt should be addressed. **Mr Cooper asked how much the current situation would impact on things.** Mr Colling said it is difficult to know how much the current situation will impact on the next four years. Dr Powell commented that there has to be capacity to be flexible in these areas.

Mr Ellis asked, with regard to curriculum development, if the school is keeping an open mind on demand for subjects and if the subject portfolio is being reviewed to ensure the right subjects are being offered, and if those subjects which do not add value are dropped. Mr Colling explained in this regard there had been stability for a number of years. However, this is one of the opportunities for an expanding school. As a greater number of students come through the school, it provides an opportunity to look at what subjects are being offered, particularly at A-level. However, this should not be a distraction and we need to ensure that subjects are delivered well and, therefore, need to be cautious. There are also new subjects which come into the national agenda.

Mr Ellis asked about parental engagement in terms of improvement. Mr Colling advised that this had been part of a discussion document a few years ago to improve this area. Mr Colling said he believes some progress had been made on parental engagement but that there is more that can be done. Mr Ellis said the investment made in parental engagement had paid off in some areas. Mr Ellis added he believes there is a gap, but he is not sure what can be done further to increase engagement. Mr Colling explained that engagement has been measured by the number of parents who turn up for parents' evenings, etc. However, it is also about parents being more proactive. Having to help teach their children at home during the lockdown has changed the mindset of some parents and parental engagement online may increase following the lockdown.

Mr Bilson highlighted not losing sight of the areas for improvement, maintaining them and not getting overly ambitious. The process for parental engagement has to be thought about at the relevant time. Mr Colling said in terms of engaging parents, a wider range of events have been offered to parents. Information shared with parents around the aims can detail what they can do and their role. With regard to maintaining improvement, this is a development plan for the next four years so needs to be ambitious.

(Mr Garratt left the meeting)

5. Coronavirus Addendum – Safeguarding & Child Protection

An addendum to the Safeguarding & Child Protection Policy, 'Covid-19 school closure arrangements for Safeguarding and Child Protection' had been circulated by email to all governors on 3 April 2020. It was confirmed that all governors had voted to adopt the addendum with immediate effect.

6. Any Other Business

Admissions Policy 2021/2022

An updated policy had been circulated prior to the meeting. Mrs Tudor-Price confirmed there were no fundamental changes and that the policy is based on Northants County Council's (NCC) model policy. The policy needs to be approved as soon as possible to ensure it is in place for any appeals which may be held later this month. Mrs Tudor-Price clarified that the policy had been reviewed by NCC and SLT. SLT had discussed the Published Admission Number (PAN) for external candidates

coming into Year 12, which is new to the policy. With no comments or questions raised it was proposed that the policy be adopted as presented. All governors voted in agreement with the proposal, motion carried.

7. Date of next meeting – Tuesday 7 July 2020 6.30pm

Governors congratulated SLT and staff for keeping the school going in the current lockdown.

There being no further business the meeting closed at 7.55pm.

Signed..... (Chair)

Dated.....