



MEETING OF THE LOCAL GOVERNING BODY
Minutes of the Full Governing Committee Meeting held on
Monday 18 March 2024 at 5.30pm, Room 136

Governors: Mr Mark Coles (MC) – Chair, Mr Mike Shaw (MS) – Vice Chair,
Mr Paul Askew (PA) – Co-opted Governor, Mr Alan Winchcombe (AW) – Co-opted Governor,
Mrs Lynne Milton (LM) – Parent Governor, Mrs Victoria McGregor (VM) – Co-opted Governor,
Mr G Moss – Co-opted Governor, Mr Steven Ragdale (SR) - Staff Governor,
Mr Stuart Nunn (SN) - Staff Governor

In attendance: Mrs Kate Tandy (KMT) - Vice Principal, Mr Matthew Pinder (MIP),
Mrs Vicky Rix (VR) – Head of Sixth Form,
Mrs Anneli Lombard (AML) – Assistant Principal for Teaching & Learning
Mr Andrew Goulding (CEO) – CEO ACES Academies Trust,
Mr David McMillan (DM) – Finance Director ACES Academies Trust,
Mrs Rebecca Ryan (RR) – Trustee, ACES Academies Trust,
Mr Gary Weston (GW) – Trustee – ACES Academies Trust
Mrs Debbie Warner (DW) - Clerk to the Governors

1.	Apologies for absence (Clerk)
	Apologies of absence were received from John Brown and Anna Nightingale.
2.	Declarations of interest (Clerk)
	The Clerk confirmed there were no conflicts to note.
3.	Teaching & Learning update (Anneli Lombard)
	<p>AL provided an update on Teaching & Learning progress: Foci continues to embed the HAT, Teach Shares, Peer Observations and Learning Walks. AL is starting to develop the department HAT and knowledge organisers for consistency across the school. AL to introduce and embed Hinchingbrooke Approach to Learning (HAL) and Adaptive Teaching for stretch and support. AL informed governors that out of the 133 teachers at HBK, there are 19 ECTs, a significant number, and 8 cover supervisors. AL updated governors with the Schedule of monitoring and evaluation processes for the academic year. Autumn term drop ins are well established but there has been significant improvement from last year; this is down to training through Teach Meets. Some areas of the HAT need further development and 1 area of the HAT has not improved from last year but Teach Meets and departments meetings will focus in these areas. Performance Management: AL was pleased to report that 94% of lessons observed in cycle 1 showed good or better practice overall (92% in Spring 2023 and 85% in Autumn 2022). AL informed governors that the next steps will be the second round of Performance Management Observations, which is taking place now.</p> <p>Departments to review their departmental HAT versions in the summer term, during department meeting time. The next Teach Meet to take place in the second half of the summer term around HAT 9. POPs continue throughout the year. Learning Walks to continue. Digital formats to be explored to streamline processes, improve accuracy of recording, quality of data and analysis.</p> <p>Questioning/challenge:</p> <p>Q: Do you have enough data for analysis for each subject?</p> <p>A: Yes, there are 4 types of data and HODs will each receive relevant data for their department.</p> <p>Q: Do you have a sense of how teachers feel from a wellbeing perspective when being evaluated?</p> <p>A: Teachers are aware of the observations and it is very much a supportive and 2 way process.</p> <p>Q: How do pupils behave when lesson observations or drop ins occur?</p> <p>A: There is no notable difference in behaviour.</p> <p>Q: How do you check consistency in terms of human judgement?</p> <p>A: Training – work is carried out with HoDs and these are done jointly with other TLR holders. Smaller</p>

Signed:

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departments will do observations for other subjects.

4. Sixth Form update – Vicky Rix

VR was pleased to report to governors that it has been a good year. The Year 12s have settled in well and are enjoying lessons. Attainment for 2023 cohort has improved from C+ to B-. Additionally, the number of students achieving AAB is in the top 18% nationally and has outperformed neighboring sixth form providers. The recent open evening was a huge success with over 600 visitors; this is the best attended open evening. Feedback from visitors was also good. Applications for next year also look healthy and predict another large intake for 2024/25. Post 18 destinations: Numbers of students attending university – national average is 36%, HBK is 70%, which is a very health number. There is also a high number of HBK students who received Oxford/Cambridge offers. Students wellbeing post pandemic is evident with significant numbers of students feeling stressed and anxious but this is a national picture. Sixth Form addresses this through PSHCE, assemblies, tutor time, guest speakers as well as many avenues of support for Student Support Officers, Heads of Year and other Pastoral members of staff.

Questioning/challenge:

Q: With an increased range of options such as degree apprenticeships are different subjects being considered?

A: This is a possibility and may be affected by subjects being defunded by the Government.

Q: Are students informed about other possibilities such as apprenticeships and of financial income related to career choices?

A: The Sixth form holds a Careers Fair in March for Year 12 students. This gives students an opportunity to speak to personnel from a range of career paths such as Armed Forces to accountancy. Students as young as Year 10 area also given information on apprenticeship routes.

Anneli Lombard and Vicky Rix left the meeting at this point.

