



Pennine View Academy Council
Thursday 1st December 2022 at 09:30
Pennine View School

Those Present:		
Sarah Mulhall	Headteacher	SM
Elise Bowden	Previous Staff Governor and Proxy for Natasha Ellison (Maternity Leave), Staff Governor	EB
Sally Macdonald	Governor	SMa
Catherine McLaughlin	Governor	CM
Chris Rowse	Governor	CR
Carole Lawrie	Parent Governor	CL
Kelly-Ann Robinson	Parent Governor	KAR
Sally Wylde	Staff Governor	SW
Sacha Schofield	Chair and governor	SS
Also Present:		
Warren Carratt	CEO/Acting Chair	Acting Chair
Paula Williams	Nexus MAT Executive Director	PW
Tracie Lockwood	Nexus MAT Governance Clerk	Clerk
Apologies:		
Kirsty Waddington	Parent Governor	KW
No Apologies:		

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive apologies for absence</p> <p>Apologies were received for KW.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted for KW.</p>	
<p>1.3. Confirmation of Vice Chair</p> <p>CL was confirmed as Vice Chair.</p>	
2. OUTSTANDING ACHIEVEMENT AWARDS	
<p>2.1. Presentation to Staff Nominee(s)</p> <p>These were read out in absentia by the Acting Chair to:</p> <p>Grey Roberts for leading the school’s approach to phonics with passion and determination, enabling more pupils to develop their confidence and become readers. The Reading Deep Dive report is also a testimony to his hard work. This sentiment was echoed by the Acting Chair, who was joined by the Governors in commending Craig for his hard work.</p> <p>James Burns for his commitment to the lunchtime club, which has made a difference to the pupils and their positive readiness for afternoon lessons. He’s provided excellent leadership in supporting a Year 10 pupil to gain a sense of self and self-esteem.</p> <p>Jacque Cox for her child centred values and teamwork, creating an excellent teacher partnership in Merlin class, so pupils can achieve their very best.</p> <p>Sally Wylde for her classroom support for pupils in Kestrel class. Sally had been specifically identified in the phonics deep dive for excellent approach in helping the child she was supporting to read.</p> <p>Elise Bowden for her high quality to teaching and learning and ensuring her pupils achieve their best outcomes. She has developed an incredible sense of TEAM in Kingfisher class, ensuring her pupils feel safe and listened to.</p> <p>The Acting Chair thanked SM and requested that feedback be given to staff, that the governors were very impressed with the testimonies.</p>	
3. ITEMS OF URGENT BUSINESS	
<p>3.1. Chair to determine any items of urgent business to be considered</p> <p>None</p>	
4. DECLARATION OF INTERESTS	
<p>4.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda</p>	

<p>SM queried the Teacher Pay report. Acting Chair relayed that this data is anonymised, but staff governors will be excused whilst that agenda item is being discussed.</p>	
<p>5. PENNINE VIEW SCHOOL LOCAL GOVERNING BODY MINUTES</p>	
<p>5.1. To approve the minutes of the following meeting:</p> <p>The minutes of the meeting held 30th June 2022 were approved as a true record with 3 factual changes made.</p>	
<p>5.2. Review of Action Tracker</p> <p>The outstanding actions on the tracker were reviewed and updated.</p>	
<p>5.3. Matters arising from the Minutes</p> <p>There were no matters arising.</p>	
<p>6. ITEMS TO BE CONSIDERED</p>	
<p>6.1. Headteacher Report</p> <p>Acting Chair thanked SM for a very detailed and thorough report.</p> <p>SM relayed the following highlights from the report:</p> <ul style="list-style-type: none"> • Based on evidence, SM is still assessing the school as 'Good' whilst awaiting an imminent Ofsted inspection. Hard work over the autumn term is evidenced against the School Improvement Plan (SIP). Actions have been RAG rated across the four Education Inspection Framework areas, and SM concludes that the school has made some incredible progress towards identified actions. • One member of staff has completed Senior Mental Health Lead training, which is in addition to the 6 staff who have already completed basic Mental Health First Aid training. A meeting will be held in January 2023 to review the learning acquired from the training and assess how it could be positively implemented within the school. • The biggest headline around leadership and management is the planned places number of 121 and pupils on roll. It was 127 at the beginning of the year and is now at 126. A Year 10 pupil is currently completing an in-year transfer to a school in Scunthorpe. • Forward projection: The school's potential capacity could be 134 pupils from September. Leaders are taking all considerations into account. The belief is that this increase could be managed on site, with class sizes increasing to 13/14 pupils. SM is confident that the school will be over-subscribed again by next year. • Middle and Senior Leaders are engaging with NPQ (National Professional Qualification) routes and the ECT (Early Career Teacher) has had a very positive and successful start. 	

