

ST BRENDAN'S CATHOLIC SIXTH FORM COLLEGE Governors' Teaching Curriculum Quality Committee MINUTES OF MEETING

Wednesday, 18 May 2022

Virtual Microsoft Office Teams Meeting (16:00-18:50 hrs)

GOVERNORS/MEMBERS PRESENT: Mark O'Sullivan [Chair], Marian Curran [Principal], Professor James Devenney, Margaret Harlock, Paul Ryan, Clare Williamson [6]

ATTENDING: Stephen Clayson [Vice Principal Curriculum Quality Innovation], Vicki Haigh [Head of Teaching, Learning & Assessment], Peter J Harrison [Clerk to Governors].

APOLOGIES: None [0]

ABSENT Without Apology: None [0]

CIRCULATION: All Governors, College website

QUORUM REQUIRED: 3/6 (Voting Committee members)

Documents Circulated/Tabled* at Meeting: **Circulation:** All Governors, Clerk to Governors, Senior Leadership Team, & [College Website after signature].

Document [A] - 'St Brendan's Sixth Form College - Quality of Teaching Learning and Assessment Report' - circulated previously

Document [B] - 'St Brendan's Sixth Form College - External Partner Visit - Action Plan Report. - circulated previously

Document [C] – 'St Brendan's Sixth Form College – Plan for Summer Examinations' – circulated previously Document [D] – 'St Brendan's Sixth Form College – Academic Coaching Report' – circulated previously

Document [E] – 'St Brendan's Sixth Form College – Qualification Achievement Rate Summary Report – circulated previously

Document [F] – 'St Brendan's Sixth Form College – Qualification Achievement Rate Education & Training Headline Overall Measure Report – circulated

previously

Document [G] – 'St Brendan's Sixth Form College – Strategic Plan 2021/2024' – circulated previously

Document [H] – 'St Brendan's Sixth Form College – Staff Professional Development Report' – circulated previously

Document [1] - 'St Brendan's Sixth Form College - Student Recruitment /Retention/ Attendance Report' - circulated previously

Document [J] - 'St Brendan's Sixth Form College - Risk Register Committee Extract Report'- circulated previously

Committee Briefing:

'Qualification Achievement Rate Briefing'

by Stephen Clayson [Vice Principal Curriculum Quality Progression]

Introduction – Qualification Achievement Rate [QAR]

What is it?

Why is it important?

What does the data tell us?

Actions

QAR What

QARs calculate what proportion of learning was successfully completed

Retention is increasingly important as a performance measure

In 16 to 18 performance tables, we normally publish one headline retention measure [eg % of Students who stay with the same provider until the end of their study programme] and two additional measures – Students retained and returned; and Students retained and assessed. These measures do not rely on grades data from any year, and we will produce and publish these measures for 2021/22.'

Why is it important??

We want Students to thrive!

A measure of Curriculum and Teaching quality

QAR 2020/2021 will be used in College performance tables

Office for Standards in Education [OFSTED] and Education Skills Funding Agency [ESFA]

What does the data tell us?

What does the data tell us?

College achievement is improving overall

Subject variance

Lower achievement for following groups

Males [-11% vs national]

Mixed [-15%vs national], white [-11% vs national]

Autistic/dyscalculia

Disability

Analysis of QAR Data

A-Level

Applied Certificate Applied Diploma

Level 2 Qualifications

In each category it is possible to extract from the data the information that reveals the level of:

Grade outcomes

Average comparisons

National comparisons

Pass rates

Retention rates - a key factor in outcome

Retention

The College Target Retention Rate for 2021/2022 is 94%; achieved currently 83%, with Year 12 who finish next year being 93%. QAR enables the College to view Retention in the context of each subject

Actions to improve Achievement rates [Retention and Pass rates]

Increased leadership capacity

Develop study skills

Targeted support for 'at risk' Students

Transition focus [Year 11 – 12; Year 12 – 13]

Enrolment guidance and advice [Education Information Advice Guidance]

