



**Minutes of the meeting of the Local Governing Board
of Holderness Academy & Sixth Form College
Wednesday 25 September at 5.00pm**



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

PRESENT: M Kitching (Chair, MK), K Batty (KB), S Fellows (SF), K Harding (KH), N Holder (Headteacher, NH), T Marrow (TM), H Robinson (HR), L Smith (LS)

ALSO IN ATTENDANCE:

G Stafford (Clerk to the LGB), D Waterson (Executive Director of Education, DWa), A Wilds (Trust Director of Maths, AW), D Wobbaka (Deputy Head, DWo)

Throughout these minutes a question is indicated by Q followed by the initials of the questioner and a comment is marked by C.

01 WELCOME

M Kitching welcomed everyone to the first meeting of the academic year. Two new Trust Appointed Governors were in attendance – H Robinson and K Harding - so introductions were made.

02 APOLOGIES

J Bagnall and S Laud

Resolved: Consent was given for the absence of the above governors.

03 DECLARATIONS OF INTEREST

Annual pecuniary interest and data collection forms were completed. There were no declarations of interest made specific to this meeting.

04 LGB MEMBERSHIP

Invitations for nominations for the positions of Chair, Vice Chair and Link governor positions were sent in advance. The Link positions for 2024/25 were set to align with the school development plan priorities.

M Kitching was content to stand as Chair for a further year.

Resolved: Governors unanimously approved the appointment of Chair

Nobody volunteered to be Vice- Chair. Everyone was asked to consider this position and inform GS should they wish to stand.

Link Governor positions were agreed to be:

Behaviour – J Bagnall

Careers – K Harding

Community – L Smith

Curriculum – K Batty and S Fellows

Literacy – S Laud

Safeguarding – M Kitching

SEND – T Marrow

Governors were informed that GS had created new Governor Link visit forms with specific questions to ask per term. These forms can be found on GovernorHub.

ACTION: Governors to inform GS if they would like to be Vice Chair

05 MINUTES OF THE LAST MEETING (11 July 2024)

Resolved: The minutes of the last meeting held on 11 July 2024 were accepted as a true record and approved by the Chair.

06 MATTERS ARISING FROM THE MINUTES

06.1 All mandatory training to be completed in the autumn term – see minute 10

06.2 TB to share with governors any safeguarding updates that are sent to staff - complete

07 HEADTEACHER'S REPORT

- Top 3 risks:
 - Recruitment of staff – currently have 3 vacancies in maths (including Head of Maths). However, two positions have been covered temporarily
 - In Year Fair Access – the school has seen a significant rise in the number of mid-year transfers
 - Student numbers – consultation has commenced to close the Sixth Form from July 2025

Q: (KH) How many students join mid – year and is there a support programme in place for them?

NH: We had 60 in year transfers in the whole school last year. We reduced our pupil admission number to 180, but still have gaps. Some are joining in Year 11, and as many have not accessed education for a long time, this affects our outcomes.

Q: (TM) Those that have missed a lot of education, so you still enter them for exams?

NH: Yes at least English, maths and science

DWo: Some subjects have assessment work that has to be submitted in Year 10, which many will have missed.

NH: We will use our Inclusion Unit to gradually re-introduce students that have been out of schools for a long time.

Q: (KB) Do you have Year 11 outcome data of students that have been at Holderness from Year 7 compared to those that have joined the academy in Key Stage 4?

NH: Yes, I have some shadow data to see the affect of these students on our overall performance.

Q: (KH) Do you have the right skill sets to cope with these in year transfers?

NH: Yes, although our Inclusion Manager is fairly new to post.

Q: (DW) Where do the 60 transfers come from?

NH: Mostly Hull, but also Withernsea and Hornsea.

Q: (MK) What are your plans to fill the vacancies in maths?

NH: The Head of Maths post has gone out to advert again so optimistically we could have a person in place by Easter. We have an experienced teacher on a one-year contract and another long-term supply. We also have the Trust Director of Maths supporting 3 days per week.

C: (SF) That is re-assuring to hear, but why did you allow a maths teacher to transfer to geography?

NH: He was a teacher in geography originally and we needed a Geography Lead. He is still teaching the Year 11 maths cohort for consistency.

Q: (HR) Are all students in all years taught by maths teachers?

DWo: Yes.

Q: (MK to AW) How long will you be supporting the school?

