

## Meeting of the University Academy of Engineering Local Governing Body (Planning and Review)

4.00 - 5.30 pm on Tuesday, 18 July 2017  
in University Academy of Engineering - Trafalgar Street, London SE17 2TP

### Agenda

<i>No.</i>	<i>Item</i>	<i>Pages</i>	<i>Presenter</i>
1.	Welcome and apologies		RB
2.	Declarations of interest		RB
3.	Minutes of previous meeting	3 - 6	RB
4.	Matters arising	7 - 8	RB
<b><i>Items to discuss</i></b>			
5.	UAE Development Plan & Self Evaluation Form	To Follow	JT
6.	Student recruitment numbers	To Follow	JT
7.	Student Progression	9 - 12	JT
8.	Staff Recruitment	13 - 16	JT
<b><i>Items to note</i></b>			
9.	2018 Meeting Calendar	17 - 18	PS
10.	Any other business		RB

**Date of next meeting**  
**5.00 pm on Wednesday, 13 September 2017**

**Members:** Rao Bhamidimarri (Chair), Michael Broadway, Karen Fowler, Steve French, Samantha Jury-Dada, Tony Roberts and John Taylor

**Apologies:** Natalie Ferer and Lesley Morrison

**In attendance:** Dan Smith and Pervena Singh (Clerk)

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**Minutes of the meeting of the University Academy of Engineering Local  
Governing Body  
held at 5.00 pm on Wednesday, 21 June 2017  
University Academy of Engineering - Trafalgar Street, London SE17 2TP**

**Present**

Rao Bhamidimarri (Chair)  
Lesley Morrison  
Natalie Ferer  
Karen Fowler  
Gary Nelson

**Apologies**

Michael Broadway  
Steve French  
Samantha Jury-Dada  
Tony Roberts

**In attendance**

Dan Smith  
Pervena Singh (Clerk)

**1. Welcome and apologies**

The Chair welcomed governors to the meeting. The above apologies were noted.

The Local Governing Body (LGB) received an informative presentation from the Leader of Learning Languages, the Head of English, and the Academy's Safeguarding Lead.

The Leader of Learning Languages informed the LGB of the Year 9 trip to Barcelona, to allow students to practice their spoken Spanish skills and to engage in the rich art, culture and architecture of the country.

The Head of English discussed the challenges she faced in the department on her arrival, the progress made and initiatives she has embedded into the department, and the recommendations from Ofsted.

The Safeguarding Lead presented a Values-based Education PowerPoint presentation and encouraged feedback on what they felt the students chosen values mean to them.

**2. Declarations of interest**

No governors declared an interest in any item on the agenda.

**3. Minutes of previous meeting**

The LGB approved the minutes of the meeting of Wednesday, 22 February 2017.

**4. Matters arising**

The LGB reviewed the matters arising from the previous meeting.

Matters arising – Full departmental report and corrective actions, to be forwarded to governors.

Principal report – Governors requested an explanation for the dip of performance from Year 7 to Year 9, particularly within Spanish, and a short paper outlining the progress of the accelerated reader tests.

Development Plan & Self Evaluation form – Governors requested commentary on how red ratings are being reduced within the school's development plan.

All other actions were complete.

**5. Principal's report**

The LGB discussed the Principal's report, which included an update on safeguarding, behaviour and attendance, progress data and performance summary, staffing, and building updates and operational review.

The LGB noted that the overall school's attendance remains high, and above the national average. The school's attendance has improved from the enhanced monitoring systems put in place and stronger partnerships with its external agencies.

The LGB were pleased to hear that there has been an overall trend of steady improvement in average student subject grades across the Academy.

The Principal reported on the changes to student progress at Post-16, which had changed slightly to the data that was presented at the meeting. The LGB showed concern with the drop in performance in Physics. This was being addressed through the departmental reviews and changes to 6<sup>th</sup> form leadership.