Course withdrawal process review

Quality of teaching

Regular quality reviews - College Improvement Partner

Effectiveness of Curriculum – Detailed intent statements

11 extended reviews

Middle leaders training

Next steps:

- o Employability and progression
- Increase Work Experience [WEX]
- o Inclusion
- o Improve diagnostic testing

Term 6 interviews with Cluster Curriculum Leaders [CCL]

Discussions and Questions

Retention – this year the College finishing at 85% [Target 94%]; for 2022/2023 the target is 94.5% – Quite a challenge Approach to Staff – several initiatives

- o The procedures for Student withdrawal from courses to be controlled
- Quality of Teaching and Learning

o Reviews – regular quality review using External Partner

Academic Results – 'judged by results' has always been a 'key' measurement of the College performance. This needs to be balanced by the benefits, as a Catholic Sixth Form College, in bettering the lives of individual Students who may be coming from less advantaged socio-economic backgrounds

Emphasis on meeting the local skills needs as in the Government plan – works against the mobility of young people and hence the needs of Employers to recruit the Staff they need

Need to put Students first – sometimes leaving College is the better option

But why does the College not achieve higher figure?

- Numbers leaving for Apprenticeships/Employment
- o What does the College know?
- o What is it doing about it?
- Evidence of Attainment that Governors need to understand when prepared for the forthcoming OFSTED Inspection

The Chair thanked Stephen	Clayson [Vice Principal Curricu	ulum Quality Progression] for the very	y useful and informative briefing.
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[ended 16:34 hrs]

ITEM	ISSUES RAISED IN DISCUSSION	AGREED ACTION
1. Welcome	 1.1 Welcome: Mark O'Sullivan [Chair] opened the meeting with the Diocesan Prayer and welcomed everyone to the MS Office Teams™ meeting. 1.2 Apologies: None [0] 1.3 Absent: None [0] 1.4 Quorate: The meeting was declared quorate. 	
2. Declarations of Interest	2.1 Declarations of Interest: The members of the Committee confirmed there had been no change.	Next Agenda & Any Governor
3. Committee Business	3.1 Nomination/Election of Committee Chair 2022/2023: The Clerk to Governors invited nominations for the position of Chair of the Committee for the coming academic year. The name of Mark O'Sullivan was suggested if willing to continue. Mark O'Sullivan explained that he had been having personal technical issues preventing access to the College website, and while he was content to accept the nomination, he was unsure that he would be able to continue throughout the whole of 2022/2023. There being no other nominations the Committee moved to vote. Proposal 'That Governors' Teaching Curriculum Quality Committee appoint Mark O'Sullivan as Chair of the Committee for the coming academic year commencing 1 August 2022.' Proposer: Margaret Harlock Seconded: Professor James Devenney For: 5 Against: 0	
	Abstained: 1 The proposal was adopted. Clerk to Governors to note the record. Action – Clerk to Governors/Mark O'Sullivan	Clerk to Governors
		Clerk to Governors &

Committee Business [Continued]	, , , , , , , , , , , , , , , , , , , ,		
	3.3 Draft Governors' TCQ Business Diary 2022/2023: The Clerk to Governors advised the Committee that the new Governors' Business Diary was prepared, and whereas in past years he had shared the full version with each Committee prior to the formal adoption by the Board of Governors, to avoid any confusion caused by Governors entering dates in their personal diaries prematurely, he would this year only offer the draft dates for the meeting of this Committee in 2022/2023. The suggested draft dates being: Wednesday, 9 November 2022 at 16:00 hrs Wednesday, 1 March 2023 at 16:00 hrs Wednesday, 17 May 2023 at 16:00 hrs		
	The Committee noted the report.		
4. Minutes Previous Meeting	4.1 Minutes of Meeting [Governors' Teaching Curriculum Quality Committee] [23 March 2022]: The Clerk to Governors noted that in his notes of meeting at page 7 §7.1 Target [2] – there was a gap, which remained unfilled following the agreement of the draft Minutes. The information has now been provided and the four items of missing information should now be added: What makes a 'good lesson'? [R] In consultation with Cluster Leaders the core elements of a good lessons have been identified, with four 'drivers' noted: Retrieval Instruction Practice Review		
	The Minutes, as amended were adopted as a correct and true record and passed for electronic signature and publication on the website.	Clerk to Governors	
	Action – Clerk to Governors		

