

Quality and Performance Committee Meeting

Mon 18 November 2024, 17:30 - 19:00

Over Teams

Attendees

Board members

Dave Vasse (Principal), Nazia Shah (Assistant Principal), Jamie Davies (Member (joined 5.45pm)), Barbara Nearchou (Assistant Principal), Kay Sandford-Beal (Director of Governance), Pat Morton (Member and Acting Chair), Nazerine Noorani (Member - Teaching Staff)

Absent: Sara Whittaker (Member and Committee Chair), Marian Orafu (Member), Xavion Xavion Amegbe-Gustave (Student Member), Jessica Douthwaite

Microsoft Teams

Meeting ID: 359 421 212 702

Passcode: THdv83

Meeting minutes

1. Welcome, apologies for absence and quoracy

Information

Pat Morton

To welcome members, note apologies for absence and ensure quoracy.

Apologies had been received in advance of the meeting from Sara Whittaker (Committee Chair), Xavion Amegbe-Gustave and Jessica Douthwaite. Marian Orafu was absent. Pat Morton agreed to be Acting Chair for the meeting. The meeting was confirmed as quorate.

1.1. Confidentiality Statement

Information

Pat Morton

All matters discussed during this meeting are confidential until the minutes are approved. Any items recorded as Reserved Business remain confidential **after** the Reserved Business minutes have been **approved**

The Chair drew members' attention to the standard confidentiality statement.

2. Declarations of interest

Information

Pat Morton

Governors to declare conflicts of interest against any item on the agenda.

No conflicts of interest were declared.

3. Minutes of the previous meeting on the 10th June 2024

Decision

Pat Morton

To approve the minutes of the previous meeting on the 10th June 2024 as a true record.

DECISION: The minutes were **approved** as a true record of the previous meeting.

 3. Draft Minutes_Quality and Performance Committee_100624.pdf

4. Matters Arising

Information

Pat Morton

To monitor the completion or progress of actions not covered elsewhere on the agenda.

The Acting Chair noted that all outstanding actions had been completed on the Action Log.

 4. Action log Q & P 100624 updated.pdf

5. Provisional Ofsted feedback and grading

Information

Nazia Shah

Governors to note the provisional Ofsted feedback and grading following the inspection 12th -15th November 2024.

NS presented a summary to Governors of the provisional feedback following the Ofsted inspection. The overall grade was Good with the following breakdown:

- Overall Effectiveness - GOOD
- Quality of Education - GOOD
- Behaviour & Attitudes - GOOD
- Personal Development - OUTSTANDING
- Leadership & Management - GOOD
- 14-16 and High Needs provision (sub-grades) - both GOOD
- Skills provision (not graded) will be highlighted as 'reasonable progress'

Key strengths included:

- Coaching practice, including live feedback - considered to be both bold and creative
- Observation of well behaved and enquiring students, evidenced by productive behaviour and questioning
- Oracy, evidenced through 'Talk Tactics'
- Literacy and the encouragement of fiction reading, evidenced through high engagement of 'Read to Succeed'
- Provision of high quality extra curricular activities, including half term and summer clubs
- Provision of high quality assemblies, tutorials and the 'Talent Lab'
- Strengths in provision for those with high needs
- Leadership and Management supporting learners to behave well

Areas for development:

- Overall attendance, including those with high needs
- A Level grades, in particular STEM subjects, which have not yet progressed adequately

Jamie Davies joined the meeting at 5.45pm with apologies.

BN outlined Ofsted feedback specifically in relation to the Skills agenda:

- Strong examples of partnerships and engagement with employers
- Suitable Skills Strategy, creating good opportunities for students and not overlapping with local competitors
- Praise for 'Skills Badges' encouraging strong links with partners and competition

Area for development:

- Build consistency with employers to contribute input into the curriculum

The Principal considered that there was no basis for appeal against the grade as all provision was required to

be graded as outstanding. The college itself, through the SAR had also not self-assessed itself overall as outstanding. It was noted that a number of interventions had been introduced and resulted in improvements since September 2024. Governors very much agreed with the grading of 'Outstanding' in the area of Personnel Development, but also considered that the area of Leadership and Management should have been graded closer to this grade, rather than 'Good'.

The Principal and Governors expressed that in their experience, the interaction with the Lead Inspector had been positive, in particular during the first couple of days of the inspection. DV reported that he had communicated with Monoux Staff that this had been the best inspection in the history of the college.

A Governor agreed that Leadership and Management of the college was strong but that it can take time for the effects to be seen.

The Principal agreed that such improvements cannot be rushed and adequate time was required to nurture an appropriate, incremental culture change when working with vulnerable young people. He shared his disappointment with the 'A' level results, but highlighted that this was not due to the lack of hard work from Pathway Leaders and Coaches.