- Super Learner Days and themed learning continue to be positive and engaging. External visitors have supported the work of the curriculum, which equates to real-life learning for the young people.
- Year 11 pupils have visited numerous post 16 providers, to support their onward journey. Some pupils have also completed application forms, undertaken interviews and been appointed to positions within the school. SM stressed that this was a significant highlight and commented on how well the students have been performing. Roles include: Caretakers Assistant with various responsibilities and Administrative Assistant. Child A was mentioned as particularly enjoying his sense of responsibility with making the public announcements ('bing-bong') at the end of the school day, and has expressed this in his review.
- SM shared the Nexus MAT Collaborative Enquiry Visit report during the meeting and explained that whilst this demonstrated a number of strengths, there is still work to do with all leaders, in respect of the narrative – how is our curriculum designed, implemented and the impact on the pupils? It's a 'quick win' piece of work to undertake and SM confirmed that she is sourcing external support to provide strength on 'what we do' and 'why we do it'. SM stated that this report celebrates all the hard work undertaken over the last 5 years. A returning reviewer was emotional at the transformation within the school.
- There is a pressing Ofsted pressure and a need to ensure that the narrative is secure. The reading deep dive and the collaborative enquiry visit have been rigorously reviewed and resulted in meaningful feedback. Humanities will be a key Ofsted area of enquiry. SM is working with the trust to refine the narrative.

Acting Chair reiterated that there needs to be an urgent refresh of the narrative to address the 'murky' feedback provided by the staff.

The meeting was paused at 9.48am to allow SM to briefly step out.

SM returned at 09.52 and continued.

- There is real value and purpose to curriculum. The whole half term learning has been addressing diversity. As a direct result of the curriculum, the use of derogatory language has significantly reduced and this is directly resulting in positive impacts elsewhere.

CL commented on reading such a positive report re: behaviour. Following a recent school visit, he believes that the school now feels completely different and that the school and SM should be commended on its 'amazing' progress.

- The number of behaviour incidents have significantly reduced. A Team Teach refresher course has been completed by all staff. Where possible, the school staff are adopting a zero hands off approach. As a result, the number of RPI's (Restrictive Physical Intervention) have significantly reduced.

- Attendance is a currently a challenge, but SM is looking at this with more rigor. Difficulties are being faced with children placed from outside of the local authority. Transport from Barnsley is an issue and SM has sought advice and is awaiting an urgent and swift conclusion with that particular local authority. Without this issue, SM confirmed that attendance would be broadly in line or above expectations. SM reassured governors that everything has been documented in relation to this particular issue.

PW stated that attendance is a national problem and it's important that SM is able to present both sets of figures to explain the narrative.

- Unfortunately, the school is experiencing some challenges re: suspensions (now totalling 4). Three of which relate to a single child. An emergency review will be taking place following this meeting and the local authority have been invited. Behaviour strategies have been in place for 6 months and whilst the school is now unable to meet the child's needs. SM confirmed that they will continue to support this young person through this process and onwards.
- Personal development is a strength of the school. SM believes that some areas on the dashboard show 'outstanding' practice, offering value to their young people. SM expects this to have a positive impact on data outcomes by the end of the Autumn term and will be ready to meet the challenge of an Ofsted inspection in the run up to Christmas if necessary.

