

Ditton Lodge Primary School Governing Body Meeting – Tuesday 12th June 2018 6.00 p.m.

Present: Dr S Scarpini, Dr C Marshall, Ms K Caley, Mr S Coulthard, Mrs M Moore, Mrs A Banks, Mrs L King, Mr J Wood, and Clerk, Mrs S Datson.

Apologies accepted: N/A

Not present: N/A

1. Dr Scarpini welcomed everyone to the meeting.
2. Declaration of Interests: None.
3. Prior Claim Items: Governor Newsletter – expected publication June 2018.
4. Dr Scarpini received and signed the minutes of the last meeting. <ul style="list-style-type: none"> i. Agreed Actions Update: None ii. Matters arising: None
5. Raising Standards:
Dr Marshall began his final presentation as Headteacher by acknowledging specific staff and governors for their input and support and, of course, the children! He then went onto reflect on his 4 years at Ditton Lodge.
2013/14: KS2 Data <ul style="list-style-type: none"> • Reading – lowest 16% of schools nationally • Writing – lowest 48% of schools nationally • Maths – lowest 17% of schools nationally • An Outstanding School (Ofsted 2011) with SIG- data in all subjects (2013 and 2014) • Outward-looking – NLE and SLEs • Partnership with Kettlefields
2014/15: <ul style="list-style-type: none"> • LA Review September 2014 - “The evidence seen during this review indicates that the overall effectiveness of the school “Requires Improvement at best.” • Emphasis on team (re)building; focusing on learning; and building proper systems of school improvement • Ending of partnership with Kettlefields • Ofsted May 2015 – Good – “Over a short period of time (i.e. before September 2014) the school took on a number of intensive and time-consuming challenges: extending to become a full primary school; major building works; becoming a teaching school; and partnership with another local school. As a result, until this academic year, the school’s leaders did not have sufficient focus on raising standards at Ditton Lodge and on ensuring that achievement was good enough. When (the Headteacher) took up his post in September 2014, he was quick to assess the school’s shortcomings and to take prompt action to start to address them. As a result, from a low starting point at the beginning of this academic year, the school is now on a clear upward trajectory.” KS2 Data <ul style="list-style-type: none"> • Reading – highest 43% of schools nationally • Writing – lowest 48% of schools nationally • Maths – highest 50% of schools nationally
2015/16: <ul style="list-style-type: none"> • Role of deputy Headteacher as a leader of learning increasingly important • The school’s leadership demonstrated the confidence to focus on initiatives and changes that were

most relevant to the school's context and development priorities

- Shift away from Cambridgeshire ("Circle") schools and beginnings of a working relationship with Laureate – a relationship that has continued to flourish
- Starting to consider benefits of academisation (meeting with H Lay and D Woodward 6th May 2016) which promised autonomy in finance, personnel and governance – captured in Mr Lay's reference to "local clusters of self-sustaining interdependent schools"
- Systems of monitoring, evaluation and staff development, alongside carefully-structured assessment, combined to produce greatly-improved end of KS2 Data:
 - Reading - Average - (the progress figure was +1.01 which would be in the upper half of the "average" range)
 - Writing - Significantly above national and in top 10% of schools in England
 - Maths - Significantly above national and in top 10% of schools in England

2016/17:

- Decision of deputy Headteacher to retire - this was the start of a period of significant change, particularly in leadership (and SD joined the SLT)
- Decision to join SWAT - based on the information presented/available to us at the time this was undoubtedly the right move to secure the future of the school
- Exceptionally good end of year data - one of the highest-achieving schools in Cambridgeshire
 - Reading - Average - about 63% of schools in England (the progress figure was +2.3 which would be well towards the upper end of the "average" range)
 - Writing - Significantly above national and in top 10% of schools in England
 - Maths - Significantly above national and in top 10% of schools in England

2017/18:

- Very positive school review – Good with Outstanding Features
- Decision of Headteacher to retire led to a further period of uncertainty and instability
- The working relationship with SWAT - particularly in the areas of finance and personnel - has proved challenging and has added significantly to this sense of uncertainty for staff
- Some initiatives - Knowledge Organisers and a focus on foundation subjects either initiated or supported by SWAT, for example - have not served the school well. Others - such as No More Marking and regular summative assessments - need to be thoroughly evaluated to determine whether they are genuinely impacting on attainment and progress
- In one year group, there have been significant concerns about the quality of provision. These concerns were very well captured through the process of the SWAT School Review and the school has taken appropriate measures to alleviate the problems
- The appointment of a new Headteacher came too late for the school to secure a complete and permanent leadership structure to commence the 2018/19 academic year - but in the longer term this may actually work to the school's advantage