5. Actions Review [Agenda not itemised]	5.1 Committee Terms of Reference [Minutes Mar § 3.1]: The Clerk to Governors confirmed that the revised Governors' Committees' Terms of Reference had been adopted by the Board of Governors and published.	Next Agenda
	5.2 Committee Briefing [Minutes Mar § 3.2]: The Committee Chair confirmed this task had been completed.	
	5.3 Monitoring Evaluation Quality Policy [Minutes Mar § 10.1]: The Principal confirmed the adopted policy had been implemented and published.	
6. Matters Arising	6.1 None.	Next Agenda
7. Curriculum Teaching Learning & Assessment	Document [A] – 'St Brendan's Sixth Form College – Quality of Teaching Learning and Assessment Report' – circulated previously Document [B] – 'St Brendan's Sixth Form College – External Partner Visit – Action Plan Report. – circulated previously Document [C] – 'St Brendan's Sixth Form College – Plan for Summer Examinations' – circulated previously Document [D] – 'St Brendan's Sixth Form College – Academic Coaching Report' – circulated previously Document [E] – 'St Brendan's Sixth Form College – Qualification Achievement Rate Summary Report – circulated previously Document [F] – 'St Brendan's Sixth Form College – Qualification Achievement Rate Education & Training Headline Overall Measure Report – circulated previously 7.1 Quality of Teaching, Learning & Assessment Report – standing item [Update]: The Vice Principal [Curriculum Quality Progression] and the Head of Teaching, Learning & Assessment jointly presented the report. The topic in part had been covered by the Committee Briefing presented earlier. The report provides a summary of the training and activity to support Teachers in the last few weeks: INSET Training summary Pedagogy Leader deployment Priorities for Term 5 In Service Training [INSET] Day – The focus was on teaching learning and assessment and the Curriculum Teams explored their subject pedagogy, and planned changes to the delivery of their Curriculum. Feedback from Staff was overwhelmingly positive. The	

Pedagogy Team – is engaging with Teaching Staff working particularly with Teachers identified as needing additional support

Priorities for Term 5/6 – Plans are being prepared to utilise any Staff gained time in Term 6, once the Year-13 Students have left, to use the more informal 'Drop In' visits to classes to monitor lessons and delivery. These visits are different to the formal Lesson Observation, and enable the Teacher and Curriculum Leaders to review lesson delivery, Student acquisition of skills and knowledge, and retention of learning

There was some discussion and questions relating to the points raised. The Committee noted the report.

7.2 External Partner Visit – Action Plan Development Report: The Vice Principal [Curriculum Quality Progression] informed the Committee that Linda Peck [External Partner], has made two visits to the College this Academic Year, and is expected to make a return visit in June. The report lists the items of feedback, and the action being taken, the progress made and the evidence for judgement. The activity status of each risk item was displayed as GREEN/AMBER/RED as appropriate, depending on the number of activities ongoing against each of the risk items identified:

Curriculum sequencing unclear – Staff and Students unable to explain 'why here?' or 'why now?' – AMBER/GREEN

Literacy needs further development – AMBER/RED/GREEN

Key elements of lessons to be re-visited – GREEN/AMBER

Inspection Data School Report [IDSR] 2019 below national average is an Office for Standards in Education inspection focus – GREEN

Governors sought some clarification of the term 'Literacy' and what it meant in this context. Students, the Committee was informed, need to develop their written and oral skills, as well as broaden their understanding of Tier 2 and Tier 3 vocabulary, and develop their ability to decipher examination questions. Students also need to acquire knowledge from their study, retain it and process it. The Committee noted the report.

7.3 Student Employability, Destinations and Careers Ready [Update]: The Vice Principal [Curriculum Quality Progression] reported the College's score against the Gatsby benchmarks was generally excellent, but there was a particular shortfall in work experience placements. The College is working on the further provision of employment opportunity and experience. The following actions being taken currently:

Shortly the publication on the College website of pages and information for Employers to access

April INSET included issues relating to Student employability

A Briefing for Governors

Staff training options

The Committee noted the report.