The Acting Chair thanked SM for her clear update and opened up to questions from the governors.

Leadership & Management

Acting Chair asked for feedback from governors following the sharing of the SIP and Self Evaluation Form (SEF) on 03.11.22.

CL stated that this was very good and useful to solely focus on these, especially as the meetings are now taking place less frequently. CR agreed and concurred.

Acting Chair queried page 5 (ring-fenced grants). Is the National Tutoring Programme aligned to Pupil Premium?

SM: Yes, all premiums (recovery, pupil, school led) are covered in this.

Acting Chair: Page 7 and Headteacher enrolled onto NPQH?

SM clarified this should read Deputy Headteacher.

Acting Chair: Page 9/2.3 Table 2: Requested the figure be presented in the 'Number of Days Lost (actual)' box for the next report. Acting Chair acknowledged that the detailed breakdown of figures was presented on the following page.

Acting Chair was also 'staggered' at the number of days lost to sickness (392) and highlighted that this demonstrates to governors the challenges faced in schools re: staffing.

CR: Page 5 (planned increase in pupil numbers) Would a total of 134 be the absolute maximum and would more capitalisation be generated with an increase in pupils?

SM: Confirmed both.

EB left the meeting at 10.06 (annual review).

CL: Are we seriously considering expanding the school?

SM: Has spoken with Joel Hardwick re: assessment of the school site and space available at school. Meeting space (for staff and pupils) would be beneficial to the school. SM confirmed that she is working with local authorities re: capital investment.

Acting Chair stated that there is an empty primary school within the immediate vicinity and that there is a demand for additional SEMH capacity. A new provision could be created from that empty school.

SM shared that she has raised this issue with Martyn Owen (SEND Transformational Lead, Doncaster).

PW confirmed that Doncaster Council are actively including Nexus MAT in conversations to help shape their strategic plan re tactical planning. PW is able to feedback pressures faced by Doncaster schools and the offer we need to provide.

CL: How long will this decision-making take?

PW: There is a bigger national strategic push, but she feels that Doncaster does want to take some action. We need to be clear with them re: timelines.

SM confirmed that we are working in partnership.

CM requested more details on how the Safeguarding Team have triaged all pupils (page 8).

SM: The Pastoral Team meet on termly basis to discuss 126 pupils and assess their safeguarding and wellbeing needs. A RAG rated, school wide, profile of need is created. Green = universal needs are being met through the school's curriculum.

Amber = family support/external agency input (physio/SALT)

Red = significant concerns. What support is being received/who's been involved to meet the emotional needs.

SM commented that this level of input should result in children moving positively through this process.

Quality of Education

Acting Chair thanked SM for her earlier clear overview on this section.

CM requested a copy of the Deep Dive Report

Action: SM to send the Deep Dive Report to Clerks to circulate on Governor Hub within the folder for today's meeting.

**SM/Clerk
ASAP**

CM also asked what the acronym 'SHINE' meant.

Action: Carl Cousins (via SM) to confirm via email what the acronym SHINE means

**SM/CC
ASAP**

CR: Page 15 - are pupils who are achieving and/or above, given new targets for their appropriate level of challenge and are they reviewed every term?

SM Confirmed this they are set new targets every half term with summative assessments completed every term. Evidence is collated in books and each child is aware of their target.

Acting Chair asked which governor attended reading deep dive in an observatory capacity (page 12)

SM confirmed that this was CM.

Acting Chair commented on the statement of fact that 'two LAC pupils did not achieve their target in reading' (page 16) and asked what was being done to address this. **Is this a priority within the children's e-PEPs?**

SM: Yes. This particular child has very complex needs, but no concerns re: physical development issues.

SM assured governors that targeted approaches are being taken to address under performance in LAC.

Behaviours and Attitudes

Acting Chair queried the lack of the word 'restorative'

SM responded that 'post incident learning' is used more instead.

Attendance

Acting Chair: (page 24) – does the Trust need to consider the safeguarding implications of the false assurance of a child appearing to be on a school roll; when they've moved out of the area - rather than CME (Child Missing Education). The lag in changing the name of a school on an EHCP could present a false assurance that a child is not at risk. Should the Trust be escalating this on behalf of all of our schools with the Children's Commissioner?

