

Minutes of Growth and Engagement

Date: 16th May 2024

Time: 4.30 - 6.26pm

Location: In College S10

Present: Mr T Grant Mrs C Carpenter
Mr D Batten Mr A Scott

In attendance: Mrs R Stratton Miss F McIntyre
Mr B Jones Mrs D Finch
Mr A Waters

Apologies: Mr M Jones Ms J Brooke

Absent: Mrs D House Mr B Tyers

1 Apologies

1.1 Apologies received and accepted as above.

2 Declarations of interest

2.1 None in addition to those previously declared.

3 Minutes of the last meetings – 25th January 2024

3.1 Minutes of the previous meeting were reviewed and agreed as true record.

3.2 Matters arising

- Letter to MP - has been sent. No response.
- H&S Policy - FB approved

4 16-18 Student Matters

4.1 Tutorial activity – Summer Term

AW, Head of Student Support, presented to governors the tutorial activity. The highlights are:

- Not too different to what has been presented to the governors previously which shows consistency. Water safety is a new addition. Students were impacted after an incident locally. Royal Life Saving Society are checking resources and then will go out. Should be approved materials.
- Next steps preparation for Year 2 students
Not going to university - workshops and talks to give skills. More talks on apprenticeships as this meets student needs. Fairly low attendance. Comes after a successful and busy careers fair and week.

Going to university was made relevant to them. Some local institutions came in and discussed student finance, how to prepare to live independently.

- First years - launch of telling everyone about university so can make up mind whether for you or not. Some students state they do not want to go uni so challenging this and asking why.
- Some of the preparation for looking at university can be used for apprenticeships and also job applications. Improving social mobility is important but also very aware not the right choice. Try to burst myths - some students are put off by costs. Also talking through with students who no one in the family has gone to uni.

4.1.1 Governors questions:

Q: Are there learning opportunities other than universities or apprenticeships?

A: There are still HND and HNC. Invited Fareham into to present these.

Q: Are still Colleges that are Higher Education establishments?

A: Yes but not as wide spread. The pathways have become quite specific.

Gave more information about apprenticeships but not as many out there and very competitive with the number of people applying for them.

NHS - come in and state provide 350 apprenticeships. But to be eligible for 95% have to already work in the NHS. The large employers are being creative in how they use levy pot to train employees.

Q: What is this?

A: Institutions pay an amount for apprenticeships - Itchen pays £7000 annually. If not used for apprenticeships then it goes back to the government.

Q: How are apprenticeships perceived by students?

A: They think there are a lot of apprenticeships and they are easy to get. Information on degree apprenticeships are being provided.

Where there are apprenticeships is business, economics, otherwise mechanics, beauty and childcare. Courses at Itchen align with apprenticeships.

Have had students go to British aerospace for degree apprenticeships in the last few years.

4.1.2 Discussion on apprenticeship provision availability.

4.1.3 Good work across the curriculum for developing relationships with employers. Good success stories.

4.1.4 Students have produced information - example given on allergy awareness. Students are happy to offer information.

4.1.5 Stress awareness month - talk about chemicals in brain. Try to motivate students to look after themselves.

4.1.6 Meeting with ripple a suicide awareness service which sits over filtering service. If student type any key phrases information will be provided on screen before they can do anything else.

4.1.7 Students are given the opportunity to self reflect which is then considered. Example given of lots of students say want to be vets they would look to provide information on this.

4.1.8 Comment: the program developing and progressing is impressive. With the student involvement. The development work since last inspection has been fantastic.

4.2 Safeguarding update

DF, Designated Safeguarding Lead, provided governors with the following update.

- More positive than the previous report to governors.
- Waiting list has come down - only 36 on the counsellor wait list. 62 with the mental health practitioner list but working closely with the Mental Health in schools team who have seen 26 students so took them off this list. A lot of students on the list are first years so maybe next term.

4.2.1 *Q: What are the outcomes for students?*

A: Really positive, parents are onboard too.

4.2.2 Meeting with managers this week. It was slow in Autumn term with two members of staff absent but now the links are very strong. Feedback from the managers is the way Itchen triage the two forms of referral and do onto one means students from Itchen are getting through quicker than from other institutions. This is being recommended to other institutions.