5. ACES update

The CEO, Finance Director and 2 Trustees from ACES attended the meeting to provide an opportunity for Governors to ask any questions and express any concerns following the resignation of Principal Mark Patterson. The CEO informed Governors that the Trust will seek to appoint a new Principal from September 2024 and he anticipates that members of the governing body would be involved in the interview process. Speaking of the concerns raised by staff following the Principal's resignation, the CEO advised governors that growth of the MAT has been very well thought out and the benefit of the primary schools working together and sharing best practice has been evident but this is not the case with HBK with no other secondary to support and challenge hence the benefit of merging with a likeminded MAT. Furthermore, a Trustee referred to the recent staff meeting which had taken place to inform staff of how the Trust operates and answer any questions or concerns staff may have had. In addition, a Q&A page has been uploaded to the ACES website, which will be frequently added to, to help keep all stakeholder informed. The CEO said that the Trust aims to give staff and parents transparent information and assured Governors that the Trust is highly regulated and well governed. Governors said they were keen to show their support for the school and the relationship with the Trust and looked forward to further open discussions with the Trust. It was thought that a communication to parents from the Governing Body would be welcomed by parents.

Questioning/challenge:

Q: A Governor referred to the deficit of information regarding the educational benefit of being in the Trust.

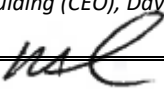
A: The CEO said that the 3 year projections are healthy and there is in the region of £1.5M of funds available for the school to allocate how the Principal sees fit to do so. The CEO alluded to the refurbishment plan that is already underway with a lot of money still to be allocated. As per the ACES' Scheme of Delegation, the budget is for the Principal to determine where it is spent.

A further confidential discussion followed between ACES and Governors.

ACTION: CoG TO DRAFT COMMUNICATION TO PARENTS

Andrew Goulding (CEO), David McMillan (Finance Director) Gary Weston and Rebecca Ryan (Trustees) left the meeting at this point.

Signed:



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6.	Approve minutes of meeting
	<p>Minutes of the last meeting were deemed to be an accurate account of proceedings and were signed off by the Chair of Governors. Outstanding action points were carried forward.</p> <p>ACTION: DATE TO BE DETERMINED FOR SEND VISIT - KMT</p>
7.	Principal's report
	<p>Governors confirmed they had received and read the report prior to the meeting. The Vice Principals highlighted key points from the report:</p> <p><i>What has gone well?</i></p> <ul style="list-style-type: none"> Recruitment had gone well although Teacher of Maths remains a difficult post to fill. All 3 teaching posts in the Languages department had been filled. There are only 3 members of staff who are leaving at Easter and these positions have been filled. There had also been a record number of sixth form applications with some of the subjects already full. The newly appointed site officer is working on classroom refurbishment and progress is going well. The Computer suite is being completely refurbished. Carparking improvements have also taken place to accommodate extra parking spaces. Open designed toilets in middle school are working well with same format planned for lower school. Number of Year 7 applications reflects huge over-subscription. DfE data for the 2023 Year 13 cohort performed very well, this comes after strong KS4 performance last summer Staff morale is good; staff are pulling together well, despite significant challenges; staff turnover is low. Classroom refurbishment programme is underway, and the early results are very good IT almost no issues this term so far, which is a huge positive Teaching is going well; formal observations, drop-ins and learning walks are all generally positive <p><i>What has gone less well?</i></p> <ul style="list-style-type: none"> Behaviour and SEND challenges remain. <p>KMT provided Governors with an update of the HAB (Hinchingsbrooke Approach to Behaviour). KMT informed governors that the number of suspensions has crept up but this is the national picture. There has been some adjustments to sanctions after looking at what works well in other schools. The first meeting of the School Council has taken place and this has gone well. The newly appointment Home Liaison Officer will add to capacity in the safeguarding team. Guidance on use of mobile phones in school has been received by the DfE and questionnaires have been sent out to parents for opinion and will be discussed further at SLT.</p> <p>Questioning/challenge:</p> <p>Q: Mobile phones is a national decision with clear guidance given by the DfE. A lot of schools already use mobile phones less than our students; how will this impact staff?</p> <p>A: Part of the consideration will be whether there are ways mobile phones can be used in lessons for learning in our A Level classes.</p> <p>Q: Collecting and reissuing phones every day; will this be a burden for staff?</p> <p>A: We are hoping to keep it simple as possible which may mean students keeping phones at the bottom of their bag and switched off. The school will adhere to the guidance and make an informed decision after discussion at SLT.</p>
8.	To approve Policies
	<p>ECT Policy: New policy to reflect the training programme provided by the school. The policy recommends a link governor to support the work of the ECT training programme. Mike Shaw agreed to take this responsibility. Governors approved the Policy</p> <p>Drugs Policy: Minor changes. Governors approved the Policy</p>

Signed:




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9.	AOB
	<p>A governor highlighted the many events that the school puts on which Governors are invited to attend, such as the HBK Sports Awards which is in July 2024.</p> <p>There was no further business.</p>

Meeting closed 8.10pm

Signed: 

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