7.4 Student Examination Access Arrangements – Plan for Summer Exam Series: The Vice Principal [Curriculum Quality Progression] presented the report. It was noted that the College had already issued its own guidance to Students and Parent/Carers before the Government issued its guidance. In summary, the guidance details responses to various potential questions or concerns Students might have about special circumstances occasioned by the Covid19 epidemic:

Examination timetable spread

Grading qualification conditions

Positive test Covid-19 situations

Special considerations, how and when to apply

Mental health of Students and other similar concerns

College needs evidence eg Medical Note to support application

The College is taking several steps to support Students through the examination process:

Grade 'booster' sessions

Saturday, and session in the Term break for Students to attend

The Committee noted that some Staff are choosing to attend on a Saturday or during the Term break to support their Students and commended them for their work.

The Committee noted the report.

7.5 Sustainability – Carbon Literacy Project – Curriculum: The Principal referred to the recent Governors' Day, when there was an enthusiastic briefing on the topic of sustainability. The College is planning the following activities:

Staff training in July

Using the Further Education roadmap to roll out the focus on sustainability in the Curriculum

Spread this among all Staff and Students in a continuing programme

The Committee noted the report.

7.6 Student Tuition 16-19 Fund Report: The Head of Teaching, Learning & Assessment presented the report detailing the Academic Coaching undertaken by the College as part of the programme this year, with 238 Students engaged to date:

Overall Average Attendance - 38%

Year 12 – 28.2%

Year 13 & ATL3 - 39.3%

Half term – 28.2%

Number of Students enrolled to have never attended despite intervention

- o Year 12 37
- o Year 13 80

The Academic Coaching is targeted at Students who have attained at General Certificate of Education a Grade 4 or lower in English or Mathematics, or those Students living in socio/economic deprivation. Students with poor attendance have been identified and work is ongoing to support and encourage them. There is a variety of reasons for Attendance issues, including:

Student apathy

Apprenticeship offers held – so why bother?

University place offers with lower grades than the Student might be expected to attain – so no need to work for a better grade

In the first instance Teachers make a referral to the Academic Support Team, and in some cases accompany the Student in person to meet the team. It is clear from the very positive feedback from Students that the programme is individually valued and appreciated. Initially, the College has noted between 1-2 grades improvement after twelve weeks of Academic Mentoring support. Some Students engaged have not shown improvement. Funding remains to support the current Year 12 as the academic year draws to its close.

The College is further developing its Management Information System [MIS] to record and progress Student Attainment/Retention/Attendance.

The provision of Academic Mentoring funding is uncertain for 2022/2023 but the College has reengaged Staff to undertake this work. The College has £9k to spend on conferences for Staff to attend and feedback to the rest of the Staff. The Governors' questions are covered in the summary above. The Committee noted the report.

7.7 Qualification Achievement Rates Report 2020/2021: The Vice Principal [Curriculum Quality Progression] noted that much of this topic was covered by the Committee Briefing earlier. But looking at the data:

Whole College Achievement:

 A-Level grades three year trend improved from 75% to 81.2% – but still below National average

Applied General Qualification Level 3:

- Diploma small improvement but 10% below National average and this largely due to Student Retention
- Certificate show 9% improvement over the three years but still 10% below National average in 2018/2019

Factors affecting performance have already been discussed above, including apathy, over-generous offers from University or FE College, or an Apprenticeship offer held. The data provided enables the College to analyse:

Gender Ethnicity

Disability

Learning Difficulty

Individual Subjects and courses

Governors' questions included the long-standing issue of why the College rails to achieve the higher value courses and grades. But there is no immediate answer, beyond the level of attainment on enrolment and the aspiration of the Student concerned, supported by good quality teaching and learning. Some Students are choosing not to select Medicine but find other ways of entering the Health sector which leaves open the option for Medicine at a later stage.

The Committee noted the report.