Tutors are doing workshops, challenging negative thoughts, exam stress, low mood. Got good feedback so going to do this again in Autumn term.

4.2.3 From September one of the counsellors can do more hours and will be in every day. Will then be counsellors in College everyday. Envisage not doing counselling everyday but also one day short wellbeing appointments. Can then do a lot more triaging even if young people are seen even for ten minutes.

Q: Is this addition to the nurse?

A: Yes in addition. The nurse's background is in the school's nurse team. They would go into school and do well being. It is preventative work. Students can be seen very quickly.

4.2.4 Comment: very positive picture compared to previous reports where support outside college has been removed. A lot of good work is being done to support students and meet needs.

4.2.5` Website is going to be updated with links for students to access out of hours too.

4.2.6 Governor questions:

Q: Are there any of the categories that need to be concerned about?

A: No particular pattern, such a wide variety of students here. Child on child abuse seems to have dropped. High numbers of students on child protections or child in need. Work closely with local social services and police.

Good relationship with social workers contacting DF then coming in to see students.

Q: The numbers of students hospitalised through overdose, is this increasing, decreasing, stable or pointing towards a particular substance abuse?

A: It is increasing from previous years. Have students who have reported taking four paracetamols who have been sent to hospitals to the extreme of taking a lot more. It is more over the counter .

Looking into Ripple for this. Waiting for IT to check it would work with the system and server.

Q: Looking forward to next year with the increased numbers again, are the resources in place to cope with this?

A: Hope so. The mental health schools team goes into infant and junior schools to aid their children with anxiety. Won't see it yet but in a few years will see students

with the resources to deal with issues. Students often get put on waiting list but often a 15 minutes chat with the nurse who is mental health practitioner will help.

- 4.2.7 Suggestion: Has the Crime Commissioner been invited into College? Explain what she does but also possibly resources. Seeing the joined up thinking the College does. Also uniformed services.

AW and DF thanked for time - left 1716

4.3 Engagement activity including applications to date

MJ report circulated to governors prior to the meeting.

2064 application currently and 1766 same point last year. 1790 - 1877 is the expected range for student numbers.

Currently to plan and timetable with the information provided. Bodes well but still applicants. Very positive picture.

- 4.3.1 *Q: Looking at the numbers, are students that apply later in year more likely to turn up rather than apply early but to several institutions?*

A: Yes to some extent but later applicants can bring higher needs too. The schools do encourage students to apply in Autumn term. Other Colleges have a deadline which is usually February. Some students may be applicants who were rejected by other Colleges or also students from other Colleges who are looking to move for second or third year as they have not got the choice to continue where they are currently.

- 4.3.2 In the report the schools with * have strong conversion and year on year growth.

1580 allocation next year and above 1680 will be funded.

- 4.3.3 Positive and reflects the work MJ has been doing.

MJ arrived 1725

- 4.3.4 Comment good to see no impact from other changes in County.

4.4 Attendance report

Currently at 85.8%. Which is in line with last year. Since covid has been lower. Pre covid would be around 88.8/89%.

Data from AoC looking at attendance data last few years in Colleges across countries.

Itchen Autumn 87%. Average 85.6%

Itchen last year 85.8 Average 83.6

- 4.4.1 *Q: Does the College do anything to respond? Good compared to the national picture but is it worked on?*

A: Yes it is full on from the tutorial and very involved. When students do not turn up they are text or emailed then parents rang if needed. Different methods depend on what works with students. But also little interactions with chats in corridors and making sure they feel recognised. Aidy follows up with absence. Follow up with why they do not come in, finances or issues with other students.

Q: Is there a geographical aspect with students who travel further?

A: Discussed with the head of teaching and learning. Worse attenders are girls with SEND, FSM and lives in SO19 postcode. Barriers are not always the obvious ones.

Q: The number given is it beginning of day or throughout the day?

A: Register every lesson.