**6. Ofsted feedback**

The LGB discussed the tabled draft Ofsted report, which was still being finalised following a few typographical errors. The final version will be circulated to governors once it has been published.

The LGB discussed the key findings from the report, and areas for further improvement and opportunities for future development.

The LGB thanked the Principal for his contribution towards the success of the school and the Ofsted inspection.

**7. Student recruitment for September 2017**

The LGB were presented with the student recruitment report, for September 2017. The LGB discussed the Academy's budget which was prepared on the predicted intake number of 150 students. To date the Academy has received 158 applications, of which 134 students have been offered a place.

The LGB noted that 40 applications have been received for year 12, and 39 have accepted a conditional offer.

The LGB questioned the size and structure of the Academy's 6<sup>th</sup> form, and discussed the requirements to allow for the 6<sup>th</sup> form to become self-funding.

**8. Pupil premium**

The Pupil Premium report was tabled at the LGB meeting.

The LGB noted the increased scrutiny by Ofsted on the expenditure of Pupil Premium funding, and of the close inspection into insuring that Pupil Premium money is being spent only on those students who are eligible.

The LGB requested greater disclosure of the impact of premium expenditure within the report, and how it has contributed to the attainment and progress of pupil premium students, to be presented to the Finance and General Purposes Committee.

The LGB were informed that the expenditure for next year's budget will include contribution to the year 9 students trip to Barcelona and additional Learning Assistant roles, whilst the remaining expenditure items would be appropriately apportioned by the new principal for approval by the Trust CEO.

**9. May 2017 financial management report**

The LGB discussed the May 2017 financial management report, which had been briefly discussed at the Finance and General Purposes Committee meeting held on Wednesday, 10<sup>th</sup> May 2017.

The LGB noted the current forecasted surplus of £72k, which had increased from £34k since the last forecast. This increase was due to a number of reductions to forecasted expenditures, such as, recruitment costs.

**10. Local risk register**

The LGB noted the school's local risk register, which was been closely aligned to South Bank Academies risk register.

The LGB noted the additional risks within the register relating to compliance, finance, staffing, pupil leavers, infrastructure and reputation.

**11. Internet safety**

The LGB were informed that no breaches of internet safety procedures had occurred since the last meeting.

**12. Discussions at subcommittees report**

The LGB noted the discussions at subcommittee report and links to supporting papers for the Learning and Teaching Committee and Finance and General Purposes Committee meeting.

**13. Confidential matters**

The LGB were notified of a serious incident that took place at the school and discussed the actions to resolve the matter. The CEO confirmed that an update would be provided to the governors on progress and final outcomes, when available.

**14. Governor visits**

As set out in the Scheme of Delegation, governors of the LGB were encouraged to visit the school termly.

Governors that had visited the school were reminded to complete a governors' visitors' form.

**Date of next meeting  
5.00 pm, on Tuesday, 18 July 2017**

**Confirmed as a true record**

..... (Chair)

**UNIVERSITY ACADEMY OF ENGINEERING LOCAL GOVERNING BODY - WEDNESDAY, 21 JUNE 2017  
ACTION SHEET**

<b>Agenda No</b>	<b>Agenda/Decision Item</b>	<b>Action</b>	<b>Officer</b>	<b>Action Status</b>	<b>Date of Completion</b>
6.	Ofsted feedback	The full report to be circulated to governors once published.	Pervena Singh	Completed, email sent on 13/07/17	13/07/17
8.	Pupil premium	The LGB requested greater detail on the impact of pupil premium expenditure, and how it has contributed to the attainment and progress of pupil premium students, to be presented to the Finance and General Purposes Committee.	John Taylor	To do	

