



## TRUST BOARD LEARNING COMMITTEE

Minutes of a Virtual Meeting of the Learning Committee of the Trust Board of South East Cornwall Multi Academy Regional Trust held on Monday 12<sup>th</sup> December 2022 at 6pm.

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Present	Yes/No	In attendance	Yes/No
Miss G Adams	Yes	Mr D Buckley, CEO	Yes
Mrs R Brooks	Yes	Mrs K Williams, Clerk to Trust Board	Yes
Mr J Crisp - Chair	No		

### Summary of matters for the Trust Board

- a) Trustees have reviewed the performance of the schools. There is a need for local governors to be more critical in their challenge. Mr Buckley will be providing more guidance on this at the next TGLG meeting.
- b) The Trustees have received an update on the progress towards the strategic Plan.

#### 1. Welcome

Mr Buckley welcomed everyone as Mr Crisp was not present at the start of 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 declarations.

#### 3. Apologies for Absence

Mr Crisp was expected to attend the meeting as apologies had not been received.

#### 4. Approval of minutes of meeting held on 11<sup>th</sup> July 2022

The minutes of the meeting held on 11<sup>th</sup> July 2022 having been circulated in advance, were agreed as an accurate record and will be signed.

#### 5. Matters Arising

##### **M37. Update on department staged development model**

**b) A Trustee asked if we have any areas which have been identified as stage 8 or 9.** Mr Buckley advised that Geography looked to be ahead of the other subjects. A concept review on Geography was held and we discovered that this is an incredibly useful exercise but to try and identify core concepts is too much. We can however look at one misconception in depth and use this for staff development and training. Mr Buckley explained that SLTF are a collaborative group and they are interested in improving the model so the same staged model is now applied to a particular misconception within a wider concept. A progression ladder can be used to challenge children and it has meant that staff fully understand the misconception. **A Trustee asked if this is for every subject.** Mr Buckley advised that yes it is all subjects but some subjects are only applicable for some year groups. **Trustees felt this was a brilliant piece of work. A Trustee asked if there are any documents available for Trustees to see.** Mr Buckley advised that feedback on the learning model is that it is robust. The 9 staged model can be circulated to Trustees.

*Update: Mr Buckley explained that the 9-point model was discussed during the last meeting. It was found that schools will focus on one aspect of the curriculum and may get this up to a level 5-6 and then move on to another area rather than get to perfection. Currently there no school has pursued up to level*

8-9. Mr Buckley advised that there has been research and discussion on misconceptions in Geography and Science. As a result, we have been surprised by things that we have discovered around conceptual problems. There will be a curriculum review in Art next and one for Computing at the end of the year. Previously observations were used as the review process but we have found that it is more effective to invite pupils to speak to us instead and this means that we will be able to hold the reviews more often. Mr Buckley shared some of the misconceptions of children that had been discovered in the process.

**M41. Monitoring and overseeing the LGCs are fulfilling obligations towards Learning issues**

**b) A Trustee asked for clarification on GMPs.** The Clerk advised that the GMPs were used during the Covid period but the governors were not able to visit the schools. This academic year, the governors have been able to visit so have been using the GMPs as a working document which replicates the SDP. Milestones provide an opportunity for monitoring such as a visit or staff presentation. The GMPs are kept on SharePoint and it is possible for Link Trustees to have access to SharePoint to allow them to view the GMP and governor visit reports. Trustees would like to see an example of a GMP. The Clerk will circulate.

*Update: Complete.*

**M45. SEND Knowledge Organiser**

b) The Safeguarding Knowledge Organiser will need to be sent to Mrs Casson. **Trustees felt the Knowledge Organisers empower the governors and thanked the Clerk for her work on this.** The Clerk advised that writing the Knowledge Organisers is her STAR project.