AW: 3 of the 6 secondaries are my priorities and this school is one of those. The length of time will always be under review. Even if the Head of Maths role is appointed, I will continue to support. I can offer support from a critical eye. Outcomes need to improve and achieving a grade 5 is the door opener to the next stage of education. Achieving 5+ is a big focus area for this school. Front facing teaching is a priority for me and I will be on site 3 days every 2 weeks modelling, coaching, supporting with monitoring and evaluation, ensuring predications are robust and accurate and empowering teachers. I am optimistic about improvements. We are appointing 3 advanced maths practitioners to really push for better outcomes. We are advertising externally for these positions and we should get good and outstanding maths teachers applying. Their role is to drive coaching standards and classroom practice. We should be above national average (2024 national average for students achieving a grade 4 or above in maths was 72%).

Q: (SF) Where will these people come from as we are struggling to appoint a Head of Maths at the school? There is a massive shortage of maths teachers. What will be the pull to apply for a Practitioner role?

AW: The Practitioner role is a senior coaching role. I am hoping with the advert going external we will get lots of interest.

SF: As Link governors KB and I will do maths visits. We are re-assured that forecasts were accurate.

C: (TM) There seems to be an extensive amount of central support.

AW: I would be happy to come to your next meeting and give an update of progress made.

ACTION: AW to update the LGB on progress made in maths at the November meeting

AW left the meeting at 5.45pm.

NH: Regarding the Sixth Form and the consultation to close next year, it was sad but predicted when you consider the Year 12 2025 numbers are expected to be very low. We need 60 in each year group for our Sixth Form to be viable. Other providers such as Wilberforce, Wyke, Hull College and Ron Dearing can offer what we cannot.

Q: (HR) The word in the community is that students do not like the rigid start and end time, and they want flexibility.

NH: We tried that, but it did not work. Last year was the first year that we expected students to be on site for tutor time each morning. This had a positive impact and there was time to assist with UCAS applications and other support.

Q: (KB) Has a letter gone out to parents with clear rationale for the decision?

NH: Yes, we stated the competition has led to very small class sizes and it was not financially viable. Closing the Sixth Form would release some teachers to teach at KS3 and 4.

Q: (LS) Will Sixth Form teachers be happy to teach at a different phase?

NH: Yes, most teach mixed year groups anyway. We accept that some might leave for key stage 5 experience.

DWa: We can all hear the disappointment in your voice, but at least students have a choice of a number of good post 16 providers.

C: (SF) It was a brave but right decision.

Q: (MK) How are the Year 13 students and what support is there to prevent them feeling isolated?

NH: They have pastoral support. They are a very talented year group that remain focused.

08 OUTCOMES

08.1 Key Stage 5

- Progress at key stage 5 has improved significantly
- A*C 66% (2023 39%)



- Average A Level grade C (2023 D)
- A Level value added -0.4 (2023 -1.32)
- All A Level subjects improved their VA
- Average Applied General Grade Pass+ (2023 Merit)
- Applied General value added -0.94 (2023 -0.62)
- 4 of the 6 vocational subjects had significantly decreased VA (Science, Business, IT and Health and Social Care)

C: (NH) The area of concern is vocational at KS5 – this was a case of the wrong learners on the wrong courses.

Q: (SF) What else have you done with vocational apart from ensure the learners and the courses are matched?

NH: We have a teacher on a support plan and another has left the school.

Q: (MK) Did everyone progress as they wished?

NH: Yes; 56% went to university and all got their first choice and 26% got an apprenticeship. I am very confident that this year's Year 13 will do very well.

08.2 Key Stage 4

SCHOOL	KS2 Prior Attainment	Cohort	Attainment 8	Basics		Ebacc		
				% 9 - 4	% 9 - 5	% Entered	% 9 - 4	% 9 - 5
HA 2024	104	154	42.8	65	40	43	20	11
HA 2023	103.5	203	42.7	59	37	46	21	14

- Improvements seen at Basics 4+ and 5+ and top of the Trust stats for this measure
- Maths 4+ 69%, English 4+ 79%
- Maths 5+ 42%, English 5+ 66%
- Progress 8 -0.21

C: (NH) We are really pleased with the improvement in Basics, especially with the attainment on entry being low.

MK: Yes, it is good to see things are moving in the right direction.

Q: (TM) What went on with Food Tech with negative progress of -0.59?

DWo: The pathway was wrong. This is a challenging GCSE so we now offer Food and Catering instead.

Q: (KH) Do you build in work experience for the NCFE courses?

DWo: Yes, we build in exposure to the workplace.

Q: (KH) Some GCSE course had very small cohorts. What is a viable cohort size?

DWo: At least double figures.

Q: (DWa) What is the smallest cohort in the current Year 10 cohort?

DWo: In the teens. We are not running Computer Science this year as there were only 5 students.

NH: English Literature has improved this year but English Language is down. We have submitted some papers for a re-mark.