**WEDNESDAY, 22 FEBRUARY 2017 - ACTION SHEET**

<b>Agenda No</b>	<b>Agenda/Decision Item</b>	<b>Action</b>	<b>Officer</b>	<b>Action Status</b>	<b>Date of Completion</b>
4.	Matters arising	A full report of all departmental reviews including plans on corrective action to be presented to the LGB when available.	John Taylor	To do	
5.	Principal report	Detail into the dip in the performance of year 7 to 9 students particularly in Spanish, to be included in Principal report for next meeting.  LGB requested data on accelerated reader test in relation to the measurement of ability of students, to be included at next meeting.	John Taylor  John Taylor	To do  LGB requested a short report.	
7.	Development Plan & Self Evaluation form	Further commentary on how red ratings are being reduced to be included in development plan.  Self-Evaluation plan to be circulated to governors via email, for feedback.	John Taylor  John Taylor	To do  To do	

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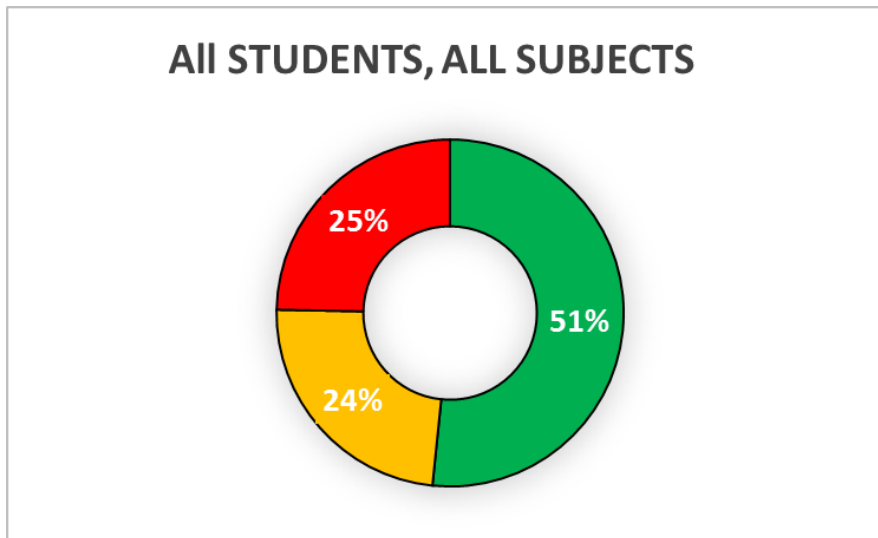


	CONFIDENTIAL
Paper title:	Student attainment and progress
Board/Committee	University Academy of Engineering LGB
Date of meeting:	18 July 2017
Author:	Jason Philipasz, Vice Principal
Purpose:	To update the Local Governing Body on students' attainment and progress.
Recommendation:	To discuss

### Executive Summary

The Local Governing Body is asked to note and discuss the student attainment and progress report.

### Overall Performance



- 75% of students are making better or expected progress towards their targets

## Performance by Cohort

Performance by Cohort								
Year 7 NOR: 138								
Expected or better %	Overall	H	M	L	PP	SEND	Boys (107)	Girls (31)
Eng	76↑↑	22↓↓↓	85↑↑	81↓	73↑↑	70↑↑	72↑↑	94↑↑
Ma	89↓	89↑↑	87↓	100	86	84↓	87	97
Sci	92	81	93	94	90	89	90	96
All	82	63	84	91	81	79	80	89

Year 8 NOR: 131								
Expected or better %	Overall	H	M	L	PP	SEND	Boys (100)	Girls (31)
Eng	66↑	41↑	71	100↑	65↑	67↑	66↑	72↑
Ma	89	85	89↑	100	88	71↓	89	90
Sci	86	81↑	91	94	82	62	85	90
All	70	58	70↓	83	68	61	71	64↓↓↓