*Update: Complete.*

6. **Review the educational performance of the Trust's schools**

*Consider 2022 exam results and primary assessment data*

- a) Mr Buckley advised that the Trustees report which was circulated for the Trust Board as part of the annual accounts, provides a narrative against the year in terms of examination results. It has previously been suggested that this level of detail was too much to include in the annual accounts so this is open to feedback.
- b) Mr Buckley explained that LGCs (Local Governing Committees) should complete a detailed analysis on exam results and should question the Headteacher and any concerns should be alerted to the Trust Board via the LGC minutes. The Headteacher's report should provide a summary on the key indicators for the Trustees. LGCs need to be knowledgeable enough to ask challenging questions and the LGC need to be able to ensure the data is robust and this is an area which still needs some work.
- c) **A Trustee asked if the LGCs have looked at the results and reached conclusions yet.** Mr Buckley advised that LGCs normally review exam results in the first LGC meeting of the year and have a deeper dive in the second meeting. There should be information in the Trustee report and feedback to Trustees.
- d) **A Trustee referred to Dobwalls and asked for an update.** Mr Buckley advised that we have data for the Year 6 group. There were significant issues with individuals in this year group which meant that the deeper details could not be discussed with governors so the context surrounding the issues was not able to be shared for this reason. The school has asked themselves some "what if" questions to see what impact this would have on the data and they have used a systematic approach to this analysis. Mr Buckley advised that following the analysis, they have applied similar principles to the other year groups and as a result, Year 2 have had some additional support. Mr Buckley advised that there is no evidence that expectations were lowered for the group given the circumstances of the children and the staff worked hard to gain any last-minute progress possible using various interventions. There however isn't the depth of questions from governors at the moment and we need to work on getting them more critical.
- e) **A Trustee asked what is happening to help the governors to fulfil this role.** Mr Buckley advised that we can provide a deeper level of understanding in the briefing that he gives to Chairs and Vice

Chairs in the TGLG (Trust Governance Leadership Group) meetings which are held once a term but we need the schools to be able to cope with this level of questioning and they would have needed to have already undertaken analysis first.

- f) Mr Buckley Took Trustees through the analysis that was presented in the Trustee report.
- g) **A Trustee referred to KS5 and the lower pass rates at Liskeard and Saltash and asked how this being addressed.** Mr Buckley advised that we have 100% placement post sixth form which is good news. There were two major issues; unlike most sixth forms, we do offer sixth form places to students who get grade 4s on the basis that the students are well known by the schools. In the case of the outgoing Y13, we did not have any formularised national data to grade these students against so we needed to make an assessment for them given the lack of background data. There were no children who failed entirely as some did remarkably well in the subject that they favoured but not in other subjects which meant even though, unusually they may have got a U grade, overall, they achieved qualifications. We have made the decision to not increase the entry requirements to level 5's for sixth forms and we are expecting a return to normal data next year as we will have normal assessment from GCSEs.

## 7. **Monitor the MAT Strategic Plan towards the Trust's objectives**

*CEO to provide verbal update on progress towards the aims of the Strategic Plan; TSP1 equitable progress for all, TSP5 Developing engaged citizens and TSP6 The Trust as a positive civic entity*

- a) Mr Buckley advised that in order to formulate the new 5 year plan we came together last year to come to 8 agreed aims which have been well defined. Schools take these aims and decide what they are going to focus on during the year. There are some strategies which are common across all the schools.
- b) Mr Buckley noted that the November Curriculum day has made progress in term of aim TSP1 equitable progress for all based on feedback from senior staff who, together with the CEO, visited all groups at some point during the day
- c) TSP2 Continuous progress for all staff  
In our appraisal process we set an aim for all staff to develop during the year, to set targets and evaluate against their own progress. We had a near 100% pass rate this year and staff have had good access to appraisal. Where this has not happened, we have reviewed the appraiser. Staff have a good understanding of Star projects and reflection of objectives. There are some staff and appraisers who require further training in reflective learning although these are fewer in number this year. Some of the best practice has been seen at Saltash where the head shared reflection comments which have accelerated development in this area at that school.
- d) TSP3 Developing leaders at all levels  
Mr Buckley advised that where staff are below minimum standard, they are subject to training and support. We now only have a handful who are not at the required level. Incremental coaching and our understanding of this is in its infancy. Different schools are trying different approaches and these will be shared during SMART day.
- e) TSP4 Support excellent governance  
We have launched small scale governor appraisal and Chairs should be having developmental discussions with governors. We will get some feedback later in the year on this process but there is some positive feedback already. We can look at other methods if this is not successful. Mr Buckley explained that the Clerk has been looking at a Trust Board monitoring plan and developing Knowledge Organisers for governors and Trustees.
- f) TSP5 Developing engaged citizens  
Mr Buckley advised that we have been looking at curriculum development on the key theme of "belonging" which has been tasked to the deputies. We are aiming to have a curriculum day for pastoral staff next November on behaviour and we are actively engaging in the teaching of

