

FEDERAL GOVERNING BOARD MEETING

MINUTES

ISLINGTON FUTURES – FEDERATION OF COMMUNITY SCHOOLS
Copenhagen School, Treaty Street, London N1 0WF
Tuesday 3 March 2020 at 6.30pm – 8.30pm

Clerk to the Governing Board: Hilary Furey (HF)

PRESENT:

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| 1. Jill McLaughlin (JMc) | Chair of Full Governing Board |
| 2. Jo Dibb (JD) (left 8.40pm) | Executive Head of Federation |
| 3. Caspar Woolley (CW) | Vice- Chair of Full Governing Board |
| 4. Sarah Beagley (SB) | EGA Headteacher |
| 5. Amardeep Panesar (AP) | Copenhagen Head of School |
| 6. Alan Streeter (AS) | Beacon High School Headteacher |
| 7. Will Garner (left 8.45pm) (WG) | Co-opted Governor
(Chair Vittoria and Copenhagen SCs) |
| 8. Pauline Edgar (PE)
Committee) | Co-opted Governor (Chair Achievement |
| 9. Alex Bols (AB) | Co-opted (Chair Beacon High SC) |
| 10. Denise McCarney (DMc) | Vittoria Headteacher |
| 11. Angelo Weekes (AW) | Co-opted Governor |
| 12. Serena Kern-Libera (SKL) | Co-opted Governor – Careers Lead |
| 13. Mary Berrisford (MB) | Co-opted Governor (Chair EGA SC) |
| 14. Sarah Ward-Lilley (SWL) (arr. 6.40pm, left at 8.40pm)) | Associate Member |
| 15. Natasha Ratanshi Stein (NRS) | Associate Governor |
| 16. Sarah Evans (SE) | Associate Member |
| 17. Tim Archer (TA) | Associate Member |
| 18. Tina Southall (left 7.45pm) (TS) | Observer |

Also Present (until 7.00pm):

Ewen Scott (ES) – Deputy HT, EGA
 Razziya Sidiqua (RS) – Careers Adviser, IFF
 Sarah McDonald (SMc) – Assistant Head, Beacon High

Item		Action
1.	<p>Welcome</p> <p>Apologies received from: David Harrison, Florence Wilkinson, Aanya Madhani, Diane Stirling. Jodie Collins, Suezanne Awotwi, Becky Thompson and Bisi Williams.</p> <p>Resolved: To consent to the absence of all.</p>	
2.	<p>Declaration of Interest No declarations of interest were made.</p> <p>The JMc began the meeting by inviting all to celebrate a number of awards recently presented at the LBI Education Awards ceremony. Jo Dibb was awarded the Outstanding Lifetime Achievement for work at EGA and the Islington Futures Foundation, and in the wider education world. The Islington Futures Federation Governing Board was awarded the title of Governing Board of the Year for its excellence, contribution and innovation. JMc congratulated all Governors, Associates, Headteachers, and Observers for being active and engaged. She noted that this award did not mean that everything was great, but that we were a proactive board, that knew what was happening in our schools and that we addressed the key issues with ambition. She reminded Governors that IFF is unusual in its formation and as only one of five cross-phase federations in the country.</p> <p>JMc noted that the NGA has recently started a promotion for more 'visible governance'. Those present also commended the performance of students from three of our schools who had featured on the videos that were shown at the Awards ceremony.</p> <p>JMc also asked governors to join her in congratulating Sarah Ward-Lilley on her MBE for services to Mental Health and Journalism, which would be presented at Buckingham Palace on 5 June 2020.</p> <p>JMc agreed that Item 5 – Work-Related Learning would be the first item on the meeting agenda.</p>	
3.	<p>Approval of Minutes and Matters Arising Governors agreed the minutes and Confidential minutes of 13 December 2019 and were signed by the Chair.</p> <p>Matters Arising The following matters were noted:</p> <ul style="list-style-type: none"> ● The updated Governors' Handbook was now on the GovernorHub website and the Chair was keen to get NGA handbooks for governors. ● Aanya Madhani, as Safeguarding Lead, would meet with Tina Southall, DSL for the Federation. ● New Governors had been linked up with more experienced individuals. 	<p>Chair</p> <p>AM/TS</p>

