

GREENHEAD COLLEGE CORPORATION
Minutes of the Quality & Standards Committee meeting held via Teams,
Monday 12 December 2022, 4.00pm

Govs present: Craig Shannon; Heather Roebuck; Kasim Sheikh (Chair); Richard Armstrong; Simon Lett

In attendance: Mo Bunter; Tom Rowley; Usman Anwar; Phil Mark (Kirklees Council); Sharon Roper (Clerk)

Apologies: James Reeve; Jon Walker; Stuart Irving; Kate Abel; Mark Mitchell

AGENDA ITEM	DISCUSSION	ACTION
1. Welcome, apologies	KSH welcomed participants especially Phil Marks (Kirklees Council) and all participants introduced themselves for Phil's benefit. Apologies as above.	
2. Declarations	No declarations of pecuniary/prejudicial interest.	
3. Minutes 12/9/22	<p>3.1 Minutes 12/9/22, previously circulated, agreed by Committee & signed-off by Chair; Clerk to file.</p> <p>3.2 Matters arising not covered on agenda: Any matters arising will be taken forward to the next Q&S meeting on 23/1/22.</p> <p>1. Min 3.2.1, MBR confirmed the SEND/autism information requested is available for the next meeting.</p> <p>2. Min 4.5, MBR to provide Norvic retention and attendance data.</p> <p>3. Min 10.3.4, MBR to chase up if the free flu jab information has been sent to all staff.</p> <p>4. Min 4.12, 4.13 & 4.14, CSH questioned the statement in the SAR which says, 'The SAR will not analyse value-added data as agreed with the Governors in the Quality & Standards meeting in September 2022'. SLE confirmed this was not set as a KPI, but value added is still used particularly to look at discrepancies between different groups of students. MBR said as these students arrived at Greenhead with CAGs, her understanding from the last Q&S meeting was that the value added would not be used in the SAR. CSH was satisfied that it isn't being used in the SAR but was concerned if Value Added was not being judged in relation to quality & standards for the next few years. TRO said that Value Added and ALPs is being used with HODs and will inform intervention strategies.</p>	<p>Clerk</p> <p>Clerk for agenda</p> <p>MBR</p> <p>MBR</p>

4. S.A.R. validation

4.1 College context, curriculum balance, executive summary, and overall effectiveness
SLE and MBR summarised key points, highlighting that Greenhead College provides a key function locally, and is well differentiated from the other two colleges in Kirklees. Student study programmes consist of an A Level programme, pastoral support, enrichment, and the ability to develop employability skills to help students progress to positive destinations.
The overall self-assessment judgement is Grade 1, Outstanding. Ofsted confirmed Greenhead's overall effectiveness during their visit in March 2022.
The College Quality Improvement Plan (QUIP) will focus on a level of attainment across several student groups (details on page 13 & 14 of the SAR) and the mental health and wellbeing of students and staff.
Variety of questions of clarification and drafting points made by the Committee:
1. RAR noted the balance of admissions from partner and local partner schools under the new admissions process and requested that this be covered in more detail in a future Q&S meeting.
MBR said local partner and partner schools have the same entry requirements although partner schools have a more competitive application process. There has been an increase in applications from local partner schools. Partner applicants have lost out on STEM subjects that fill quickly which is a result of Greenhead's capacity issue.
2. PMA said the LA is interested in the percentage of students who are Kirklees residents as there is a capacity issue for post 16 education. PMA asked which are Greenhead's best subject areas and if enrichment, innovative practice, and employability is incorporated into the lesson and if this can be shared throughout the college.
TRO said this is inherent within all curriculum areas and HODs work with universities and outside agencies to develop partnerships.
3. KSH asked about the current offering in comparison to national reference data.
MBR responded that the admissions process will be adjusted this year to prioritise minority subjects like MFL, Drama, PE, and RS and increase numbers in these subjects and provide a balanced curriculum.
KSH asked if social sciences will be included in this, MBR confirmed it will, and SLT will identify if teaching capacity will need increasing.
4. KSH asked for a statement regarding emerging from Covid adding to the SAR.
5. CSH asked why there is no reference to IT strategy and technology in the document. SLE said the IT strategy is yet to be launched but this is prominent in the QUIP. MBR added that the SAR is a retrospective document based on last year. RAR said the IT support introduced and