Year 9 NOR: 98								
Expected or better %	Overall	H	M	L	PP	SEND	Boys (68)	Girls (30)
Eng	67↓	64↑	67↓	78↓↓↓	66↓	59↓↓↓	58↓	89
Ma	77↑	84↑↑	72	89↑↑	74↑	72↑↑	73↑	85↑
Sci	76	89↑↑	71↓	77	71	56	70	86↓
All	73	70↑↑	72	83	72	70	69	84

comparison with previous module

↑	increase of 5-10%
↑↑	increase of 10+%
↓	decrease of 5-10%
↓↓	decrease of 10+%

comparison against benchmarks

	below 65%
	between 65-70%
	between 70-80%
	between 80%-85%
	between 85-90%
	above 90%

## Summary

- 75% of students are on target to make expected or better than expected progress
- Pupil premium students' progress continues to be in line with academy progress
- MAPs and LAPs do well in year 7 and 8 and performance is relatively stable in comparison to last module
- Girls continue to do well but there is a continued downward trend in year 8 overall
- Year student 9 progress is steadily catching up with years 7 and 8
- HAPS have improved in year 9 where there has been a focussed programme of stretch and challenge delivered through prep time.
- Progress in English has improved considerably in year 7 and 8 in KS3. In year 9 progress is not as good as maths or science and remains a focus for the new leader of learning.
- Progress in Maths and Science remains strong and consistent
- SEND performance has made some improvement since last module but needs adequate staff replacement to make further progress
- Year 9 performance is continuing to improve at a significant rate
- There is much less module to module variation within key groups and subjects as assessment procedures become embedded

## Year Group Achievement by Subject (1-9)




Overall trend of significant and rapid improvement in average student subject grades across the academy.

Creative and Performing Arts continue to improve at a rapid rate.




Year 9 made rapid improvement last module and are improving at a faster rate than years 7 and 8 who also made significant progress.

Performance by Subject																											
Year 7																											
	Eng		Maths		Sci		DTE		ComSc		Spanish		Humanities		Art		Music		Drama		Dance		PE				
Baseline	2.72		2.71		2.70		2.70		2.71		0.73		2.72		n/a		n/a		n/a								
Module 2	2.52	●	2.85	●	2.94	●	2.93	●	2.92	●	1.21	●	2.79	●	n/a		n/a		n/a								
Module 3	2.55	●	2.89	●	2.96	●	2.90	●	2.96	●	1.37	●	2.88	●	2.71		2.71		1.97								
Module 4	2.71	●	3.00	●	3.07	●	3.04	●	2.60	●	1.66	●	3.00	●	2.86	●	2.76	●	2.03	●							
Module 5	3.06	●	3.16	●	3.14	●	3.19	●	2.79	●	1.68	●	3.11	●	2.92	●	2.98	●	2.36	●							
Year 8																											
KS2	2.92		3.01		2.89		2.89		3.01		0.81		2.91		2.92		2.90		2.92								
Module 1	3.57	●	3.63	●	3.53	●	3.88	●	3.85	●	2.55	●	3.61	●	n/a		n/a		n/a								
Module 2	3.66	●	3.79	●	4.01	●	3.98	●	3.94	●	2.49	●	3.75	●	n/a		n/a		n/a								
Module 3	3.59	●	3.87	●	3.93	●	3.82	●	4.01	●	2.58	●	3.86	●	3.52	●	3.48	●	2.86	●							
Module 4	3.72	●	4.01	●	4.00	●	3.88	●	3.97	●	2.63	●	3.95	●	3.62	●	3.68	●	3.12	●							
Module 5	3.81	●	4.18	●	4.09	●	3.96	●	3.99	●	2.55	●	4.02	●	3.65	●	4.09	●	3.73	●							
Year 9																											
KS2	2.78		2.86		2.76		2.76	2.76		2.86		1.19	0.00		2.78	2.78		2.78		2.76		2.78	2.76	2.76			
Module 1	3.92	●	4.05	●	3.98	●	4.09	4.19	●	4.45	●	3.47	1.20	●	4.45	4.49	●	3.53	●	3.81	●	3.73	●	3.28	●	3.45	●
Module 2	4.12	●	4.29	●	4.03	●	4.33	4.32	●	4.53	●	3.28	1.40	●	4.57	4.59	●	3.73	●	4.14	●	4.12	●	3.48	●	3.56	●
Module 3	4.27	●	4.31	●	4.30	●	4.31	4.61	●	4.51	●	3.50	1.33	●	4.63	4.58	●	3.88	●	4.25	●	4.61	●	3.83	●	3.64	●
Module 4	4.48	●	4.40	●	4.52	●	4.35	4.51	●	4.04	●	3.57	2.56	●	4.61	4.66	●	4.06	●	4.49	●	4.85	●	3.95	●	3.67	●
Module 5	4.45	●	4.58	●	4.72	●	4.82	4.56	●	4.25	●	3.73	2.57	●	4.66	4.73	●	4.10	●	4.81	●	4.95	●	4.33	●	3.80	●