<p>4.</p>	<p>Composition of the Governing Board and Appointments</p> <p>4.1 Appointment of Co-opted Governors (WG and ZW) JMc proposed that, further to discussion at the previous meeting, Will Garner and Zaleera Wallace be appointed as Co-opted governors. This was Agreed.</p> <p>4.2 Meeting attendance Meeting attendance was noted and the Clerk was asked to check that the information was available on GovernorHub.</p> <p>Resolved: that the Clerk would update GovernorHub in respect of Co-opted governor details and ensure that meeting attendance was uploaded.</p>	<p>Clerk</p>
<p>5.</p>	<p>Work-related learning in secondary schools – presentation and discussion Ewen Scott Deputy HT at EGA, Sarah McDonald, DHT at Beacon High, told governors that there had been a significant increase in focus nationally on Careers Education, Information, Advice and Guidance (CEIAG) with benchmarking for entitlement and an Islington-wide initiative, 100 Hours of World of Work for pupils from primary to age 16. A two-year grant from the Richard Reeves Foundation had enabled work to be carried out with pupils of both EGA and Beacon High over the last eighteen months by Razziya Sidiqia, Careers Adviser, and governors were pleased to learn that a further year's funding had been confirmed to support the continued work of CEIAG. Policies had been developed and approved by the Governing Board and the programme's use of Gatsby benchmarking to evaluate schools, as used by Ofsted, allows Federation schools to be compared nationally via online tracking with some positive areas being seen. The valuable support and engagement by SK-L was noted by the team, and also the inclusion of the school having been accepted for support by a prestigious organisation.</p> <p>This year encounters will be mapped to show individual students' access to specific employers, in order to combat stereotyping. ES told governors that work experience could be more targeted towards students' specific interests and that sustainable links with employers had been forged, however recognising that there was a need for periodic review to ensure that the programme was fit for purpose. At EGA there was more focus on character education, soft skills and developing an holistic approach, and governors heard that the Local Authority is interested in using the federation as a test case for work across all four schools. As link governor for Careers SK-L praised RS's energy and enthusiasm, and the Chair acknowledged that SK-L had helped to secure funding for Beacon High's careers programme. The Chair wanted to know what governors could do to support the programme and it was noted that it would be helpful if all governors could consider any possible links that might be offered for work experience for EGA students during week 22-26 June 2020, and also Beacon High students during 29 June – 3 July 2020. Governors heard approximately one third of students at EGA had sourced their own placement, and at present more than 500 placements were available. In response to a query regarding monitoring of Pupil Premium students it was noted that there was a lot of disparity regarding what students aspire to and can access, with many aspirational companies looking for 6th form work placement as well as first year university students getting priority. Similarly, there was disparity in the range of</p>	

	<p>workplaces, with retail being of variable quality, and childcare and nurseries providing more hands-on experience, whereas one architecture practice offered more project-based work with specialist software and a thirty-minute feedback session with a senior architect on the final day. Responding to a question, it was noted that Unifrog, an online nationwide platform aimed at Key Stages 3-5, allows students to log interests and conversations, and matches students to areas of interest, whereas Be Ready is aimed more specifically at Key Stage 3.</p> <p>The Chair thanked ES, SM, RS and SK-L for their presentation and asked them to provide responses to any further questions and requests from and by governors in respect of careers and work experience placements.</p>	
<p>6.</p>	<p>Executive Head report to include Data Dashboard</p> <p>The Executive Headteacher congratulated governors on their Governing Board of the Year award and acknowledged that there had been challenging and turbulent times. JD highlighted the following:</p> <p>Achievement – as had been discussed at the autumn term meeting, both EGA and Beacon High students had recently taken mock GCSE exams which were currently being analysed. Key Stage 2 SATs tests are due in two months' time and Headteachers at both Copenhagen and Vittoria schools were holding booster classes, with the former having to keep up the momentum in order to maintain the high level of results in 2019, and Vittoria having a challenging Year 6 class. JD reminded governors that each child represented 7% in terms of results, adding that all work in both primaries and secondaries was closing the gap in educational attainment.</p> <p>Staff – JD said that Matthew Akinayajo had been appointed Deputy Headteacher across both primary schools and both AP and DMC acknowledged his work in empowering colleagues through Maths teaching. AS would launch the Beacon High organisational change structure next week and, whilst it was an unsettling time for staff, JD and AS considered that the proposal was a positive way forward. JD told governors that the Senior Leadership Team were currently reading 'Rebel Ideas' by Matthew Syed to support diverse thinking.</p> <p>Safeguarding/Wellbeing – governors heard that the Achievement Committee had looked at the impact on staff wellbeing of using the IMHARS training and safeguarding toolkit, and a staff survey would seek feedback to take account of their introduction in school, as was the case for all new structures around organisation in schools. JD reminded all that it was important for Headteachers and SLT members to be aware of their own wellbeing. The Designated Safeguarding Lead (DSL), Tina Southall, continues to work with the Headteacher on Parental Engagement at Beacon High.</p> <p>Resolved: that the Achievement Committee meeting would look at the survey analysis.</p>	

