



TRUST BOARD LEARNING/PEOPLE COMMITTEE

Minutes of a Meeting of the Learning/People Committee of the Trust Board of South East Cornwall Multi Academy Regional Trust held at Liskeard School & Community College School on at 5.30 pm.

Present	Yes/No		Yes/No
Prof V Campbell Barr, Safeguarding	Yes		
Mr J Crisp – Chair and Learning	Yes	In attendance	
Mrs L Lawson, Health & Wellbeing	Yes	Mr D Buckley, CEO	Yes
Miss K Reed, SEND	Apologies	Ms K Williams, Clerk to Trust Board	Yes

Summary of matters for the Trust Board

- a) The committee discussed the disadvantaged and SEND gap. It was agreed that Mr Buckley to provide Trustees with a list of measurable gapped outcomes so that Trustees can identify two or three they would like the Trust to focus on. In the following year the Trustees can be provided with a report showing the impact of the strategies tried in the process of a concerted effort to reduce these gaps.
- b) The IDSRs have been discussed. The key areas raised in this external data are attendance, suspensions and pupil movement.

The committee reviewed the Risk Register. There are no significant concerns across the schools.

- c) There are minor concerns about funding cuts, behaviour and how we might need to restructure Trewidland following staffing changes.
- d) The committee discussed safeguarding and there have been internal safeguarding checks, four Ofsted's which found safeguarding effective and Liskeard have also invested in an external review which found that there were no issues or concerns during the process but made some minor recommendations.

1. Welcome

The Chair welcomed everyone to the meeting.

2. Declaration of Business or Pecuniary Interest and Academy-related parties - update on any changes since completion of written declaration

There were no changes.

3. Apologies for Absence

Apologies had been sent by Miss Reed in advance of the meeting which were received and accepted by the committee.

4. Approval of minutes of meetings held

The minutes of the Learning Committee meeting held on 4th November 2024 and the People Committee meeting held on 16th October 2024 having been circulated in advance, were agreed as an accurate record.

5. Matters Arising

M10. Headteacher's Reports – consider if any areas need a deeper dive in future meetings

h) It was agreed that Pupil Premium would be the next deep dive. The Clerk will add to the agenda.
Update: On this agenda.

6. **Safeguarding update**

Outcome of recent external review at Liskeard

- a) Mr Buckley advised that we have completed internal safeguarding checks, four Ofsted's which found safeguarding effective and Liskeard have also invested in an external review which found that there were no issues or concerns during the process but made some minor recommendations. We are moving to a web based of the SCR (Single Central Record) which has meant that we have been running two versions due to imminent Ofsted visits.

7. **Deeper Delve – Discuss the Health Check into Pupil Premium**

- a) Mr Buckley advised that Trustees have directed him to have a focus on the disadvantaged and SEND gap. We have now taken this request to TSLT (Trust Senior Leadership Team) who have agreed this should be a focus and we will be agreeing the key milestones. We will also be undertaking health checks. Anyone should be able to run a health check and we have been experimenting with the health checks in a number of areas and we want to have one for Pupil Premium. There are several sections in the health check such as questions asked of staff and pupils but it would be useful to understand what Trustees would like to see.
- b) **A Trustee felt that attendance would be useful to check. A Trustee asked what Mr Buckley would like to review.** Mr Buckley advised that data on attendance and outcomes is easy to share. Trustees need to be confident that we have spent money well in the area of Pupil Premium (PP) so that there has been impact although this it is not always easy to measure. Mr Buckley noted that bias does impact this significantly so there is an argument for teachers and students not knowing who the PP students are.
- c) **A Trustee asked what data do we have already which might make it easier to make a decision on what approaches to take, the interventions and the impact that we are looking to make.** Mr Buckley advised we have lots of data and we have PP data on attendance, behaviour etc and we could go down having a set of principles and then look at the impact of the measures being used. **A Trustee suggested taking PP out the equations and looking at strategies that support all students.** Mr Buckley advised that we could look at EEF strategies and apply them to our own context.
- d) **A Trustee asked in terms of milestones and timely impact, how are these staged.** Mr Buckley advised that data analysis for PP is annual and any small scales projects would fit into this. We would need to have a look at long term impact as well.
- e) **A Trustee noted a long timeframe provides more quantitative data but there is a need to have more up to date data to see where there are issues and allow us to act quickly.** Mr Buckley advised that in terms of attendance, strategies can take a while to make an impact. Mr Buckley advised that in terms of strategic risk, we need to look at long term strategies and in the past, we have only been reporting on the strategies that we have been using. In future we need to discuss what we will be aiming to undertake so that there can be scrutiny and the Trust Board can agree a set of criteria and what is needs to be reported to the board.
- f) **A Trustee asked if we have been offering interventions such as afterschool clubs and we can we offer more of this.** Mr Buckley advised that we could report on this and Trustees can then direct him further for what is needed.
- g) **A Trustee felt it was helpful to see the data so that they can make data informed decision.** It was noted that some interventions and strategies might be student or staff focused and there is also a concern that 6 weeks might be a too short a timescale in some cases. Mr Buckley explained that we can also review the impact of the Reset model in the secondary schools as the disadvantaged

