



## An Daras Multi Academy Trust

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Chief Executive Officer – W Hermon

17/09/18

### Minutes

**Teaching, Learning and Achievement Committee Summer 2018**  
**Monday 17<sup>th</sup> September 2018 at 9.30am at ADMAT Central Office**

**Note that actions are highlighted in bold and red, and will be carried forward to the next meeting and questions or challenges during the meeting are highlighted in bold and blue**

1. **Welcome and Apologies**

**Present:** Claire Paul, Brian Jennings, Nicola Murphy, Will Hermon

**Apologies:** Tim Woodward

**In Attendance:** Clerk, Jo Callow

2. **Declarations of Interest/Pecuniary Interests relevant to this Agenda**

Only change is that Jo Callow is now Director of St Barnabas MAT. She will amend her pecuniary interest sheet and re-sign.

3. **Elect/Re-Elect Committee Chair and Vice Chair**

Claire Paul agreed to remain as Chair and Dr Nicola Murphy agreed to Vice Chair. The committee agreed with these appointments.

4. **Confirm minutes of previous TLA Summer (21<sup>st</sup> May 2018) and Matters Arising**

- Invite Rebecca Brewer to present the outcome of her research regarding parental engagement/parent evenings to full BoD (Clerk). *Complete, presentation at last full Board. RB has also briefed the Executive Senior Leadership team and the Improvement Officer. WH will now look at a plan to implement the 4 main strategies for each engagement. WH commented that the research is very detailed and as a MAT we are benefitting from this. RB is meeting with each school to discuss.*

Committee agreed minutes and the Chair signed a copy.

5. **Confidential Agenda Items**

Some discussion under item 8c.

6. **Review Documents**

- a. Committee TORs – *following LGAB review, this will be looked at during Autumn/Spring term.*
- b. Review ADMAT Statutory Decision Planner - *complete and approved as part of LGAB review last term.*
- c. Review ADMAT Scheme of Delegation - *complete and approved as part of LGAB review last term.*

- d. Review Learning and Achievement Judgements 'Characteristics of a Successful MAT'.  
*Part of improvement plan and will be discussed at item 8c.*

## 7. Review Data

WH highlighted the document 'Primary School Accountability in 2018' and briefed that working out final progress is very difficult because the adjustments made by DfE are yet unknown (e.g. removal of pupil outliers from published data). The 2018 MAT data shown to Directors is still provisional.

In summary for KS2:

SSCA – reading below average attainment last year to just below national average attainment this year – 17% improvement. All other attainment scores are fairly average. There is still work to do in terms of progress in reading and writing but final pupil de-aggregation is still to be done. Maths is looking better for progress this year.

WHA – all subject attainment scores are fine and maths has improved. However, the combined attainment score is slightly lower than hoped and has dipped slightly below national average 18. In terms of progress, the results are broadly fine but small areas of attainment need to be addressed to improve the progress outcomes further in 2019.

SC – combined attainment is looking slightly lower than expected but progress is looking broadly fine. Some pupil de-aggregation still required to reflect true achievement profile.

NP – attainment is fine and progress is within reasonable benchmarks, although progress for reading is a little low but writing and maths are positive.

LT – subject attainment is looking good but small numbers, and one outlying pupil has affected the progress scores negatively compared with school 2017 progress scores, although benchmarking against national average is fine.

Wer – all attainment is fine although writing a little lower. Progress is looking secure.

Overall in the MAT, last year (2017) was a 'better than average' year and this year (2018) is more of an 'average' year. Attainment is broadly fine but we need to keep pushing forward with progress. Last year the focus subject was Maths using maths hub and maths mastery training; this has clearly had an impact. There is now a need to focus on writing across the MAT. WH suggested that there may be a trend with this across other local schools. **CP challenged whether the method of teaching writing is affecting the scores?** WH and JC explained how writing is assessed and the 3 scores involved; these are much less sensitive and have a greater affect on the overall outcomes.

Coads Green (new school) – results do show positive progress in two out of three core subjects although it remains that actual pupil attainment scores need to be improved.

Princetown (partnership school) – some positive pupil progress in reading has been made in 2018 results but attainment scores overall need massive improvement. Progress at reading is good but maths remains a concern. **The Directors challenged whether scores are de-aggregated and the small numbers are taken into account?** CP pointed out that 'Primary School Accountability in 2018' states that anything less than 11 children isn't statistically viable.

