



A brighter future for Nottingham children

# Education Improvement Board

1<sup>st</sup> March 2016

**Time:** 2.30pm to 4.30pm

**Venue:** Loxley House

## Minutes

### Attendees:

Professor Christine Hall (CH)  
Cllr Jon Collins (JC)  
Alison Michalska (AM)  
Matt Varley (MA)  
John Dexter (JDe)  
John Dyson (JDy)  
Paul Halcro (PH)  
Jennifer Fearon (JF)  
Russell Andrews (RA)  
Carol Norman (CN)  
Pat Fielding (PF)  
David Anstead (DA)  
Steve Thorne (marketing and comms) (ST) items 1 - 3  
Elaine Fox (EIB support) (EF)

### Apologies:

Professor Sir David Greenaway, Cllr Sam Webster, Diana Owen, John Tomasevic, Sarah Fielding, Rebecca Meredith

### Summary:

- #NottmLovesTeachers campaign to be developed and linked to existing #NottmLovesGrads campaign, with a Fair Workload Charter to be created
- Part-time strand leads to be recruited for transition, maths and English, in addition to the full-time post to support teacher recruitment and retention
- Results of the Children's Society's '2016 Report on Children's Well-being: Nottingham City' to be considered and discussion to be brought back to a future meeting of EIB
- Consideration to be given to migration of pupils out of Nottingham City between Key Stage 2 and Key Stage 3, especially in areas like Sherwood; this will be a primary task of the strand lead for transition once appointed.

### 1. Welcome, Introductions and Apologies

Professor Chris Hall chaired the meeting in Sir David's absence. Wayne Norrie, Chief Executive of Greenwood Academy Trust was welcomed as a new member of the Board.

### 2. Minutes of the last meeting of 7<sup>th</sup> January 2016

The minutes of the last meeting were accepted as a true record. CH confirmed they would be published on the Education Improvement Board (EIB)'s website.

Progress on the actions was discussed. A paper was tabled relating to support for the University of Nottingham's recruitment and retention arrangements. A similar paper will be produced for Nottingham Trent University and this will come back to a future meeting. It was agreed the paper was helpful and the information should be made available to all city schools.

It was suggested a branded campaign could provide some presence and make any recruitment activity more recognisable. There is work already happening to retain graduates with the theme 'Nottingham Loves Grads' (#NottmLovesGrads) and there will be a dedicated strand within this campaign for teaching which will have its own hashtag (#NottmLovesTeachers) to link to the wider brand. Other ideas include social media around inspirational teachers and introducing a Fair Workload Charter for the city.

It was agreed that the EIB needs teacher vacancy data for benchmarking to ensure progress can be measured. It was suggested the National College for Teaching and Learning (NCTL) used to monitor vacancy levels and that they may be able to provide this data.

**ACTION: RA to clarify what teacher vacancy data NCTL holds**

### **3. Matters arising and Chair's update**

CH gave an update from Sir David (DG). The EIB Strategy was amended following consultation and a fourth priority was added for English. DG and JC have discussed the previous suggestion of a full-time coordinator post to replace David Anstead when he ends his role as Project Manager of the EIB. DG and JC also propose to second or appoint strand leads for each of the four priorities, this would be on a part-time basis for transition, maths and English and full-time for recruitment and retention (R&R); a coordinator for R&R has already been agreed and was out to advert when the meeting took place.

AM, DA and PF will put together a job specification and proposal for the length of engagement for each strand lead; this will then be shared with DG and JC. The proposals would then be shared by email with those present at the meeting so swift action could be taken to advertise the posts. It was agreed each strand lead, plus the R&R Coordinator should have its own member of EIB to whom they report.

**ACTION: AM, DA and PF to draw up proposals for strand lead posts and share with those present outside of the meeting before the next EIB at the end of April**

The text in the EIB Strategy document sets out the broad areas of each strand's work. The recruitment strand has some detailed actions, which can be turned into an action plan by the R&R Coordinator when they are in post.

Lord Adonis will visit the University of Nottingham in March, the EIB will be discussed and representatives of education from the city have been invited. Sir David has invited Professor Les Ebdon, Director of Fair Access to Higher Education to speak to EIB.