students are being disproportionately Reset. We can look at having a health check in this area and this would allow us to identify how to reduce this.

- h) **A Trustee asked about if there has been an increase in the percentage of PP learners.** Mr Buckley advised we have seen this rise from 25% or 30%.
- i) Mr Buckley advised that the process moving forward should be we will review data, identify two or three areas where there is a gap, TSLT to agree the suggested focus and give suggested strategies and Trustees to then agree. We can then report back on the data on what the impact has been.
- j) **A Trustee asked about the strategies being used by schools and is there anything that has worked well.** Mr Buckley advised that he needs to report on the data and Trustees can request the areas which are their focus.
- k) Agreement – Mr Buckley to provide Trustees with a list of measurable gapped outcomes so that Trustees can identify two or three they would like the Trust to focus on. In the following year the Trustees can be provided with a report showing the impact of the strategies tried in the process of a concerted effort to reduce these gaps.

8. **External Data - Secondary school IDSRs – Consider trends and actions required**

A document was circulated in advance of the meeting. From this:

- a) Mr Buckley gave a summary of the IDSRs. Attendance is not where we want it to be and we have made progress in all areas apart from CiC (Children in Care) and PP. In Looe and Liskeard, attendance is still below national and persistent absence is still a concern. We have increased the EWO (Education and Welfare Officer) provision and are increasing this again. We have confidence of this service being effective. We have a SOP (Standing Operating Procedure) for attendance so that we can track where issues arise.
- b) **A Trustee referred to attendance for persistent absence and asked does Liskeard have the best outcomes.** Mr Buckley advised they do have the best outcomes but they have struggled with attendance as all the schools have and it can impact the P8 school where the higher attainers are absent.
- c) Suspension rates have also been a concern. We have been working with GLT (Greenshaw Learning Trust) and we have tried their approach to behaviour and Liskeard are now below the IDSR trigger rate. Saltash's suspensions are also reducing. Looe however are still in high but we have taken the same GLT approach to behaviour now.
- d) IDSRs have also highlighted pupil movement. We are challenging all the EHE (Elected Home Educated) and the variation on the IDSR is believed to be to do with negative community opinions of the schools. We have worked to positively engage with the community and now have parent forums in place.
- e) **A Trustee referred to parents' meetings and often these are only attended by parents with students who are doing well and asked is this is still the case.** Mr Buckley advised that we need to see all parents. We are working to have open doors with parents and allow them to see the positives in the schools.
- f) **A Trustee asked if there is a disparity between the pupils' voice and the parents' voice.** Mr Buckley advised this is correct and often there can be a large disparity between pupil's opinions of the schools and their parent's. We have concluded that we need to have a range of strategies to improve parental and community engagement to ensure there is confidence in the school.
- g) Mr Buckley advised academic performance is still a concern and we have been going in the right direction in all the schools apart from Looe. We have not been quick enough to address issues at Looe even though we had had reviews by external organisations such as CELT.

