

Meeting Minutes
Performance and Standards Committee
Wednesday 18 September 2019, 4.30pm, St James School

In attendance:

David Hall –Chair (DH)	Moira Marder (MM)
Elaine Hobson (EH)	Andy Mulcock (AM)
Jon Lunn (JL)	Saxon Spence (SS)
Sarah O’Meara (SOM)	Crispin Taylor (CT)
Carrie McMillan Item 5 Only (CMc)	Melody Floyde – Clerk (MF)

Item Ref	Business	Action
1.	<p>Welcome and Attendance</p> <p>Apologies were received from Rosie Denham. It was also noted that Rosie had tendered her resignation from the Trust.</p> <p>The meeting welcomed Crispin Taylor (CT) who is the new Mental Health Lead Trustee. CT is currently Head of CAMHS in Devon and Torbay and will be formally appointed at the next Board meeting on 16.10.19.</p>	
2.	<p>Declarations of Interest – None were made.</p>	
3.	<p>Minutes of Previous meetings</p> <p>The minutes of the meeting held on 01.05.19 were approved as a full and accurate record. The actions from the previous meeting were reviewed; all had been completed or were in progress.</p>	
4.	<p>Matters Arising</p> <p>School Champions for PP students/ PP Training for Governors</p> <p>PP Training for Governors has been arranged for 11 November 2019 at Isca Academy and will be delivered by Bill Jerman. If any Trustees would like to attend please let MF know.</p> <p>Working with Disengaged Boys</p> <p>A summary of the project completed by Jo Vallance was tabled for information. It was agreed that this was an impressive piece of work. There are still some challenges with narrowing the gap at Isca. MM reported that a Pupil Premium review has been booked for October 2019 to look at the impact of the project, which is part of a wider piece of work. It has been a very interesting project with lots of valuable work. SOM queried if there was a cost to the work. MM confirmed that Jo is a member of the extended leadership team and had undertaken the project as part of this role. The committee extended its thanks to Jo for her hard work.</p>	
For Monitoring		
5.	<p>Teaching Schools – Presentation by Carrie McMillan – SCITT Lead</p> <p>Carrie McMillan (CMc), gave an update on the SW Teacher Training and its Partnership with Teaching Schools. Caroline Neal will attend the next meeting to provide a further update.</p> <p>CMc gave a briefing that touched on the key points of the SCITT. (See attached slide)</p>	

The SCITT trains teachers in-house for schools and is currently the only secondary SCITT in Devon. It is being marketed as a school-centred route, led by practicing teachers and the partner university (Bath Spa). CMc noted that the Education market place is currently swamped with lots of options. They have been working hard over the last two years to refresh focussing on four key priorities – Quality of Training, Recruitment, Finance and Partnership.

SWTT is based at West Exe. It has an ethos driven approach which differentiates the approach to Teacher Training. Trainees will use the “Teach like a Champion” approach that is currently being used in the school.

Professionalism is an important part, there are many career changers undertaking the programme many whom have come from a professional background.

Recruitment is being funded by tuition fees and is now dealt with swiftly. SWTT is currently working on the basis of 34 trainees starting (but would be viable at 25). They are currently working on a predicted underspend of £30k per annum.

CMc confirmed that SWTT is inspected separately from the school framework although there are similarities. It was noted that the last inspection was in 2014 and was rated good. A new inspection is anticipated once the new framework has been confirmed.

The Partner University (Bath Spa) are very reasonably priced in terms of costs per student. This is now approximately £900 per student.

SWTT is also now partnered with the Exeter Consortium teaching school alliance, to offer the primary school direct programme and there are currently 33 primary trainees.

This is proving to be a very positive partnership. CMc confirmed that they have also done some work with Ellen Tinkham school for trainees wishing to specialise in special schools.

Retention of trainees will hopefully be helped by the differentiated approach. Destinations is a focus point of work for the future and being able to track where trainees go once they have completed the programme. It was agreed that SWTT is very beneficial to schools within the Trust as it means they have access to newly trained teachers in-house.

6. Minutes of LGB Meetings

Minute summaries were received from Isca, St James and Exwick Heights.

The Committee made note of the following:

Exwick – there is currently a governor recruitment problem. There is also a very high proportion of children with special needs next year. MM noted that this was part of a wider conversation that is needed.

Isca – had reported extreme growth which, with a challenging budget, was putting the school in a difficult position. Again this is part of a wider conversation needed.

