

East Midlands Academy Trust

**Minutes of the Standards and Performance committee meeting conducted virtually
on Tuesday 20th July 2021 at 10.00am.**

Fifth S&P meeting of academic year 2020/2021

These minutes reflect the order of the agenda, not necessarily the order of the discussion.

Agenda item	Discussion	Action
1. Welcome	<p>Present: Leigh Jones (Chair: Trustee) Fiona Wheeler (Trustee) Ayo Salam (Trustee) <i>left at 11.30am</i> David Houghton (Trustee) Bernard Weiss (Trustee)</p> <p>Josh Coleman (CEO: EMAT) Katy Russell (Head of School Development: EMAT) Giles Osborne (Lead AIP: EMAT) Monica Juan – minutes – (Head of Governance & Compliance: EMAT)</p> <p>The Chair welcomed everyone to the meeting. The Chair reminded all that the matters discussed in this meeting should remain confidential until such time as the minutes are ratified and signed off.</p>	
2. Apologies	Apologies for the confidential item had been received, and were accepted, from Lorna Beard .	
3. Quoracy	The meeting was confirmed as quorate.	
4. Declarations of interest	LJ asked if there were any declarations of interest pertaining to this agenda in addition to those already recorded on the annual Register of Interests.	
5. Minutes of S&P meeting held on 14/04 and 17/06/2021 (including confidential) & matters arising not appearing on the Action Log.	<p>The minutes of the meeting held on 14/04/2021 and 17/06/2021 (including confidential) had been distributed with the agenda for this meeting and were agreed to be an accurate representation of the meeting. LJ agreed to physically sign the minutes once lockdown restrictions had been lifted.</p> <p>There were no matters arising not already on the agenda for this meeting.</p>	
6. Actions arising from the meeting held on 14/04/2021 and 14/06/2021	<ol style="list-style-type: none"> 1) Send comments to include in RSC response to MJ before 15th April 2) Collate and Report take out LFD testing figures to TB 3) Organise extra S&P 4) Share GCSE/A/AS presentation with trustees 5) Performance reports to include narrative in every section 6) Performance Report guidance to be distributed to governance 7) Present Safeguarding tracker to S&P and TB meetings 8) Amend COVID19 wording to attendance letters <p>All actions had been completed.</p>	

Agenda item	Discussion	Action
7.Covid-19 update	<p><i>JC gave a verbal update to trustees.</i></p> <p>JC reported that new guidelines had been released but would not be in force in schools until 16th August 2021. All schools would continue with the current arrangements until further notice. Testing was to be reintroduced across secondary schools in September and the trust would follow the model previously deployed in March. A phased return was planned, and tests for students would be conducted in schools during the first two weeks of term. Staff would test at home. From September, any close contact to positive cases would be identified through the NHS Test & Trace app and not the school.</p> <p>Since reopening in March, mitigation measures had been mostly successful with remote learning provision successfully deployed during any school closures. Blended learning was ready to be implemented again in September if necessary.</p> <p>Trustees noted the positive comments around the learning provision and praised the rigorous work of everyone in the organisation during the pandemic.</p> <p>In response to a question from a trustee regarding whether the trust could obtain data around which proportion of staff had been vaccinated JC explained that HR was looking at the possibility to ask for the information on a voluntary/anonymous basis to fully inform any risk assessments and the extent of vaccination across the organisation. Trustees recommended to exercise caution around this subject as it was not mandatory.</p> <p>In line with the new guidance, most of the COVID mitigations currently in place would be removed in September. However, increase in ventilation, extensive cleaning regime and sanitising stations would remain.</p> <p>Trustees thanked JC for his verbal report.</p>	
8.NIA/Stimpson – Ofsted update	<p><i>JC and GO gave a verbal update to trustees.</i></p> <p>SAA had had a virtual monitoring visit during late March which had gone very well. The same inspector conducted a physical visit at the end of June to look at T&L, L&M and Curriculum. The feedback had been extremely positive and reinforced the school upward trajectory to Good and the excellent work conducted by everybody within the team. The strategic decision to deploy AIP support had proven very successful.</p> <p>Trustees thanked everybody for their hard work at SAA and praised ZM and LC for their excellent work turning around the school.</p> <p>NIA was a different situation as it was a Good school (Ofsted 2019) which had suffered a turbulent period around the practices of safeguarding. Following the Ofsted monitoring visit in December 2021 the transformation</p>	

