

# Quality and Performance Committee Meeting

Monday 17 March 2025, 17:30 - 19:00

Over Teams

## Attendees

### Attendees

Dave Vasse (Principal), Nazia Shah (Assistant Principal), Sara Whittaker (Committee Vice Chair), Barbara Nearchou (Assistant Principal), Marian Orafu (Member), Matthew Franks (Assistant Principal), Kay Sandford-Beal (Director of Governance), Pat Morton (Member), Nazerine Noorani (Staff Governor (Teaching)), Jessica Douthwaite (Member)

Absent: Jamie Davies

Meeting ID: 327 823 551 599

Passcode: gRufvB

## Meeting minutes

### 1. Welcome, apologies for absence and quoracy

Information

Sara Whittaker

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

To note the handover of the role of Chair from Sara Whittaker to Jessica Douthwaite. Sara Whittaker to be the Vice Chair.

SW welcomed Governors to the meeting. Jamie Davies was absent. The meeting was confirmed as quorate.

SW shared with governors that JD was taking over as Committee Chair and that SW would support as Vice Chair. The chairing of today's meeting would be shared as part of the handover process.

#### 1.1. Confidentiality Statement

Information

Sara Whittaker

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,.

SW drew members' attention to the standard confidentiality statement.

### 2. Declarations of interest

Information

Sara Whittaker

There were no declarations of interest declared against any item on the agenda.

### 3. Minutes of the previous meeting on the 18th November 2024

Decision

Sara Whittaker

To approve the minutes of the last meeting as a true record.

**DECISION:** The minutes of the last meeting on the 18th November 2024 were **approved** as a true record.

 3. DRAFT Minutes\_Quality and Performance Committee Meeting\_181124.pdf

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## 4. Matters Arising

Discussion

Jessica Douthwaite

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

NS confirmed that the SAR gradings had been realigned to match the outcomes of the recent Ofsted report.  
BN confirmed that an amendment had been made to the target percentage of students being happy with the standard timeliness of feedback. This had been increased post review.

 4. Action log Q & P 181124.pdf

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## 5. Ofsted Report

Information And  
Discussion

Nazia Shah

Governors to discuss the outcomes of the Ofsted Report and develop an action plan for areas of improvement for the Corporation to monitor.

NS introduced the final Ofsted report to Governors, highlighting how pleased she was with the report. Questions from Governors were welcomed.

Governors agreed that the report read well, but noted the areas for improvement highlighted; that of focus required to increase the proportion of students achieving A\* - B grades within STEM subjects and Mathematics, and to focus on improving attendance for those subjects where attendance was low. A Governor shared how positive it was to read comments regarding those students from disadvantaged backgrounds with high needs appreciating the calm, quiet spaces in which to work around the college site. A Governor queried the comments made regarding students not being set adequately challenging work in Mathematics and Health and Social Care, asking if there was a link with agency staff delivering the teaching of those subjects. NS did not consider this to be a concern related to agency staff or recruitment and retention issues, but agreed that the requirement for consistency was part of the future plan for improvement.

**Q - Gov:** What is your response to the comments on attendance?

**A - NS:** The report acknowledges the work we have done to date to improve overall attendance. Attendance is within the College Improvement Plan and we are aware that, despite our attendance policy having a positive impact, this continues to be a challenging issue and an area requiring our focus.

 5. Ofsted Report 10325631 - Sir George Monoux Co - 130458 final pdf.pdf

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## 6. College Improvement Plan - March 25 updates

Discussion

Nazia Shah

Governors to receive updates against the College Improvement Plan.

NS outlined the College Improvement Plan to Governors, confirming that the recommended adjustments from the November committee meeting had been made to the document. It was considered that early impact following the November training around rigour was evidenced by a potential increase in higher grades within second year courses. Training had included a focus on model answers and the use of the Monoux coaching methodology.

**Q - Gov:** What is the 'Productive Struggle Toolkit'?

**A - NS:** This is a key strategy to push for challenge and rigour in the classroom, which is linked to the November training day and is used as a reference point for teachers when planning their lessons. We recently received very positive feedback from the Learning Walk confirming that students are working on more challenging tasks.

**Q - Gov:** Are all the teachers buying into the framework of rigour, collectively, so can it be more proactively pushed?

**A - NS:** This has taken some time to embed, but the 'Productive Struggle Toolkit' is having a positive impact, complemented by our coaching initiative.

