



had not been completed. The board were happy for this action to be moved and presented at the next corporation meeting with the finance accounts of the next quarter.

**ACTION: Share the 5-year capital plan with the Board**

It was noted that all other actions had been completed and were closed.

5.

**Classroom Based Student Achievement 2021/22**

**5.1** DCEO presented this section highlighting that this is a position paper outlining classroom-based learning in 2021-2022. It was stated that this paper examines all qualifications except for Apprenticeships, GCSEs, and A-Levels, this was because the position of Activate Learning and their data in those areas were made clear at the most recent meeting. Therefore, it was noted that this paper focuses on all other courses i.e., BTEC, City and Guilford, etc.

**5.2** DCEO explained that we have dropped to 78.7% for overall achievement rates for all age groups, we were forecasted for 77.5%. Difference in 4.4% on pass rates lower than 20

We looked at reasons for staff absence last year, and the biggest factor was mental health, which resulted in five hundred days of lost time in 2021 and 2500 days the year before. This is the most important subject to address.

Curriculum delivery it is clear we need to provide exam practice and technique. We have started addressing this with a system called Markbook which allows us to monitor progress throughout the year. On top of this we will be implementing more mocks and exam centred teaching.

Regarding our Maths, which as mentioned above is lower than the sector, we have stated there will be an organisational focus on GCSE Maths. If a concept or learning was missed the building concept was not there to build them up onto the next level, so there is a need in Maths particularly to support students more and have targeted intervention in catch up learning.

Our data analyst showed when students completed five hundred Questions, 69.126

are using the ALF function, this allows teaching training, development, teachers collaborating with each other and more faculty manager support, these areas have led to increase improvement and development.

**5.10** Where aspects have not improved:

We have had a turnover of staff leave the organisation and thus it has been a mix with performance management, with professional training to improve standards. One way we have addressed this was mentioned by the CEO, this is an award for teaching staff. for teachers which are showing strong alignment to the learning philosophy, this allows for when we have an upside, we can be riggours with poor side of performance. We will not accept mediocrity, but we must remember because certain staff are almost impossible to replace in the present climate, it is about developing employees. It involves taking what you currently have and enhancing, improving, and developing.

CEO mentioned many interventions such as quality of the classroom experience workshop, improvement of environment and the keen sense of feeling safe, many students have expressed how much safer they feel on our campuses. These are not a panacea or a silver bullet, but it is helping us improve in different areas. Furtherly, attendance has always been a challenge but since COVID this has

**5.13** PO asked that with all the data how confidence does DCEO feel that everything is valid, sound and we will see an improvement. DCEO noted that there needs to be trust its critical for our RAG rating process which, up to now, has proven to be extremely trustworthy, consists of three processes and looks at where students are and what they need do next to progress. We need to use Markbook rigorously, so we can see where students are, progress and if any are falling apart, why that might be, if we can address it early which this system should highlight, we can solve it efficiently CEO explained that the team looked at data and biases and we accept there is an optimism bias in our financial and forecasting data, we need to be rigorous and stay aware and try to improve forecasting we hope with DCEO report you can see it is a stripped more honest version report, with less optimism, more realism to allow us address all areas.

***The Board thereafter took a brief break before moving on to the meeting's section of finances.***

6.