Comparison with module 2

	rapid improvement
	significant improvement
	moderate improvement

 no significant change

	rapid decline
	significant decline
	moderate decline

Overall progress

	above flight path target
	broadly in line with flight path average target
	below flight path average target

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	CONFIDENTIAL
Paper title:	Staff recruitment
Board/Committee	University Academy of Engineering LGB
Date of meeting:	18 July 2017
Author:	Jason Philipasz, Vice Principal
Purpose:	To update the Local Governing Body on current staff recruitment plans at the Academy.
Recommendation:	To discuss

## Executive Summary

The LGB are asked to note the current staff recruitment plans for 2017/2018.

The situation in February is outlined below in terms of staff recruitment. An additional column has been added to reflect the changes to staffing needs necessitated by staff resigning by the May 31<sup>st</sup> deadline. Green means an action completed as a result of staffing analysis. Blue represents actions needed because of staff resigning by May 31<sup>st</sup>. Red are outstanding actions to be completed.

In total 20 new teaching staff will join us next academic year. 4 are existing staff with agreed changes to their current role and 1 is a maternity cover for 1 year. 10 staff are leaving us 4 of which we have outsourced from agencies.

Subject	Lessons Needed	Recruitment	Notes	Current Position
English	60	1 full time 1 'grow you own' from Feb half term.	1.5 teachers needed. Best option is to recruit 1 from September and a 'grow your own' on 0.4 from September. Grow your own to start as a LA for rest of this year. Rebecca Morgan needed in Drama. Understaff this year.	1 full time teacher recruited 2 'grow you own' recruited instead of 1 because long time supply cover changed mind about staying on. Grow your own teachers agreed to teach 0.7 each to account for 1.5 fte teaching.
Maths	56	1 full time 1 'grow you own' from Feb half term.	1.5 teachers needed. Best option is to recruit 1 from September and a 'grow your own' on 0.4 from September. Grow your own to start as a LA for rest of this year. Further maths to be offered in Year 12 as well as A level which will help recruitment of quality students	1.4 teachers recruited successfully. One of which is a 'grow your own' on 0.4 fte teaching 2 teachers resigned by May 31 <sup>st</sup> equivalent to 1.4 fte. Replaced with 2 teachers equivalent to 1.6fte teachers
Science	96	1 full time teacher	Mannos is fully qualified as a Science teacher in Greece. His	1 Science teacher recruited Mannos moved to full time