In summary for KS1:

EYFS data across the MAT against national benchmarks 18 is looking solid. Yr 1 phonic is looking good at SSCA, Coads Green and Princetown. KS1 achievement has always been quite strong across the MAT but this year is not so strong. Some of this is due to very small pupil numbers so it isn't statistically sound - but there is still a moral need to develop these children successfully. SSCA – KS1 combined score is lower than hoped due to significant in year pupil mobility; this evidence has been mapped out. WHA is a little inconsistent but overall is good. SC is solid. NP and W a little inconsistent but pupil numbers don't allow solid conclusions to be drawn. WH is holding school improvement meetings with each school this half term (LGAB Chairs invited) to unpick the results and agree a way forward. In the DfE school progress ranking table, the aim is to get all MAT schools in the top 50% (green). But this year across reading, writing and maths progress is very inconsistent across all schools. This is provisional but at first look, progress in writing will definitely be included in the improvement plan. **CP challenged that if the MAT bases the improvement plan on the need to improve writing but it turns out to be a statistical issue and not a real time issue, do we need to be cautious about throwing everything at writing? NM challenged that conversely we cannot ignore what the provisional data is telling us.**

It is possible that floor targets will not be used in future. However, WH has worked these out for this year and talked through them with each school being ranked against floor targets.

## 8. Review Risks and Improvement

### a. MAT Risk Register - Learning and Achievement Risks

This was reviewed in summer term and WH updated the committee. The highlighted risks have not changed.

### b. Individual School Risk Indicators

The committee agreed that the school level risks need to be more specific; ie possible decline in standards of teaching and learning is too vague, it needs to specifically note writing or maths or whatever the specific issue is at that school.

### c. MAT Improvement Plan – Allocated Priorities

Characteristics of a successful MAT will be replaced by the MAT Improvement Capacity Framework. Overall, in terms of progress the MAT is successful, although there does need to be consistency across all the schools and all subjects. Step 5 is not quite there yet; schools are getting better at self-evaluation but full implementation of improvement plans still needs work. However, the committee challenged that this will always be difficult if the government keeps moving the goal posts. The management of risks, however difficult to deal with, has been done effectively.

WH highlighted the MAT Improvement Capacity Framework. The senior leadership team will be meeting on 28 Sep to go through this in detail and report back to the full Board in November. This can be used by Directors in future to judge where the MAT sits.

WH highlighted the improvement officer's visit report to Coads Green; the discussion is at confidential minutes.

Initial improvement plans for new schools joining the MAT will now be a “100 day plan’ in order to drive improvement more strongly in the short term.

**d. OFSTED Action Plan Impact**

None relevant at present.

**e. SIAMS Action Plan Impact**

None relevant at present.

**9. Review Visible Learning and CPD**

Report from Visible Learning Consultant made available to Directors. Deborah Saunders will continue the work with schools on this. The impact has been good but there is a little inconsistency with how it is applied in different schools. There have been some really positive benefits, particularly at NP & W and this was seen positively at the OFSTED inspection. There is no further cost in terms of external support.

**10. Review Discipline and Behaviour across MAT Schools**

Behaviour on the whole is fine but there are a few extremes that are difficult to manage. There is not the support available now that there used to be and funding restricts additional support staff to deal with extremes of behaviour. General behaviour policies will remain at school level but a “MAT Extreme Behaviour Policy” will be look at by the SLT.

**Action: Develop a MAT policy to deal with extreme behaviour (link with exclusion policy) (WH).**

**11. Review MAT Non-Negotiable Expectations for Teaching Staff**

WH highlighted the non-negotiables and this was discussed. The new relationship policy was highlighted by CP and discussed.

**Action: This will be developed into an An Daras Policy and sent out to schools (WH)**

**12. Review Christian Character and Distinctiveness**

This is strong in both church schools and is reviewed regularly as part of SIAMS. Detailed report from each church school on how they are continuing to develop provision in these areas and the impact it is having was provided to directors.

**13. Review Statutory Regulations are being met across SEND, PPG and PE**

SEND Local Offer established in MAT Schools, reviewed last term and published on websites. PPG Provision Map established in MAT schools and published on websites; a large allocation of PPG expenditure has been on additional TA support staff. The committee discussed other PPG expenditure. PE Impact Report established in MAT schools and published on websites. WH briefed on a new app that allows PE impact to be measured and services from Arena have been bought into.

**14. Review Skills and Training**

This will be done once Governance Officer receives all skills audits and ascertains requirement across all committees as part of committee review.

**15. Policy Review**

PPG – no changes to previous copy. Approved.

**16. Any Other Business**

None.

**17. DONM**

Date of next meeting is scheduled on Weds 23 Jan 19 at 9.30am at ADMAT Central Office.

Meeting closed at 11.35am

TJH Martin

ADMAT Governance Officer

**Distribution List:**

W. Hermon – CEO Director B. Jennings – Chair of Board of Directors C. Paul – Director	N. Murphy – Director T. Woodward - Director J. Callow – Ex-Officio Observer
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