Current Data overview:

- EYFS – Outcomes will be lower than predicted (80%) because a small number of children have not sufficiently filled gaps in learning/development to achieve a Good Level of Development
- Year 1 Phonics – We're now predicting slightly higher than the 80% which has been the figure that we've aimed for throughout the year – very encouraging
- Year 2 – We've been predicting outcomes in low to mid 70s% in Reading, Writing and Maths: all three could yet go closer to 80% (NB there is external moderation of KS1 assessment on 19th June)
- Year 6 – progress data will not be as strong as in 2017. This is because of a) highly aspirational KS1 data in 2014 and b) health/family issues for several children including one who was unable, in the end, to sit the tests

Also:

- Impact of the Trust on the life of the school. Areas that it would have been helpful to explore with Tim Coulson, SWAT CEO, today include:
 - Developing a more proportionate approach to school improvement. Initiatives aren't going to work for all schools and there should be greater flexibility in terms of both challenge and support (as the LA used to offer)
 - Ensuring that financial processes are transparent, reliable and robust and are applied in a way that enables schools to identify potential issues and pressure points. Advice is frequently inconsistent and all too often it seems that the left hand really doesn't know what the right hand's doing.
 - Clarifying the roles of SWAT central staff so that everybody is clear about decision-making processes (this has been a significant concern for us, particularly this term, as we try to recruit and retain staff)
- Continuing emphasis on the wider life of the school
 - Recent sporting events (e.g. netball);
 - Year 4 residential trip to Caythorpe
 - Yesterday's guitar assembly

Ditton Lodge's future:

- Embed a new leadership team under the direction of the new Headteacher and review the role of the deputy Headteacher to ensure a continuing strong emphasis on learning
- Develop an entirely new approach to EYFS provision that better supports transitions into and out of that year group
- Review the wider curriculum alongside the learning environment, taking full account of the 2019 Ofsted Framework
- Provide direct support to new teaching teams, particularly in EYFS/Year 1 and Years 5/6, to ensure outcomes are not adversely affected
- Maintain support and challenge in Years 3/4 to ensure continuity and progression
- Continue to develop an effective and more proportionate working relationship with the Trust
- Maintain an exceptional working relationship with the governing body

Dr Scarpini thanked Dr Marshall for his inspirational role as headteacher. She acknowledged that Dr Marshall always shared his successes with his team of staff but that his leadership had driven the school to where it is today. Also that Dr Marshall wanted the very best for Ditton Lodge and the pupils.

Dr Marshall will be joining the governing body from the autumn term and when asked how potential differences of opinion would be encountered Dr Marshall explained he has a clear understanding of governor roles and responsibilities, he has the ability to detach himself from his previous role of headteacher and he respects the post of the new headteacher.

6. Resources to support learning:

- i. Policy Reviews: Safeguarding and Child Protection – new SWAT policies implemented.
- ii. Finance: The Resources committee met prior to the FGB meeting – report to follow including current budget position, finance within the Trust and a benchmarking exercise. Further discussion will take place regarding the generation of funding in addition to revenue funding.
- iii. Reports from the Trust: Trust notes for April/May included Ambitions for the Trust towards 2023, key areas of work, next steps and a summary of the Trust's vision, mission and objectives; GDPR notes set out the main principles for processing/holding data; Governor Conference (03 11 18) venue confirmed as Westfield Primary Academy.
- iv. SWAT governor update – The GB is pleased to announce that Mr Dave Perkins, headteacher

- at Laureate Primary School is joining the governing body in the autumn term.
- v. Safeguarding report by Mrs King has been deferred to the next Standards committee meeting.
 - vi. Committee reports from previous meetings have been circulated and saved on the Governor Hub site.
 - vii. Attendance – Usual seasonal term time absence due to illness. Overall attendance since beginning of academic year 96.11%
 - viii. Recording and reporting of prejudice related incidents since last meeting – None.

- i. Action points and outcomes:
- ii. Questions for CEO Tim Coulson (who sent apologies) will be emailed by Dr Scarpini.
- iii. Successful appointment of new headteacher and EYFS teacher.
- iv. Thanks to Dr Marshall for his incredible contribution to Ditton Lodge.
- v. KS1 data predictions looking good, KS2 data predictions firming up nicely and Phonics data predictions good.
- vi. Hold SWAT to account. Action: Dr Scarpini to forward questions directly to Tim Coulson including a number of discrepancies between central team functions.

Dr Scarpini thanked everyone for attending and closed the meeting at 8.05 p.m.