<p>Curriculum – it was noted that there was an increase in some vocational courses at Beacon High and that some KS4 courses would not run. Further information would be shared with governors at the next Governing Board meeting in May.</p> <p>Finance – JD said that it had been a challenging year with Beacon High most at risk due to falling roll numbers, although there was some improvement in finances this was not linear. Copenhagen would also lose a large Year 6 cohort, however the temporary co-location of COLPA would attract some funding.</p> <p>Community – all schools were committed to forging community links and communications had improved across the Federation.</p> <p>Pupil Numbers – pupil numbers for 2020-21 had been released with first choice at Beacon High rising from 34 to 51 on the previous year, albeit with the same number allocated as in 2019-20. AS said that more first and second choice pupils were being admitted to Beacon High and he was hopeful that admissions would reach 90, against a target of 120. EGA was full on first choices, and had an increased number of applications against a backdrop of falling rolls across the borough.</p> <p>Coronavirus Advice – JD said that DfE guidance on the coronavirus had been received and would be sent out to parents and that school emergency plans had been updated accordingly. Back-up plans and staff with underlying health issues were known about, and all classrooms and Reception areas would be furnished with tissues and hand sanitizers. Engie has received their own instructions on spraying door handles, etc. and all schools were working on modelling to ensure that, where safe to do so and unless advised against it, schools would remain open for students and staff and a decision to close would be taken by the Executive Headteacher and LA.</p> <p>Data Dashboard – Tina Southall told governors that John Donovan had prepared two different data reports and would be invited to speak to the next Chairs' meeting. Generally, attendance data is of concern for primary and secondary schools and is falling on a national basis despite promotion by all schools. A key driver is parents taking children out of schools for holidays. Cuts to local services and a lower level of support is of most concern particularly where there are children where Child Protection is a concern and schools were involved in a borough-wide initiative to address this issue.</p> <p>AP told governors that there are 14 pupils at Copenhagen School, 6 of whom are in Year 6, for whom there has been concern about attendance over the last three years. A number of different strategies have been implemented and while some improvement in the situation has been seen, there continues to be constant follow-up and meetings. AP said that the ITIPS approach was helpful and it was noted that some of the poorest boroughs had the poorest attendance, with low income, often lone female parents adding to the problem. DMc said that there was a capacity issue. It was noted that London Borough of Islington policy was to fine parents, which did not necessarily help reduce the problem.</p>	<p>PE/Clerk</p> <p>AS/Clerk</p> <p>TS/JD</p>
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	<p>JD drew governors' attention to the reduced number of permanent exclusions at Beacon High and AS said that using the school's Internal Inclusion Room (IIR) and alternative provision, where appropriate, had resulted in only two permanent exclusions both of which were for out-borough students. AB said that the school felt very different. AS told governors that he was awaiting the outcome of a bid for a £50k annual award (over a 3-year period) from the Evening Standard and that, should the school be awarded the funding, would be able to provide different support for students rather than send them to alternative provision which did not allow them to achieve useful qualifications proven to be of good enough quality. Governors discussed the Headteacher's proposed use of the funding and the opportunity to promote the school's transformation through articles in both the Evening Standard and other local newspapers. It was suggested that Florence Wilkinson be involved in communications.</p> <p>Governors thanked the Executive Headteacher and Tina Southall for their reports.</p>	<p>AS/JD/FW</p>
<p>7.</p>	<p>Vittoria Chair/Headteacher Report</p> <p>The Clerk apologised for an oversight in not circulating all Chairs' reports for this meeting, and they would be uploaded as soon as possible. Will Garner and Denise McCarney had volunteered to present a report for Vittoria at this meeting, as agreed at a recent Chairs' meeting. Based on the Federation's scrutiny map, it was agreed to trial a more detailed flavour of individual schools, including governance and community. DMC told governors that Vittoria School was a small one-form entry school with 180, of a possible 245, full time pupils on roll whose catchment area was Angel and Caledonian Road.</p> <p>The school, in the fifth quartile for deprivation, had 61% Pupil Premium and 70% SEN, and most pupils tended to stay at the school from Reception through to Year 6.</p> <p>The school's strengths were in its trauma-informed approach to some very challenging behaviour through its links with CAMHS and New River College, and it aimed not to exclude pupils but to work pastorally with regulation points around the school to help children self-regulate.</p> <p>Vittoria's excellent Science provision, with a dedicated Science lead who was passionate and ambitious for pupils, had recently achieved a prestigious award. Key Stages 1 and 2 pupils had made good progress generally, especially in Writing attainment which had been above expectations for the last three years, and was in the top 20% nationally and in line with floor targets for KS2.</p> <p>There was resilience amongst teachers and support staff and there were links with the community to raise ambitions, with support from Rolls-Royce and Meccano, thanks to the Science Lead's successful applications and which provided opportunities for pupils to link up online with scientists in Antarctica, as well as links with Sadlers Wells and Cirque du Soleil.</p>	<p>Clerk</p>