Clerk for agenda

MBR

	<p>embedded during Covid worked and this should be referenced in the SAR. PMA agreed it's a strength that new IT skills have been integrated in response to Covid. CSH says the weakness of the IT strategy still being developed has not been included.</p> <p>MBR and SLT will enhance the overall effectiveness section to include IT and Covid. Following on from developing IT skills for the pandemic, last year Greenhead continued to make progress, by moving more information to SharePoint, developing staff skills, and developing the IT strategy</p> <p>4.2 Quality of Education</p> <p>TRO summarised key points, Quality of Education is outstanding, and this was verified during the Ofsted visit last year. Underperforming departments and subjects have progressed but there is no complacency. Performance management and QulPs supports the curriculum and study programme, and examples of positive action were given. Variety of questions of clarification and drafting points made by the Committee:</p> <p>1. RAR asked for the rationale on how underperforming subjects are identified. (Page 15) An explanation will be added to explain how the subjects have been identified that need to improve their performance.</p> <p>2. KSH added that the departments that have seen an improvement should also be acknowledged in the SAR. MBR explained this wasn't added as they cannot be compared to the 2019 results that were externally assessed qualifications. KSH said we recognise where improvements need to be made so we should also recognise where improvements have been made.</p> <p>3. PMA suggested an opportunity to add a strength in Leadership and Management, demonstrating the effectiveness of intervention with 'sticky' departments.</p> <p>4. KSH asked if the strengths in the curriculum offer that address social mobility and disadvantage relates to the grade entry or the curriculum and feels more detail is required to reflect everything the college does.</p> <p>5. RAR suggested analysis of where students come from and their outcomes when they leave and MBR agreed to look into this.</p> <p>6. KSH asked for clarification that pastoral support is delivered by qualified teachers and UAN confirmed they are all qualified teachers unlike many other colleges.</p> <p>4.3 Behaviour and Attitudes</p> <p>UAN summarised key points, including Student Re-engagement Policy, student safety, public sexual harassment, communication, and reinforcement of the high expectations of behaviour and conduct the college expects. There has been a large increase in mental health and safeguarding issues.</p>	<p>MBR</p> <p>MBR</p> <p>MBR</p> <p>MBR</p> <p>MBR</p> <p>MBR</p>
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	<p>Variety of questions of clarification and drafting points made by the Committee:</p> <ol style="list-style-type: none"> 1. RAR asked if an area for improvement on attendance especially for A2's can be added. 2. PMA remarked that Greenhead's attendance figures are at the top end of Kirklees figures and explained LA's have a new attendance duty for vulnerable learners from September 2023. 3. (Page 11, point 9) KSH asked for an explanation to be added of where students feel safe, the impact of teachers' high expectations, and how are resources useful. The first and last bullet points appear duplicated but with different percentages. <p>4.4 Personal Development UAN summarised key points including enrichment opportunities, career guidance, 'Step Into' and 'Believe and Achieve' programmes. Variety of questions of clarification and drafting points made by the Committee:</p> <ol style="list-style-type: none"> 1. PMA commented that the LA is impressed with Greenhead's volunteering and enrichment engagement and feels the pastoral and community-based activity is an absolute strength of the college. 2. RAR asked about referencing the partnership agreement with Huddersfield University and a potential agreement with York University. SLE agreed to add the point that the college is seeking to formalise partnerships with external stakeholders. 3. KSH asked if the personal development section should also include staff development. MBR said the SAR follows Ofsted's framework which only requires student personal development. <p>4.5 Leadership and Management SLE summarised the governance of the college, key points included the governors fulfil their statutory responsibilities, and they have oversight of the college strategy. The governors monitor departments and student groups via the Q&S committee. There is a good spread of governor skills, self-audits are undertaken, and robust challenge is evidenced in the meeting minutes. MBR said the college has high expectations of staff and students and poor performance is addressed through the college's policies and procedures. SLT are proactive to help staff wellbeing, a new staff induction programme has been introduced, continuous improvement and sharing good practice happens in all departments. There is a proactive approach to SEND and inclusion throughout the college. Variety of questions of clarification and drafting points made by the Committee:</p> <ol style="list-style-type: none"> 1. RAR asked that the aim to improve diversity and gender 	<p>MBR</p> <p>MBR</p> <p>MBR</p>
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7. Date next meeting	Rearranged Date: Next Q&S, Weds 25 Jan 23, 4.30pm.	Govs note
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Minutes prepared by Sharon Roper (Clerk to the Corporation) on 5/1/23

Approved & signed by Richard Armstrong, Vice Chair on 25/1/23