SOM noted that it would be helpful to have a note of attendees at each of the meetings. St James already do this. **Action: MF to request that attendees are included in the LGB meeting summaries going forwards.**

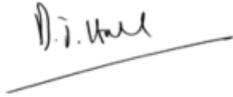
MF

7.	<p>GCSE Outcomes Review</p> <p>JL's report was presented to the meeting. The Trustees' review of the data is recorded in Part B of the minutes.</p>	
8.	<p>SEND / Disadvantaged Data</p> <p>The Trustees' review of the data is reported in Part B of the minutes.</p>	
9.	<p>External Evaluations</p> <p>The available reports were discussed, as reported in Part B of the minutes.</p>	
10.	<p>Inclusion Project – The Bridge (circulated with minutes)</p> <p>The update report from Aimee Mitchell was discussed. MM reported that it had been another fantastic year with no permanent exclusions. It was noted that sustainability is key going forwards and also looking at where The Bridge can be accommodated.</p> <p>MM reported that TWMAT have commissioned two places at Wave for the whole year if needed as The Bridge is not always the most appropriate setting. MM is currently working with the LA on the finer details.</p> <p>SS noted that it was important to ensure that The Bridge project can continue. The Committee were in agreement.</p>	
11.	<p>Safeguarding</p> <p><u>Safeguarding Training</u></p> <p>None had been undertaken since the last meeting. EH reported that she had met with Tim and Aimee before the summer break and will be meeting with them again. It had been suggested that EH attends some of the local safeguarding groups. There was some feedback on the adequacy of reporting mechanisms which will need a conversation. Action: DH and EH to have a conversation about adequacy of safeguarding reporting mechanisms.</p> <p><u>Single Central Record</u></p> <p>A report was circulated from Becky Hargreaves, HR Manager for information.</p>	DH/ EH
12.	<p>CPD</p> <p>MM reported that CPD was currently a “shining light” within the Trust. There was now a bespoke programme in place for those teachers who wish to develop into leaders which has been well received.</p> <p>External coaches are also now in place to work with Heads and Deputies to support them to move to the next level.</p>	
For Approval		
13.	<p>P&S Committee Revised Terms of Reference and Cycle of Business</p> <p>The revised terms of reference were approved by the Committee.</p>	

	<p>However, EH noted that the list of duties was muddled, mixing people and processes and queried if this could be more logically grouped.</p> <p>The specific item about monitoring St Luke’s Christian distinctiveness was noted and discussed. It was agreed that this should remain as it is for now as it links with the SIAMS inspection. However there is a case for this to be widened across the board for all schools in the future.</p> <p>Action: EH to review the duties listed in the Terms of Reference and send updated suggestions to MF for updating and reordering.</p> <p>The committee discussed a possible change of title due to the remit of the group now being broader than solely focussing on Performance and Standards, and not wanting to mimic the Ofsted inspection framework. It was agreed that the group should be called the “Education Committee”. The new terms of reference and title now need to go to the full board for approval.</p> <p><u>Cycle of Business</u></p> <p>The Cycle of Business had not been updated. It was agreed that DH and MF would do some further work on this.</p> <p>DH noted that due to the busyness of the meeting agenda, it was likely that some further work might be needed between meetings going forwards. This was agreed by the members.</p>	<p>EH/MF</p> <p>MF</p> <p>DH/MF</p>
For Discussion		
<p>14.</p>	<p>Trust Mental Health Strategy</p> <p>Due to time restrictions DH requested that this item was tabled for greater discussion at the next meeting.</p> <p>Action: MF to add Trust Mental Health Strategy to the agenda for 29.01.20.</p> <p>CT confirmed that he had seen the feedback from the summer conference and was in agreement that it was imperative for all TWMAT staff and students to be mentally healthy.</p> <p>CT updated on the creation of Mental Health Support Teams. Sarah Lewis (formerly EH4MH) has now been recruited as the overall Operational Service Lead. The clinical supervisors and delivery team have also been appointed with the whole team due to be up and running from early Autumn 2019.</p> <p>The initial cluster of schools have been identified. Phase 2 pilot is to be run initially within Devon & Torbay. The ultimate goal is for this to be widely available. CT confirmed that the pilot involves work with both primary and secondary schools. As part of the new initiative they have signed up to a waiting list time of no more than four weeks from referral to initial appointment.</p>	<p>MF</p>
Items for Information		
<p>15.</p>	<p>Complaints</p> <p>None</p>	

16.	Risk No further updates.	
Any Other Business and Next Meeting Date		
17.	Mental Health Support Teams Discussed as part of item 14. Above.	
	Date of next meeting: Wednesday 29 January 2020, 4.30pm, St James School	

Signed by the Chair of the Committee:



Date: 29.01.20