Agenda item	Discussion	Action
	<p>had been remarkable, not only in the school but across the trust. The second Ofsted monitoring visit in June 2021 had focussed on Safeguarding and Behaviour. Inspectors had deemed Safeguarding effective but had highlighted that behaviour was inconsistent. However, it was important to understand that, from the original Ofsted inspection in 2019 the school had grown from around 500 students to approximately 2,000 as well as pupils' behaviour having been affected during the pandemic.</p> <p>Trustees wished to thank JT for her excellent work since joining the trust.</p> <p>JC informed trustees that HAT had also undergone a successful Ofsted section 5 visit. EMAT support had been recognised and the academy was still keen to join the trust.</p> <p>In response to a question from a trustee regarding the NIA Ofsted news and how should be publicised JC clarified that the news would be prudently highlighted to the relevant stakeholders.</p> <p>Trustees thanked JC and GO for their report.</p>	
<p>9. EYFS/Primary Outcomes – Update</p>	<p><i>The Provisional Primary Outcomes Summary Report had been distributed with the agenda for the meeting.</i></p> <p>KR presented the highlights of the paper and pointed out that there wasn't an official set of DATA to compare internal results. Therefore, it would take time to fully understand the impact the pandemic had had in learning across all ages.</p> <p>EYFS: It was important to understand that the impact had been the highest on this year group, as they were showing low level of communication and language. Once children were back from lockdown, a great deal of time in most of the schools had to be used reintroducing routines.</p> <p>In response to a question from a trustee regarding the EYFS uptake on remote learning KR clarified that the uptake had varied significantly between schools as they had employed different approaches. It was noted that it was not mandatory for children to attend EYFS and for parents to engage with the school.</p> <p>In response to a question from a trustee regarding whether there were any available comparisons with other schools/trusts KR explained that not many schools/trusts were willing to share. The benchmarking had been done mostly internally. As only 7% of pupils were working at age related at the beginning of the year, the current DATA showed good progress.</p> <p>In response to a question from a trustee regarding how this would be addressed when pupils moved to reception KR explained that the EYFS provision would need to continue to stabilise learning and behaviours. These would be addressed through individual interventions in schools.</p>	

Agenda item	Discussion	Action
	<p>Phonics: A statutory check had taken place during December with 73% across the schools raising to 82% by June. The trust had commissioned a dedicated partner which had been working with schools since April. There would be changes in the curriculum for the next year as phonics provision will have to continue in Y2 for some children.</p> <p>Trustees praised the phonics exceptional progress.</p> <p>KS1 Attainment: Maths results were slightly higher than reading. November teaching assessments across the trust showed 55% working at expected level raising to 66% by the end of the year.</p> <p>In response to a question from a trustee regarding whether the schools that were performing better than others were sharing best practice KR explained that there were several cross-working projects taking place. There had been an English working party working together during the year which had been positively reviewed by RB, with two similar reviews taking place next year. Two external practitioners had been commissioned to support Maths Leaders' teaching and planning, with a CPD day for each group planned for September to embed the fundamental teaching skills needed to lead pupils during the year.</p> <p>KS2 Attainment: A set of mocks had been done as a baseline during October – only 29% reading and 15% maths were at expected standard. Progress within year had been good with final results showing 67% reading, 60% writing and 65% maths at expected level.</p> <p>In response to a question from a trustee regarding whether there was a way to assess how well pupils would have done in SATs KR explained that schools had followed the statutory arrangements. Y6 pupils had completed the maths and reading 2019 papers with results higher than previous outcomes which showed good progress.</p> <p>Trustees thanked KR for her comprehensive report.</p>	
10. Performance Report guidance	<p><i>The Performance Report guidance had been distributed with the agenda for the meeting for information only.</i></p> <p>Trustees welcomed the creation of the document which would help schools and/or central team to provide better commentary for governors and trustees to monitor the performance of the schools and identify what action and support was needed.</p>	
11. Performance Reports i. NIA ii. Stimpson iii. Hardingstone iv. Shepherdswell	<p><i>Performance Reports had been distributed with the agenda for the meeting.</i></p> <p>KR presented the reports and highlighted the attendance report, absence across all school in the trust was lower than national.</p>	