8. Quality Improvement

Document [G] – 'St Brendan's Sixth Form College – Strategic Plan 2021/2024' – circulated previously Document [H] – 'St Brendan's Sixth Form College – Staff Professional Development Report'– circulated previously

8.1 Quality Improvement Plan [QIP] 2021/2022 — Teaching Learning Assessment sections: The Vice Principal [Curriculum Quality Progression] presented the written report referring the Committee to the specific areas affecting Teaching. Learning, and the Curriculum. The Covid-19 epidemic has meant that College data is only strictly comparable up to 2018/19, although reasonable inferences can be drawn about performance in 2019/20 and 2020/21. While there is evident progress and improvement in some areas there are also areas of weakness.

The Committee noted the report.

8.2 *Quality Improvement Plan* [QIP] 2022/2023 Developments – TCQ sections: The Vice Principal [Curriculum Quality Progression] spoke in some detail about the development of the Quality Improvement Plan elements affecting the Curriculum and Teaching and Learning:

Curriculum assessment

Student literacy

Quality of Teaching

Embedding of skills

Parental engagement

Homework standards

Quality Improvement [Continued...]

Identification of Students needing specific support Student Retention and Attendance

There was some discussion about individual items, such as the meaning of Literacy in this context, and the 'Drop In' sessions taking place to evaluate the quality of teaching and learning. One Governors asked about Teacher 'enthusiasm' and inspiration for their subject, as that has great impact on Student learning. It was noted that Teachers have also been affected by the knock on from Covid-19 disruption, both personally and in their professional role with the extra challenge of remote Teaching and Learning as well as 'catch up' issues in the classroom. Governors acknowledged that the Teaching and Support Staff have done a great job during the pandemic and its aftermath. Much depends on the Management's leadership, combined with identifying new ways of working in the changed environment. It is also noted that workload for many Staff is an issue, and the increased need to mark homework on time and complete assessments and the monitoring of individual Student attainments and progression is a factor. Reference was made to the pictures of Staff engaged in their Curriculum Clusters at the recent INSET Day in College, where their collaborative enthusiasm and positive engagement was clearly demonstrated.

The Committee noted the report.

8.3 *Staff Professional Development*: The Head of Teaching, Learning & Assessment explained that Staff professional development is a priory for the College. As part of this commitment:

STEP into Teaching Programme – three individuals are working as Academic Coaches as part of exploring teaching as a career

Trainee Teachers – five currently working at the College: 4 from University West of England; 1 from North Wilts School Centred Initial Teaching Training [SCITT], and in the final Terms of the year between 2-5 from the Bristol university and Bath University

Qualified Teacher Status [QTS] – three members of Staff about to complete the final stages

Aspiring Leaders [AL] – nine Staff engaged on the programme Leadership Development –

- Middle Leaders two have presented action research projects through the Bristol Education Partnership [BEP] programme
- Senior Leaders in collaboration with a local Teaching School the College has three leaders engaged in the National Professional Qualification for Senior Leadership [NPQSL]

Quality Improvement [Continued]	inte	ers New to Subject – o with mentoring by 0 h a subject expert report.				
9. Principals' Report	9.1 & 9.2 Student Recruitment/Attendance Report 2021/2022: The Principal, in the all				the absence of a	Next Agenda
	written report provided the			<u></u>	yj:	
	Stu	udent Recruitment – Ma		-		
	Applied	2022/2023 2452	2021/2022 2309	2020/2021 2401		
	Offered	1877	1930	2064		
	Accepted	1699	1762	1780		
	The Principal explained the never an exact science. the Education Information College sought some individual be likely to take it positive about joining with As previously discussed, of factors, and the College The Committee noted the	But for 2022/2023 we have a Advice Guidance lication from application and enrol in September 2018 the College. The Retention of Studie has several strateger report.	e have had the hig [EIAG] at the applints that if offered otember. Various in ents and their Attelies to address the	phest number of A lication interview a place at the Co initiatives are pla endance are both a se issues.	spplicants and using stage this year the ollege whether they nned for applicants affected by a variety	
	9.3 Education Skills Fund Students following an Apwithdraw BTEC courses, or present need. In the recer do not make a great deal of the Curriculum to our State Committee noted the	oplied General or mor to reduce them in one of the contract of the contract of sense, but current of sense.	ixed programme number and cease uncement, some o	of study. The Go the funding is no f the courses of s	t consistent with the tudy being removed	