### **4. EIB Terms of Reference**

Due to the funding held by the EIB, it is necessary for the Board to have Terms of Reference and a Statement of Liability. Proposals for both were circulated with the papers for the meeting. All agreed to the proposed Terms of Reference for the Board. It was suggested the purposes of the Board in the Terms of Reference should be aligned with those in the strategic plan. All agreed to the liability statement. Both documents will be reviewed annually.

**ACTION: EF to amend 'Board purposes' in the Terms of Reference to ensure alignment with those in the Ambition 2025 Strategic Plan**

### **5. Childhood wellbeing survey outcomes**

The Children's Society's document '2016 Report on Children's Well-being: Nottingham City' was shared prior to the meeting and can be viewed [here](#).

Children and young people who took part in the research completed a 20 minute survey and some attended focus group discussions. Over 3,500 pupils in Nottingham took part in the research from 13 primary schools, 8 secondary schools and 1 special school. 470 pupils took part in face-to-face sessions. Nottingham City children aged 8-15 overall scored higher for wellbeing than the UK average but this is because primary school pupils' scores in the city raise the overall rating for the city; there is a marked dip in happiness at Key Stage 3 and beyond, especially for girls. There is often a dip during transition from primary to secondary, as well as a dip for girls but these were much more pronounced in Nottingham than is seen nationally. The UK has lower levels of satisfaction in

young people's relationships with teachers than the majority of comparator countries. The Nottingham report highlights issues with secondary-aged girls' sense of wellbeing, fears about harassment and concerns over their safety. Individualised area reports are being developed; all EIB members agree they would like to see the individualised reports at future EIB meetings.

All aspects in the Good Childhood Index received higher ratings of happiness for primary school children than for those in secondary school. The most significant differences in happiness between primary and secondary school were in the categories of family, health, appearance and school; happiness in these areas is much higher in primary-aged pupils.

There were concerns raised from both girls and boys in relation to feeling safe in their community, girls expressed more concern about their personal safety and being followed by strangers. The dip in happiness, especially for girls, seems to be a cultural phenomenon in the UK as it is not as pronounced in other countries especially in relation to someone's appearance; girls in Nottingham seem to be ridiculed for their appearance more than in other areas of the country.

An immediate focus for the City Council will be to look at pupils' safety and the repeated mention of pupils being approached by strangers in cars.

All agreed the data provided a fascinating insight into the thoughts and fears of young people and that the marked dip in happiness in secondary schools, particularly for girls, is startling. The localised work and actions that are being taken in response to the report will be brought back to a future EIB meeting.

**ACTION:** Charlotte Malik to be invited to a future EIB meeting to update the Board on actions taken in the light of the Children's Society report

#### **6. Impact on secondary performance data of Year 7 students moving out of the City Secondary predicted against actual progress analysis**

A report on Nottingham Pupil Migration was tabled at the meeting. Based on DfE cross-border movement data, Nottingham City has a much higher proportion of secondary-aged pupils who reside within the LA but attend schools outside the LA than the UK average. 25% of the city's original Key Stage 2 cohort goes on to take Key Stage 4 outside the city; of that 25%, 79% are classed as having middle or high prior attainment. 16% of those taking KS4 in the city accessed KS2 outside the city.

It was noted that Sherwood is the ward which loses the largest number of pupils; around 57% of pupils who accessed their Key Stage 2 education in Sherwood in 2010 left the city before Key Stage 4. Of this 57%, 37% were high achieving pupils and a further 47% had mid-level prior attainment. It was suggested this migration is in part due to the only secondary school in the area being the Free School which is new and already oversubscribed; public transport links to Arnold, where many Sherwood pupils attend secondary school, are very good and there is school transport available from certain areas to schools outside the city. It was suggested increasing provision for secondary education in Sherwood should be explored.

Work to look at the migration of pupils and how to retain a higher proportion of them will be picked up by the strand lead for Transition once recruited.

#### **7. AOB**

None.

#### **Summary of actions:**

- Clarify what data NCTL holds in relation to teacher shortages and vacancies in the city (RA)
- Draw up proposals for strand lead posts and share with those present at the meeting for sign-off before the next EIB at the end of April (AM, DA and PF)
- Amend 'Board purposes' in the Terms of Reference to ensure alignment with those in the Ambition 2025 Strategic Plan (EF)
- Colleagues from Nottingham City Council to bring back reports on children's wellbeing to July's EIB meeting

Meeting closed at 4.15pm.