Agenda item	Discussion	Action
v. Orchard vi. Castle vii. PWS viii. Trust overview	<p>In response to a question from a trustee regarding whether it was possible to show the % of COVID related absences separated from other absences</p> <p>KR explained that EMAT was working with FFT which had recently started collecting DATA from all schools buying into it. A new dashboard would show the attendance tracker with a COVID code added to the types of absence. This would be available from the following year.</p> <p>Trustees thanked KR for her work and reports.</p>	
12. GCSEs, AS and A level awarding: <i>Information only</i>	<p><i>TAG papers had been distributed with the agenda for the meeting.</i></p> <p>Since the extraordinary meeting had taken place grades had been submitted online at the end of June. Since then, a number of requests for external QA had been requested. All samples had been sent without any added requirements.</p> <p>Trustees acknowledged the information and thanked KR for her report.</p>	
13. KLOE reports <ul style="list-style-type: none"> • RSE • Ofsted files 	<p><i>Papers had been distributed with the agenda for the meeting.</i></p> <p>GO presented the highlights of the KLOE.</p> <p>RSE: The purpose of the paper was to allow governance in schools to monitor the strengths and weaknesses around RSE. This was to be complemented with the support of the AIP.</p> <p>Ofsted files: The purpose was to create and E-Grab files to ensure schools were ready to answer any questions from inspectors regarding remote learning. Schools had been very receptive to the format and a new e-grab file called 'Ofsted readiness' had been prepared for those schools in the Ofsted window. Castle Academy had trialled the first one. The file would allow staff and governors to articulate their journey and provide supporting evidence.</p> <p>All schools were supported in bespoke ways with the documents stored in Teams so they were always up to date.</p> <p>Trustees thanked GO for his report. There were no questions from trustees.</p>	
14. Governance review: <ul style="list-style-type: none"> • S&P Chair report 	<p><i>The Chair report had been distributed with the agenda for the meeting</i></p> <p>LJ presented the highlights of the report. Trustees agreed that the work of the committee was effective and provided a good forum for discussion to examine the excellent reports presented by members of staff.</p> <p>Trustees thanked LJ for her report.</p> <p>FW informed trustees that she had attended all the S&P LAB meetings and confirmed the strength of the monitoring process lead by the independent</p>	

Agenda item	Discussion	Action
	chair, providing challenge and direction. It was noted that local governors in some schools needed to be more involved in the conversation.	
15. Policies for review	<p><i>The following policies had been sent out with the agenda for this meeting.</i></p> <ul style="list-style-type: none"> • Careers guidance • Children with health needs who cannot attend school • Designated teacher for looked-after and previously looked-after children • Early years foundation stage (EYFS) • School exclusion • Supporting pupils with medical conditions <p>Trustees unanimously ratified all the policies presented.</p>	
16. Moving forward – Items for discussion	<ul style="list-style-type: none"> • Update on Ofsted readiness progress • Safeguarding • Exception reports from LABs shared with trustees • GCSE/A/A+ awards results plus updates 	
17. AOB	There were not AOB	
18. DONM	<p>Dates for the academic year 2021/2022 have been set.</p> <ul style="list-style-type: none"> • Friday 15th October 2021 @ 10.00am • Friday 28th January 2022 @ 10.00am • Friday 1st April 2022 @ 10.00am • Friday 24th June 2022 @ 10.00am • Monday 18th July 2022 @ 10.00am 	Calendar appointments have been sent

The meeting closed at 11.48pm

Actions from the EMAT Standards and Performance meeting – 20/07/2021

No.	Action	Owner
1.	Spread policies over the year.	MJ
2.	Share exceptions reports from LABs	MJ