		Mannos to do 0.8 from 0.25	qualification is transferable. Suggest he follows in house programme based on 'grow your own' 1 teachers needed (using conservative recruitment numbers for year 12) and to ensure that we can deliver triple Science. Have increased curriculum time at KS4 to be able to deliver Triple Science. If year 12 numbers are greater ie 50 then 2 <sup>nd</sup> teacher maybe needed	teacher  Additional teacher required as a teacher resigned 0.6fte in Science and additional teaching needed as Rob Harding was subsequently moved from Science to his specialism of PE
DTE	46	1 full time teacher 1 part time graphics teacher	Need another teacher to deliver engineering. Also need 0.5 of a teacher to deliver KS3. Best option is to recruit one member of staff split between DT and Art	Recruited successfully. Recruited 1.0 graphics teacher successfully. 0.6 not viable to 1.0 recruited to future proof against staffing needs. Now able to provide more expansive teaching in KS5.
Art	14	0.4 See Above (Abi)	Need part time teacher to deliver Art see notes above	Art maternity teacher 1.0 recruited (pending references and salary confirmation). This cover the extra teaching required by subject and school expansion.
Hums	30	1 full time teacher	Need a humanities specialist to help deliver geography GCSE. Some lessons may need to be diverted to English resit	Recruited successfully
PE	38	1 full time lead	Reduces greenhouse input for 2 to 1 and will save money (already agreed). Rob Harding to go back into PE dept	Full time lead recruited successfully. Greenhouse provision will cease as their organisation has collapsed. Andrew Baffour proposed to deliver Greenhouse commitment. with Rob Harding. This is currently under review with the CEO.
Economics/Business/CS	25	1 full time teacher	To deliver KS5 A levels plus KS4 Business GCSE. (Will need to deliver CS KS3 or another part time CS teacher will need to be recruited)	Recruited successfully 0.4 fte required to meet demand of students selecting business studies as an option. 'Grow your own' option used with internal candidate with relevant qualification to meet 0.4 fte need
MFL	38	1 LoL	To lead the department and teach 1.0fte	Leader of learning resigned. New leader of learning appointed (internal candidate after national recruitment process). Additional teacher recruited

				successfully to bring dept back up to 3.0 fte
Computer Science	40	1 full time teacher	Agency teacher who interviewed successfully started to cause concern. After consultation with CEO it was decided not to proceed with appointment.	A fte teacher was recruited successfully
Music	40	1 full time teacher	The music appointment made earlier in the year through an agency was not made permanent as first intended because there were concerns around behaviour management. A new recruitment process was put in place	A fte teacher (NQT) was recruited successfully

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	CONFIDENTIAL
Paper title:	2018 Meeting Calendar
Board/Committee	University Academy of Engineering Local Governing Body
Date of meeting:	18 July 2017
Author:	Pervena Singh, Clerk
Purpose:	To note the LGB and subcommittee meeting dates for 2018.
Recommendation:	To note

FGP and L&T	LGB (including Student Welfare)
<b>Term 1</b>	
	<b>13 Sep 2017</b> 5.00 – 6.30 LGB (planning & review)
<b>1 Nov 2017</b> 3.30 – 5.00 L&T 5.00 – 6.00 FGP	<b>15 Nov 2017</b> 4.00 – 4.30 Head of Dept presentation 4.30 – 6.00 LGB
<b>28 Feb 2018</b> 3.30 – 5.00 L&T 5.00 – 6.00 FGP	<b>14 March 2018</b> 4.00 – 4.30 Head of Dept presentation 4.30 – 6.00 LGB
<b>18 April 2018</b> 3.30 – 5.00 L&T 5.00 – 6.00 FGP	<b>24 May 2018</b> 4.00 – 4.30 Head of Dept presentation 4.30 – 6.00 LGB
<b>Term 2</b>	
	<b>26 Sep 2018</b> 5.00 – 6.30 LGB (planning & review)
<b>17 Oct 2018</b> 3.30 – 5.00 L&T 5.00 – 6.00 FGP	<b>14 Nov 2018</b> 4.00 – 4.30 Head of Dept presentation 4.30 – 6.00 LGB
<b>2019 Dates TBC</b>	

**2018 School terms and holidays - Lambeth & Southwark\* Estimate**

Spring term	
Half term	10 Feb – 18 Feb (inc)
Summer	
Half term	26 May – 03 Jun (inc)
Autumn term	
Half term*	20 Oct – 28 Oct (inc)

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