SM stated that she would appreciate any support in this area.

PW relayed that children are deemed not missing if they are on a roll. Local authorities are aware of this and it's a strategic issue within the Trust.

PW also commented that there a significant number of children missing education due to transport issues, which needs to be addressed.

Action: PW to consider escalation of this issue to national agency (Children's Commissioner/Ofsted?)

**PW
23/03/23**

Action: PW to seek to resolve the transport issue to prevent Doncaster being in breach of their statutory duty.

PW
23/03/23

PW confirmed that she is awaiting a date for a separate meeting with the transport department to raise this issue.

Acting Chair queried if it is worth discussing this with the SEN team? Blended learning would be a sensible and pragmatic approach, which should also have a positive impact on attendance.

SM provided an update in the annual review for Child D. They have requested a change of place to North Ridge. SM confirmed that they meet the need. An ASP (Attendance Support Plan) meeting is scheduled for 13.12.22 as they are failing to send their child to school. There are no issues with transport and this is being pursued with the EWO (Education Welfare Officer).

Acting Chair thanked SM for the points of assurance provided during the meeting and recommended that SM liaise with Lisa Suter at North Ridge, to gain their support with considering this request.

Acting Chair requested an update on Pupil C and their EBSA (Emotionally Based School Avoidance). Has SM considered a referral to Maple Mowbray and do they require access to a medical PRU?

SM confirmed that she has spoken to the local authority re: creating a transitional package for a 6-month period to work with the pupil within the family home and to then transition them back into school. The Educational Psychologist is involved, as there are complex emotional issues associated with this pupil.

PW highlighted issues with attendance linked to unmet mental health needs, which is being considered within the Trust. The Trust needs to assess how best to deal with this situation and how to provide support to schools.

CL commented that support should be provided to the whole family.
Acting Chair supported SM making a referral to Maple Mowbray.

SS requested clarification on graph on page 17.

SM explained the meaning behind data displayed within the graph.

SS queried if the data could be presented differently to represent post incident learning, but appreciated the verbal narrative.

Action: SM to remove the post incident learning data for the next meeting

SM
23/03/22

PW thanked SM for the analysis provided, which enabled everyone to see the narrative and the school's approach.

PW referred to the wording of 'internal isolation' on page 18 internal isolation. The Trust are reviewing this use of language, so PW suggested amending this wording to reflect the change of meaning and context.

PW also queried if the issue with the Year 3 child on page 20 was related to transport?

SM confirmed that this was correct and that this was now resolved.

Personal Development

Acting Chair relayed that a pupil recently presented very confidently at the Trust Cabinet meeting, which was really positive to see and hear. On page 28 re: Enterprise Advisor, **Acting Chair requested that the governors be included on the panel.** SM will also share the results from the Pupil Parliament.

CR commented that it was difficult to hear the pupils speak, so is a (cost effective) PA system possible?

SM will look into this.

CR expressed his appreciation for the table presented on pages 28-29.

CL expressed that it was a pleasure to walk around the school and to see the decoration.

6.1.a Teacher Workload Survey

Acting Chair noted the amount of positive data reported.

CM: Is it possible to increase the time for liaison?

SM: The school gets 20mins per morning and an additional 1 hour per week for teaching and learning. Some classes operate 2 home-to-school bus runs which are facilitated by the TA's. SM understands the background data behind the headlines, but is currently struggling to provide additional time.

Acting Chair stated that sickness and absence rates could provide an explanation. SM explained that this survey will be repeated, but the next focus will be on Wellbeing. This workload survey is completed annually and it is an improvement from the previous year's survey. SM believes her staff are very well looked after and is very proud of the latter part of the survey e.g. 'I am proud to work at Pennine View/The children feel safe' etc.

6.1.1. Appendix 1 - Updated SIP

This was covered in the detail of the Headteacher Report - nothing further to add.