developing good relationships. We can evaluate the deputy work at the end of the year. We have also done work on the Everyone's Invited agenda and not accepting misogynistic comments. We had our first genuine test of this at Saltash during the Ofsted visit as a student challenged OFSTED as they were asked to go into a gender specific group. It was noted that students have an awareness of how to report and where to go for support. An anonymous reporting system is in place and we will resurvey students next year.

g) TSP6 The Trust as a positive civic entity

Mr Buckley has set up Cornwall Education Partnership (CEP) and CACE, both of which he chairs and these groups are making regular progress. We are looking at an EWO (Educational and Welfare Officer) service which can be extended to all schools. Our ability to expand as a Trust is limited by student outcomes rather than these other measures of success.

h) TSP7 Scalable business services

We brought together TOLT (Trust Operational Leadership Team) last year which is a major improvement and this brings together in house all the estates team, operations and IT with a common BDP (Business Development Plan). This year we will be restructuring again in terms of the executive team and have been discussing all possible new structures. Any proposals will be discussed with TSLT (Trust Senior Leadership Team). Mr Buckley added that we have not previously been able to align the support staff groups across the Trust. In terms of expanding to other schools, the results in the summer has limited this. The proposed new education bill arising from the white paper has been removed by the government this week.

i) TSP8 Excellence in business practice

This was covered above. The TOLT report came out live this term but does not have the same reports behind it yet as the Headteacher's Report. This year we are trying to fill any gaps to ensure it is as informative as the Headteacher's Report.

8. **Review of Policies**

a) None.

9. **Guidance/instructions to LGCs**

a) Governors should be reviewing a detailed analysis of their school's examination results. There should be an increased level of challenge around key themes such as performance and attendance. Mr Buckley will be providing more information at the next TGLG meeting. Governors should highlight any concerns to the Trust Board via the minutes or Link Trustee.

10. **Summary of matters for the Trust Board**

a) Trustees have reviewed the performance of the schools. There is a need for local governors to be more critical in their challenge. Mr Buckley will be providing more guidance on this at the next TGLG meeting.

b) The Trustees have received an update on the progress towards the strategic Plan.

11. **Headteachers Reports**

a) Mr Buckley advised that anything within the report that is red, should result in a detailed question in LGC meeting minutes and Trustees can check minutes to see if this is being done.

b) **A Trustee asked about a narrative from Headteachers.** Mr Buckley advised that the Headteacher's Reports provide summary data and narratives are circulated to LGCs and questions and answers should be included in minutes.

c) There is some difficulty in gaining insight into concerns for each of the schools. The Clerk suggested that we are probably not using Link Trustees as effectively as we could. Link Trustees should be visiting their school once per year and attending an LGC meeting and this would give some more insight into the culture of the school for example and the work of the local governors. The Link

Trustees also receive the paperwork which is considered at the LGC meetings which includes the Headteacher Reports and the accompanying narrative. Rather than all Trustees trying to gain knowledge on all the schools, the Link Trustees should feedback the strengths and weaknesses from their school.

- d) Mr Buckley added that Trustees can also ask for deep dives into specific areas during their committee meetings. This would be manageable for Trustees and they would be able to seek reassurance in areas such as attendance. It was suggested that a combination of the two approaches would be useful.
- e) Mr Buckley added that performance data is not included in Headteacher's Reports as it is so broad so we are in the process of looking at how we can quality assure information from Middle Leaders. We also need to get Link Governors to review subjects during visits.

12. **Agreements made by email**

- a) None.

13. **Date of next meetings:**

27-02-2023 and 12-06-2023 at 6pm.

The meeting closed at 7.14pm.