C: (DWa) With re-marks there needs to be at least a 2-mark change to lead to a changed mark.

Q: (KB) How many lessons are there of English Language and Literature per week?

DWo: We teach 6 hours English Literature and 4 hours English Language per fortnight.

Q: (KB) Are you still offering French and Spanish?

DWo: Only if the cohorts are large enough. We can justify why our EBacc entry will go down if needbe.



Q: (TM) Why were no students with an EHCP entered for EBacc?

NH: They were a weaker cohort.

Q: (KH) Looking at other schools' performance in MFL Wolfreton has performed well. Can staff from here match up with Wolfreton's MFL staff?

NH: Yes, there is an increased amount of collaboration across many departments which is really pleasing.

C: (MK) Maths has improved 6% from last year but is pulling down the Basics score.

NH: We have some maths papers awaiting a re-mark, so we are hoping to see a further increase. We need to sustain the improvement.

Q: (KH) What has gone wrong in PE, with a reduction in 4+ (falling from 74% last year to 62%)?

DWo: PE is a GCSE qualification that is challenging. Progress was only just negative; -0.089.

Q: (DWa) Separate sciences did not do well with not enough higher grades and Combined Science was not as good as it should be. Are the students on the right pathways?

DWo: 5 students moved from separates to combined so yes, some were on the wrong course. Separate sciences is no longer an option, we select the students depending on their capability with the parents' agreement.

C: (KB) The colours on the report are confusing as subjects are coloured green if they have improved from a poor position last year, but could still be below national. It would be more helpful to have national average for each subject.

DWa: We picked this up during the pre-meet so I will feedback to my secondary colleague. I preferred the quality of the presentation given tonight. We will get better at reporting.

NH: I was disappointed with our vocational results and inaccurate forecasts. We have put in support plans for staff that were inaccurate with their forecasts. The vocational subjects normally push up a school's progress.

C: (KH) I observed Business Studies and I did have my concerns and can see that students only achieved an average of a level 1. Is anything changing with Business?

DWo: Yes, we are changing to NCFE.

C: (KH) On development priority number four, should there be an emphasis on the quality of teaching and learning, rather than the delivery?

NH: I take this on board, but I was mindful that the priorities need to be succinct.

DWa: The priorities for next year are a bit general (attainment at 7+, crossover at 5+, vocational and closing the gap for vulnerable students). They need to be more specific.

NH: The deadline for finishing the SEF is approaching so I will bring this to the next LGB meeting as it contains very specific priorities.

NH: I have been pleased to share with staff and governors good news and an improving picture of outcomes.

09 SAFEGUARDING REPORT (data from start of autumn term 2024)

- Strong safeguarding culture in the school
- 12 Children in Need, 6 under Child Protection and 2 Looked After Children
- 8 Operation Encompass notifications
- 131 causes for concern
- Number of Smoothwall alerts reduced
- New Designated Safeguarding Lead has been appointed

Q: (SF) I would like to understand the different levels of Smoothwall alerts. Also please check the last time staff were trained in Team Teach as they must have training that is still valid.

DWa: Agreed. This needs to be booked please.

Q: (TM) There are a high number of conflicting behaviours in Year 8, why?

NH: This was a very difficult group last year and the behaviour has continued into this year.

Q: (MK) Please can you outline the safeguarding arrangements following the DSL appointment?

NH: We appointed a non- teaching DSL yesterday and it is hoped that the successful candidate will join us in 5 weeks. A Ruston will be the Deputy DSL.

DWa: Having a non- teaching DSL has had a positive impact in other schools.

C: (SF) TB should be commended for all he managed last year with being a DSL and responsible for attendance and behaviour too. We were concerned about his workload.

ACTION: Team Teach training to be booked

10 GOVERNOR TRAINING

GS explained that all governors have been sent a link to the GovernorHub – this will be the resource centre for governors to access papers, visit forms, training and any other resources.

ACTION: Governors to complete two modules on GovernorHub this term: Induction for academy governors and Safeguarding for Governance

11 DATE OF THE NEXT MEETING

3 governors informed that they could not attend the next scheduled meeting on 20 November. It was agreed to re-arrange the meeting for **Monday 18 November, 5pm** (pre-meet 4.15pm)

12 AOB

None

13 ACTION POINTS

13.1 ACTION: Governors to inform GS if they would like to be Vice Chair (minute 4)

13.2 ACTION: AW to update the LGB on progress made in maths at the November meeting (minute 7)

13.3 ACTION: Team Teach training to be booked (minute 9)

13.4 ACTION: Governors to complete two modules on GovernorHub this term: Induction for academy governors and Safeguarding for Governance (minute 10)