6.1.2. Appendix 2 – School SEF

This was covered in the detail of the Headteacher Report - nothing further to add.

6.2. Community Voice Report

SM highlighted the following highlights from the report:

- This report shows the breadth of community involvement over the term and provides real life experiences and learning, which is invaluable. Families are key to what we do and they will be invited to carol services this half term, which will be taking place at church and at school.
- SM has received the largest ever parental response to a survey, which is very powerful reading (this was circulated during the meeting).

<ul style="list-style-type: none"> • Post 16 meetings/colleges/annual reviews are underway and will continue until the Spring term. • Workforce Wellbeing: It's been a challenging autumn term with staff absence, but the school has still been able to provide a full provision for the children and young people. • An open-door policy is in operation at the school and a TA recently acknowledged with SM, the challenges faced by leaders. Supervision is also provided. • 'Dark time' is in place to reduce emails being sent outside of usual working hours and is also designed to protect the workforce. Staff are championed because of their dedication to the young people at the school. <p>SM requested to be able to spend £2,000 of school funds for a Residential trip. This was endorsed by the Acting Chair after taking verbal consultation from the governors.</p> <p>CM requested a visit at Harmony House. Action: SM to arrange for CM to visit Harmony House.</p> <p>PW requested if there was timeframe on the Communications Policy SM confirmed that this is still ongoing Acting Chair stated that there is already a Trust policy in place, so another separate policy would not be required. SM will amend the staff handbook to capture this.</p> <p>EB returned at 10.50</p>	<p>SM 23/03/22</p>
<p>6.3. Budget Monitoring Report</p> <p>Acting Chair commented that this data was presented in a new format. The forecast is an in-year deficit of £64,000. The Trust is working with the school to review and reduce this. SM stated her intention to review the budget with the Assistant Chief Finance Officer.</p> <p>CL: Are heating bills affected? Acting Chair confirmed this and that there is an increase of 4% top up funding (which is more like 12%), but this poses a risk and will have an impact on the budget bottom line. The Trust anticipates no further funding for schools during this financial year, but has been campaigning for special schools to receive a direct funding uplift. The Trust is awaiting the outcome of this.</p> <p>Acting Chair relayed that overall, the Trust is predicting just less than £100,000 in-year deficit, against a £46m budget. The Trust has the financial resilience to ask all Headteachers to balance their budget in the least impactful way. Acting Chair gave assurances that the Headteachers are not under pressure from the Trust to balance their budget at all costs; there is an expectation that they manage their budgets responsibly.</p>	

Acting Chair confirmed that catering costs have increased and that there is no additional funding for special schools. All free school meals pupils will be affected.	
<p>6.4. Teaching Staff Appraisal Outcome Report</p> <p>SW and EB left the meeting 10.58. The revised report was shared in the meeting.</p> <p>Acting Chair explained that it was for the governors to question, but not to approve.</p> <p>Following a brief discussion, this was authorised and signed by the Acting Chair, in his capacity as CEO.</p> <p>SW and EB returned at 11.00</p>	
7. TRUST MATTERS	
<p>7.1. Trust Verbal Update of Key Issues</p> <p>Acting Chair stated that further growth is expected this year. The number of academies is expected to increase to 16 - mid 20's by the end of the academic year.</p> <p>No further matters raised</p>	
8. ANY OTHER URGENT BUSINESS	
<p>8.1. To consider any other urgent business agreed by the Chair</p> <p>CM asked if governors are able to attend the conference at Magna Centre, scheduled for February 2023. Acting Chair confirmed this and there will be a booking system available in January. CM to follow up with SM if nothing heard.</p> <p>No further matters raised</p>	
9. CONFIDENTIALITY & RISK	
<p>9.1. To consider the confidentiality of any items discussed during the meeting</p> <p>None</p>	
10. DATES OF NEXT MEETING	

Thursday 23 rd March 2023	09:30 – 11:30	Pennine View
Thursday 29 th June 2023	09:30 – 11:30	Pennine View

Minutes approved

CHAIR	SIGNATURE	DATE
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