10. Policy Review	10.1 Student Assessment Policy: This item was removed from the agenda.	
11. Risk Register Review	Document [J] – 'St Brendan's Sixth Form College – Risk Register Committee Extract Report'- circulated previously 11.1 Review of Risks Allocated to Committee [Update]: The Vice Principal [Curriculum Quality Progression] presented the report, prepared following the fresh review conducted by the college in January 2022. In discussion, the Committee considered the items allocated to this Committee as listed: [Residual AMBER and Residual GREEN] — the reference to 'no further action required' would more correctly read: action on going § 4.2 [Residual GREEN] — § 2.1 [Residual GREEN] — more correctly to read: action on going § 2.2 [Residual GREEN] — § 2.4 [Residual GREEN] — § 2.5 [Residual GREEN] — § 2.6 [Residual GREEN] — more correctly to read: action on going § 2.10 [Residual AMBER] — § 4.3 [Residual GREEN] — more correctly to read: action on going The next College review is due in June 2022. The Vice Principal [Curriculum Quality Progression] to update the report content as noted above. Action — Vice Principal [Curriculum Quality Progression]	Next Agenda & Vice Principal [Curriculum Quality Progression]
12. Any Other Business	12.1 <i>Timely Issue of Committee Reports and Papers</i> : A member of the Committee raised the issue of the issuing of the reports in advance of the meeting to permit busy Governors the time and opportunity to study the reports before the meeting. On this occasion, the printed reports requested, although apparently issued by the College three days ago by First Class post, did not arrive, although the electronic agenda and papers were issued by the Clerk to Governors prior to the expiry of the sevenday notice period.	
	The Clerk to Governors explained that the initial draft agenda is generally issued to the Committee Chair and the College Facilitator 3-4 weeks prior to the meeting and once agreed is always issued	

Any Other Business [Continued]	electronically between 10 and 7 days before the meeting. The College controls the printing and issue of reports and agenda, which are sent in the post to those Governors requesting them. They are also issued by the Clerk to Governors electronically as and when made available by the College. In the discussion that followed it was noted: There are considerable time pressures on Staff with differing priorities It was suggested that shorter less detailed reports with a covering summary page might facilitate the process, both for the Staff and the Governors The Chair of the Committee suggested that oral presentations might be briefer and contain less detail, also saving time as this Committee meeting is close to lasting 3 hours Action – Vice Principal [Curriculum Quality Progression] to review College processes	Vice Principal [Curriculum Quality Progression]
13. Correspondence [Not covered within the Agenda]	13.1 Correspondence: None	
14. Committee Business	14.1 Briefing Items for the Board of Governors: The topics for consideration were suggested: Impact of Student Retention/Attendance on Curriculum Teaching and Learning Continuous Professional Development Management Information System – development of use of data Student Examination Access arrangements 2022 Qualification Achievement Rate Briefing Action – Mark O'Sullivan	Committee Chair
	14.2 Committee Briefing Next Meeting: [item § 3.2] brought forward to its original placement on the agenda. The following suggestions for future briefings were made: Quality Improvement Plan progress and results Staff briefings on specific subjects Coaching culture development Impact of socio-economic background on the College outcomes Areas of Curriculum development, improvement, and praise The Committee chair will review the priorities when setting the agenda for the next meeting	
	Action – Mark O'Sullivan	

15. Next Meeting	15.1 Date of Next Meeting: Wednesday, 9 November 2022 – at 16:00 [To be confirmed]	Clerk/ Governors
Minutes of Meeting Prepared	Monday, 23 May 2022 Peter J Harrison [Clerk to Governors]	
Minutes Agreed	Minutes of Meeting agreed as true and accurate record – Date: Wednesday, 9 November 2022	
	Signed: Committee Chair	