## Finance

### **6.1** Verbal Update re Pay from CFO.

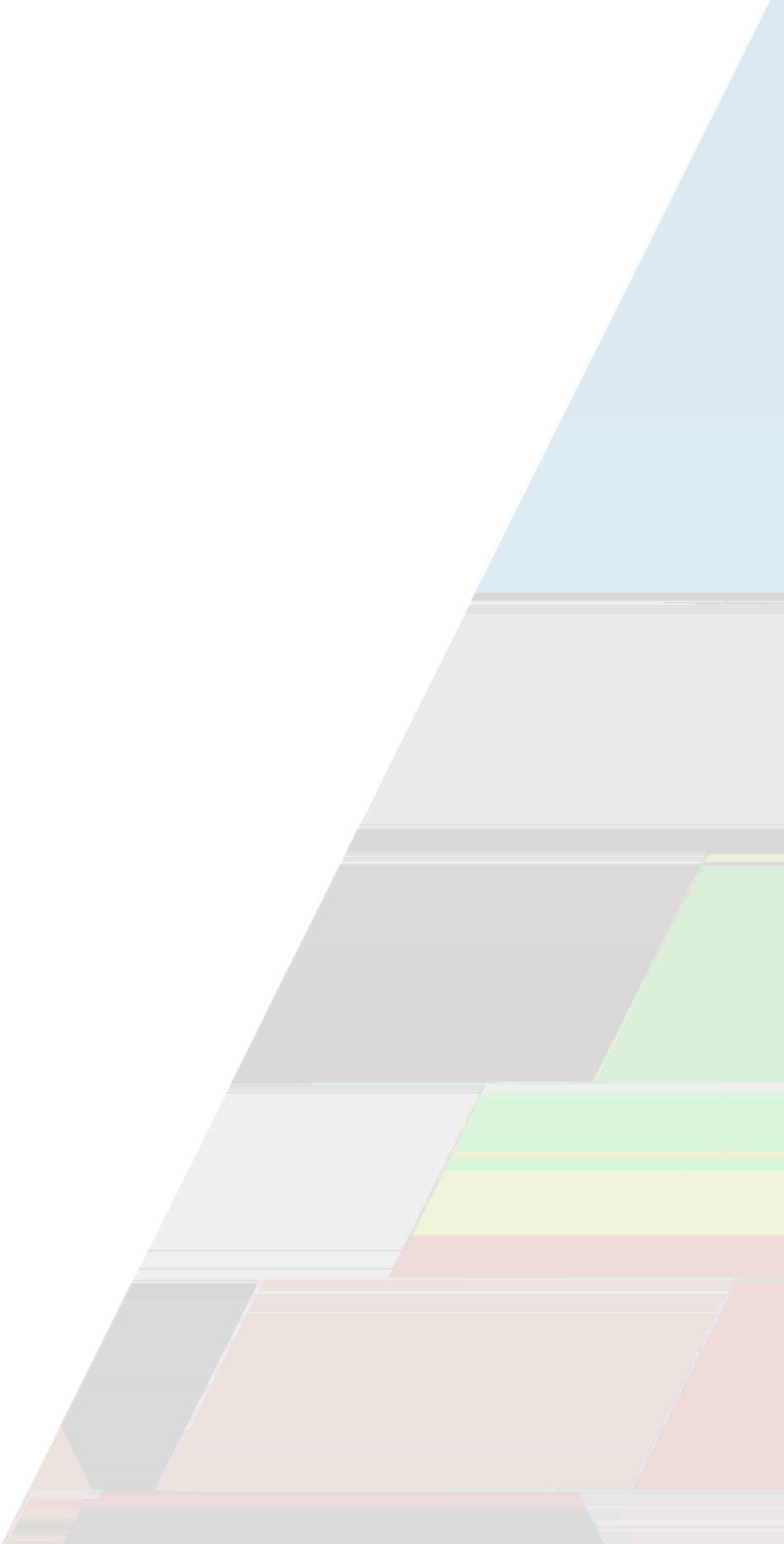
The CFO reminded us that there was no paper in the pack and continued to give a verbal update

The next step is for the board to set up a group who will collaborate with himself and the financial team to review the financial position for the organisation in respect of a pay review. CFO was stated that in summer there was a budget for an allowance of 2.5%. Concerns were made that it would not be enough and with the added recent factor of the cost-of-living crisis, worsened economic condition, as well as competitive nature of the employment market, a 2.5% increase would not suffice. The CFO noted that when we look at marketplace, we also look at sector, union expectations, requests and some of the settlements made in sector to avoid industrial action.

Group executive has worked with Gary and the team to review all options

The CFO explained the scenario we re working up with tries to meet some of these demands, pay issues and address some lowest pay roles which are vital, but

MINUTE  
NO.



LSIP KS indicated that this is a messy situation for Activate, because they are having to deal with two bodies. Thames Valley Chamber, who take LSIP for Oxfordshire, Berkshire, and enterprise M3 which covers Hampshire and Surrey.

This has its own problems in its own entries, having to pick up a part of area which was previously held by Coast to Capital LEP, which means a whole host of series of events including a separate event for Surrey. KS is trying to attend as many of these as possible to get activate involved. In addition, all the SDF bids were successful.

KS noted that with all the organisational changes within the different authorities, it is hard to fit in everything into this short piece and when you layer on economic changes, the implications of cost-of-living etc, KS has noted that there are many webinars and online materials referencing these implications and is now very concerned about what the future may bring.

9. **Use of Corporation Seal**

**9.1** The following use of the Corporation Seal was approved by the Board. Waingels Deed of Surrender by Waingels Academies Trust on 07 September 2022, for the surrender of premises at Waingels College in Reading.

10. **Safeguarding Update**

**10.1** ET provided the safeguarding update. It was stated that riggours audit of safeguarding has been done to allow the Safeguarding team to understand priority areas.

**10.2** Results signified three significant areas that need to be actioned and improved,

**10.3** First, getting a consistent lockdown strategy will help us be prepared and know what to do. Second, is attendance policy and adding more rigour about students missing during the day and extended periods of absence. Safeguarding need to know the process.

Third, Examining preventative measures.