**Q - Gov:** Is it a long term plan to retain this level of rigour?

**A- NS:** Literacy, oracy and rigour are the three key elements of focus for curriculum within the Strategic Plan

**Q - Gov:** I note the challenges of students not progressing with independent study – how can this be addressed?

**A - NS:** Independent study is timetabled once a fortnight within quiet, dedicated areas. There is a requirement for students to physically tap in and out to reflect attendance, but there is not such a robust structure (there is no teacher presence). We need to look at how this can be improved, but there is an increase in students staying on site to study, which is reassuring. We would like to mirror the vocational offer with the A level structure.

The Principal highlighted the key themes from the Ofsted report: to look at the A level issue and to provide students with increased support to plan their weeks and improve their study; in turn improving their attendance.

Revision skills are also being taught to support students with exam preparation.

A Governor queried the impact of timetable changes, in particular on the results in Mathematics.

MF informed Governors that immediately post enrolment, the timetable had proved less flexible for the streaming of both English and Mathematics and this could potentially have impacted results. The structure of the timetable would be examined for next year to ensure that lessons will be learnt and disruption minimised.

A Governor noted the higher grades overall at A level, apart from Mathematics and Sciences and queried if this was due to poor attendance. NS consider that STEM students were not the worst attendees, but that entrance requirements had been increased and that some students were not studying an adequate number of hours outside of the class room. NS explained that In general an additional 7 hours per week are required per subject.

The Principal explained that there is little support from parents with regards to attendance and self-regulation, by not providing home support for all-round learning. Those students who arrive late are sent to a 'Guidance Officer' to be supported with their weekly study plan. Teachers also guide students to structure their out of class study periods.

NN, as Senior Pathway Leader, shared that support with revision skills included the creation of 'summary tables' which could be monitored by teachers.

NS also reminded Governors of the college's investment in 'UPLEARN'; an additional online resource to support students in their study, helping them to visualise the amount of study required at A level.

A Governor congratulated SLT on the increase from 43 to 102 offers from Russell Group universities.

 6. College Improvement Plan 2024-25 MARCH 2025.pdf

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## 7. KPI Update

Barbara Nearchou

Governors to receive an update on the College KPIs.

BN introduced Governors to the KPI March 25 update, highlighting the latest data showing the following key performance indicators across the college:


Overall Achievement: Tracking at 68% (27% below end of year target)

Overall retention: Tracking at 96% (1% below end of year target) and invited questions.

The current data reflects current performance rather than predicted outcomes. BN also highlighted that T level KPIs are currently challenging to forecast.

**Q - Gov:** How confident are you in achieving the end of year target?

**A: BN** – BTEC results are out this Thursday 21st March. Following this we can refresh the data. However, we have been a lot more rigorous this year with quality checking and providing tougher papers.

 7. KPIs March 25 Update.pdf

## Information

## 8. Risk Register

## Discussion

Jessica Douthwaite/ Sara Whittaker

Governors to note the Risk Register and raise any further committee related risks requiring escalation to the Corporation.

Governors reviewed the Risk Register and identified 2 areas requiring greater interrogation at the June Committee meeting:

### C1 - Student Outcomes:


Student outcomes are below target and are not improving or in decline

### F2 - Student culture and experience:

A Level students fail to acquire reliable study skills and routines

### ACTION: KSB

Other areas of discussion included K1 (Safety and Security), E2 (Student Recruitment) and G2 (Curriculum Development and the use of AI). Regarding the potential risk, generated by the use of AI, MF provided Governors with reassurance AI monitoring had been added to the 'Plagiarism Checker' and that training would be provided to staff. Members agreed with all areas of current scoring under the areas discussed.

 8. Risk Register 2024\_25 10 March 2025.pdf

## 9. AOB

## Discussion

Jessica Douthwaite/ Sara Whittaker

To discuss any urgent items not covered elsewhere on the agenda.

**Q - Gov:** I note that there is currently an open consultation on the new Ofsted framework. Are staff aware of the new regime? and do you know if the AOC have made a response?

NS explained that anyone could submit their opinion into this consultation. DV also shared that there had been concern that the treatment of sixth form colleges has not been equal. This, in particular will be provided as feedback to the Association of Colleges.

## 10. Date of Next Meeting

## Information

Jessica Douthwaite/ Sara Whittaker

To confirm the date of the next committee meeting as Monday 9th June at 5.30pm over Teams

Meeting confirmed as Monday 9th June over Teams.

## 11. Meeting Close

The Meeting closed at 6.37pm