- h) Mr Buckley advised that we want to be able to track children progress across the school across the subjects. We have also experimented with Departmental Drop Ins (DDIs). These are happening regularly and staff have feedback from these. We also have Precision Planning in place which is also having impact.
- i) **A Trustee asked what has been learnt from Looe so that we have something in place should an issue arise again.** Mr Buckley advised that capability processes have been revised. We have also mapped informal and formal support for staff. We have moved to insisting 100% and not allowing this expectation to slip as in the long run this saves leadership time.
- j) **A Trustee referred to the Headteacher recruitment at Looe and asked were there any discussions during this process with candidates of what is needed at Looe to bring about rapid improvement.** Mr Buckley advised we had a strong field of candidates. It was noted that there needs to be acknowledgment of how quickly things can decline in schools. The successful applicant is clear on what is needed to turn the school around.
- k) **A Trustee asked if there are any cultural issues with staff at Looe.** Mr Buckley summarised the issues which had been identified and we have addressed much of the issues and staff are all determined to make it work.
- l) Mr Buckley advised that FSM (Free School Meals) pupils should be the focus in terms of the IDSR data.

9. **External Data – Primary school Y4 multiplication outcomes – *Consider any actions required***

A document was circulated in advance of the meeting. From this:

- a) The data had been circulated to Trustees.

10. **Risk Register – *Review and consider any changes***

A document was circulated in advance of the meeting. From this:

- a) Mr Buckley advised that for the Spring term, staff are feeling positive about the Trust and SMART day went really well. There are no significant concerns across the schools. There are minor concerns about funding cuts, behaviour and how we might need to restructure Trewidland following staffing changes.
- b) **A Trustee referred to sixth form numbers which are declining and asked are we aiming to maintain a sixth form presence.** Mr Buckley advised we have a new Head of Sixth Form at Liskeard and we are about to make a permanent Head of Sixth Form at Saltash and there is a scope to re-engage a Sixth Form at Saltash.
- c) Mr Buckley advised that we have a very low number of Looe students joining Liskeard Sixth Form and this needs to be reviewed further.

11. **SEF – *Review and consider any changes***

A document was circulated in advance of the meeting. From this:

- a) We have made a change to the SEF (Self Evaluation Framework) and all Headteachers must indicate that they have checked every line of the SEF. All the lines have been updated following reassessment. Anything that is just higher than 2, you would expect to see a comment for governors. Anything significantly over 2, you would expect this to be reviewed each term.
- b) **A Trustee asked where the data for the nurseries is.** Mr Buckley explained they have not yet been engaged in the process of the SEF and the Risk Register due to the nursery manager being on maternity leave delaying the full adoption of Trust systems. Mr Buckley added that there is a Trust Board summary which is RAG (Red, Amber, Green) rated and explained the grading being used.

12. **Review of Policies**
 - a) None.
13. **Guidance/instructions to LGCs**
 - a) Any grading of 2 and above on the SEF should have a comment provided by the Headteacher. Any gradings significantly over 2 should be reviewed by the Headteacher every term.
 - b) The Trust will be performing health checks in areas of focus in future. The outcome of the health checks will be shared with Trustees.
14. **Summary of matters for the Trust Board**
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15. **Summary points from LGCs**
 - a) The summary points had been circulated.
16. **Headteacher's Reports – Any questions to ask and consider what areas require a deeper delve at a future meeting**
 - a) Mr Buckley explained that the Headteacher's Report monitors all the key areas as defined by the Trust Board. Mr Buckley advised we have 8 fewer full time staff but this has meant we have not had to make redundancies; the number of those on reduced timetables has increased and this is due to having Alternative Provision in house; the total number of suspensions has increased and this is due to the change in behaviour systems and PP attendance is still a concern as well as CiC.
 - b) **A Trustee asked if we seek support for CiC.** Mr Buckley advised we do have support and we have set up the Team Around the School network. We have staff who lead PP and they actively seek support for this group of students.
 - c) **A Trustee referred to the number of EHE and is there a correlation with them being PP.** Mr Buckley advised we don't have this data. There are 31 EHE across the Trust so it is small numbers. **A Trustee noted attendance for PP and these could also have an overlap with SEND.** Mr Buckley advised this is the case.
17. **Agreements made by email**
 - a) None.
18. **Date of next meetings:**

4th June at 6.00 pm.

The committee thanked the SLTs (senior Leadership Teams) for the amount of data being provided and on a timely basis.

The meeting closed at 19.17.