- 4.4.2 More work to be done. If took the 50 worst attendees out of figures it would be interesting to see what the main figures are. Some are at 10% for valid medical reasons. Looking at the reasons for attendance for the worst 50 attenders and the actions taken to support.
- 4.4.3 Comment: previous information and report county lines info was interesting and good to keep students on role where this is suspected.
Will tolerate students with poor attendance who need a safe place to come to and have some interaction with them. Better for them socially.

5 **Adult Student and Community Matters:**

Embark on a new program of skills boot camp the week after half term. A new area for Itchen. Launched by the government since covid to retrain people where there are skills needed.

- 5.1 Early years and health and social care. Short programs to train people who are in employment already looking to change and also unemployed.
Risky area as good work for the community but also work that Ofsted will inspect. Need to ensure it is high provision and strong delivery.
Have employed the tutors and used a mixture of people who already do work for College and know the organisation and also new staff. The CPD work will be done in area and the curriculum planning will be strong.
- 5.2 Good work in terms of meeting skills needs and local improvement plan.
- 5.3 Multiply contracts were successful, delivering Hampshire and Southampton City and achieved additional funding for both of these. For Hampshire next year contract is in place.
- 5.4 Comment: report is very comprehensive and noticed the employment engagement and this dovetails into the work heard about in the tutorial program. From a networking perspective it is good.

6 **Staff matters**

Development - started the first phase of planning for next year. Still more work to be done so given overview of plan with INSET days and the opportunities for staff to take part in CPD. The development plan concentrates on CPD for teachers but also has opportunities for support staff.

Have a good basis and keeps responding to what the staff needs are and moving forward with adjustments. Supports the staff in the work they need to do.

- 6.1 *Q: Is there enough IT focus in the staff development as the next five to ten years there will be big Concerns?*

A: Teachers are always worried about staying on top of developments. A lot of CPD is covering using technology in classrooms. The 15 minutes forums cover this. It is repeated to embed it with new tools too.

Q: Who champions tech within the College?

A: Part of Sadie Garner's remit is technology and training staff. Main driver is one of the teaching learning coaches. Should have a team of three and only one.

Champions use of google classroom and google influencers. Off on long term sick currently.

Q: Do you think new technology has a good or negative impact?

A: It is generally positive and students have more options to find learning techniques that are good for them. Also the distractions that come with.

6.2 Attendance

Been better than previous year. Had a couple of long term issues with teachers. Always have robust process for absence reporting but have finessed process to offer support where needed and address issues before they come more significant.

6.2.1 *Q: Do you know how this compares with other Colleges?*

A: Get benchmarking data from AoC and usually come out well. Data for the previous year is looked at in Autumn term with the benchmarking data.

7 **Review of Terms of Reference & Calendar of Business for approval by Full Board**

Approved with no changes for full board approval.

8 **To consider matters/issues raised by the Staff Consultative group.**

Met last Friday and covered a variety of different issues including:

- Student service highlighted they need a water cooler.
- College calendar - goes out in June each year. Draft was shared previously
- Holidays feedback as brought up previously - period of notice for booking.
- Plans on IT work and estates work that will be done over summer shared
- Staffroom - asked how staff would feel about work spaces. Discussion and concerns raised.
- Request for more staff social - currently Christmas and summer lunches only.
- Finished with new build concerns

8.1 *Q: Would stress busting day be considered?*

A: Unstructured and lacking benefit.

Discussion on staffing events

9 **To consider new and existing policies as required**

Pay Policy

Has been changed to reflect the most recent practice in certain areas. Have to do holiday pay for hourly staff. The support staff pay scales were not reflected in policy. Have removed single points jobs but given a scale to allow progression. Changes in yellow.

Q: Holiday pay at 12.5% of hourly rate - what is this?

A: Hourly staff have an element of holiday pay in hourly rate.

10 **AOB**

New build will start on Monday.

11 **Impact and Action Review**

Good discussions. Understanding how the tutorial program works alongside DF team and how they work well together.

Challenge questions.

Suggestion of inviting in Donna Jones police commissioner

Ongoing understanding of impact and how things are building, developing and progressing. The ToR and CoB support this.

Better understanding of the nursery requested.

12 Date of next meeting – TBC at July FB meeting