The Acting Chair congratulated the Principal and SLT on a good result, echoing that the college is very clear on its strengths and weaknesses. She confirmed that the experience for Governors throughout the Ofsted inspection had also been a very positive one.

6. College Self-Assessment Report and College Improvement Plan

Decision

Nazia Shah

6.1. College Self-Assessment Report

Decision

Nazia Shah

Governors to review the SAR and recommend to the Corporation for approval (subject to any changes needed post-inspection).

NS summarised the highlights of the SAR for the last year, graded as good in all categories.

Highlighted strengths reflected in the SAR are the areas of behaviours and personal development.

Areas for the focus for development include an improvement in 'A' level grades and increased levels of attendance.

Q - Gov: Given the input from Ofsted, should grade Personal Development as 'Outstanding' as the SAR should also reflect what is happening now?

All agreed that it was acceptable to realign the SAR with the findings of the Ofsted inspectors' grading, and that the College Improvement Plan also be realigned in the same way.

ACTION: NS

Q - Gov: There has been a discussion regarding the areas of improvement within the STEM subjects. The subject area of Physics reflects an exemplar of improvement at 'A' level. Why is this not reflected in the other STEM subjects such as Chemistry and Biology?

A - NS: It is widely recognised that a key driver in STEM subjects is Mathematics, and that despite Maths sitting within a different pathway, extra lessons with maths focus, combined with the sharing of good practice might help improve results in those subjects that achieve weaker results.

It was noted that Physics had been delivered consistently, by the same subject teacher over a number of years and that both Chemistry and Biology had experienced staff turnover in the last 2-3 years.

NN shared that her new role as Senior Pathway Leader, would support the introduction of a more consistent approach, strategy and action plan for all the STEM subjects.

Governors were also informed of the newly introduced external resource of 'Uplearn', supplied to all STEM subject students, providing them with access to past papers; enabling independent study and examination preparation practice. 'A' level students had also been made aware of their need to take responsibility for their own attendance, resulting in attendance being significantly improved to a level of 90%.

Governors discussed the change in this year's format. In the previous year, the two documents had been combined into one. In the current year, the document had been separated out as a requirement for Ofsted, but Governors confirmed that the most important element was to ensure that actions towards improvement were regularly and proactively monitored throughout the year .

DV emphasised that targets were sufficiently ambitious and that consistency across all subjects was required, outlining that the college needs to work together collaboratively to achieve that consistency. Governors agreed that the SAR needs to be a live working document and that the outcome of each action should be clear. DV explained that the College Improvement Plan reflects the actions needed to move the college forward in terms of data. Updates on progress should be provided in January 2025

DECISION: The SAR was **approved** for recommendation to the Corporation for approval, subject to minor amendments to ensure alignment with the Ofsted inspection grading.

 6.1 DRAFT College SAR 23-24 V1.pdf

6.2. College Improvement Plan

Nazia Shah

Governors to review and approve the College Improvement Plan (subject to any changes needed post-inspection).

DECISION: The Committee **approved** the College Improvement Plan for recommendation to the Corporation for approval.

 6.2 Draft College Improvement Plan 2024-25 at 6 Nov 24.pdf

Decision

7. College KPIs for 2024-2025

Barbara Nearchou

Governors to review and approve the College KPIs for the 2024-25 academic year.

BN introduced a paper outlining the college KPIs for the 24-25 academic year. Targets from the previous year had been close to achievement and therefore an ambitious 10% improvement had been included. Strong strategies, such as coaching, independent study and 'Talk Tactics' had been introduced to support this ambition and higher levels of expectation. Fewer, key assessments would be implemented, allowing increased opportunity for feedback to students, to help build confidence in their interactions.

Gov Q: I note the target percentage of students happy with the standard timeliness of feedback was missed last year. Should it therefore remain the same?

BN - A: There is a need to be really explicit with students and feedback. Feedback is very important and I agree that this target could be increased in line with ambitions.

ACTION: BN

DECISION: The College KPIs 24-25 were **agreed** subject to minor amendments.

 7. KPIs 2024-25 All.pdf


Decision

8. Risk Register

Pat Morton

Governors are provided with the current Risk Register for information, to support in the identification of any additional risks that may need to be escalated to the Corporation.

Governors noted the risk register which had been presented at the October Board meeting. as the committee were not due to meet again until the 27th November. Members discussed if any further committee related risks should be escalated to the Board, but all agreed that no additional risks were identified at this stage.

 8. Risk Register 2024_25 02_Sept_2024.pdf

Discussion

9. AOB

Discussion

Pat Morton

To discuss any urgent items not covered on the agenda.

There were no other urgent items identified to be discussed.

10. Next Meeting Date

Information

Pat Morton

To confirm the next meeting as Monday 17 March 2025 at 5.30pm over Teams.

The next meeting date was confirmed as stated.

11. Meeting Close

The Meeting closed at 6.44pm