	<p>Outcomes for Reading, Writing and Maths were in line with national expectations, however Phonics outcomes needed to be consistent year on year and there was a current focus on improving attendance in Early Years particularly, but an ongoing focus generally. There was constant curriculum development to ensure that pupils were secondary-ready, in line with Ofsted guidance, as well as development of Subject leaders to ensure further consistency was in line with Ofsted expectations.</p> <p>Parental engagement was an ongoing challenge.</p> <p>Areas for priorities: Higher-attaining pupils were doing well and regular pupil progress meetings are held, with encouragement given to pupils with particular abilities, e.g. swimming. Challenge was evident in lots of areas and there was a push to be more consistent.</p> <p>The Headteacher was hoping to upgrade the library, though expensive, to house the £20k worth of high-quality reading material purchased with financial support and volunteer readers for Years 1-6 through the Richard Reeves Foundation and the Estee Lauder Charity, with additional book hubs stationed in playground areas.</p> <p>WG said that a review was carried out at each school committee meeting, especially around equipment such as printers, and committee members tried to tailor their school visits against priorities with the Chair of the Achievement Committee having recently visited to observe Phonics and Early Years. In relation to subject challenge and context, WG said that, as a parent, he was impressed by his son's ability to talk about his pre- and post-work on Anglo-Saxons. In response to a governor's query DMc said that the trauma-informed, self-regulation approach, supported children's ability to be good listeners. A governor said it was good to have had the opportunity to hear about Vittoria School and its approach, and the Chair thanked WG and DMc for their presentation.</p>	
<p>8.</p>	<p>Update on Beacon High Development</p> <p>Alex Bols told governors that the key issues for the school had been budgetary challenges but that the school always wanted to take an innovative approach to supporting pupils, examples being the Year 7 base and the Internal Inclusion Room (IIR). The need of pupils was the most important factor and, with the school's profile having an increasing number of pupils with SEN, squeezing most students into taking the Ebacc was not necessarily the best approach. Governors had talked about alternative provision and the Headteacher had talked about a tri-school model (see Wolf Report 2011) built on students' strengths which, he said, he had presented to school staff who had bought into the idea. AS said he had spoken to Candy Holder, head of SEN at the LA, who said that SEN need had increased by fifty percent over the last five years in the borough with a related increase in the number of fixed term and permanent exclusions. AS said that there was a lack of provision for vocational and specialist areas of education and, through his Year 7 innovation and IER at Beacon High, the number of fixed term and permanent exclusions had decreased. In response to a query AS said that Year 7 pupils were still playing and engaging in learning for longer than had previously been experienced at</p>	

	<p>BH, where anecdotal evidence showed an earlier drop off in youthful enthusiasm. The school population has a high incidence of pupils on the autistic spectrum, more than more than a local school with ASC specialist provision, as well as students presenting with other and multiple needs who benefitted from land-based studies which had been introduced. The Headteacher told governors that his vision was for a curriculum that gets students through secondary education and into the next phase and AS presented his model for governors. Governors discussed suggested areas for development, such as support for social, emotional and mental health and provision, as well as vocational pathways such as Health & Social Care, and Digital Technology, and with potential partners such as Berkeley Homes, and developers of the local Holloway Prison housing programme, as well as the LA.</p> <p>Challenges for the proposed vocational hub included issues of finance, qualifications, reputation and staffing, and it was acknowledged that a Good Ofsted outcome between February and July 2020 was vital to the proposal. In response to governors' queries JD said that she had spoken to Candy Holder who had advised that the LA and Councillors were keen to support and to find a 'Champion'. AS cited northern MPs' comments that it was a disservice to young people not to value skills- based curriculum. The Executive Headteacher said that the test would be whether the school would be considering the proposal if it had higher pupil numbers. Governors felt that the proposal reflected the need on the grounds that it served a need which currently did not exist, and wondered how to prepare the community for another reputational shift. JD said that this was a new stage in the original vision. That the school was still mainstream but with a high-end vocational hub with potential to support students into senior leadership roles. Overall, governors supported further discussion with interested parties.</p> <p>Resolved: that AS and JD would pursue discussions; and the Wolf Report 2011 would be uploaded to GovernorHub.</p>	<p>AS/JD Clerk</p>
<p>9.</p>	<p>Islington Futures Federation Development Plan</p> <p>The Executive Headteacher told governors that the IFF Development Plan was based on discussions held at the Awayday in October 2019 and had been discussed with Chairs' and comments incorporated from the December 2019 Governing Board meeting.</p> <p>Resolved: that governors would send any queries to JD; and the document would be uploaded to both GovernorHub and the Federation website as soon as possible.</p>	<p>All/JD Clerk</p>
<p>10.</p>	<p>Confidential items were set out on a separate page for governors only.</p>	

**Next Federal Governing Board Meeting: Wednesday 20 May 2020 – 6.30pm – 8.30pm,
Vittoria School**

Signed as a true and accurate record of the meeting

Chair's signature

Chair's name

Date