



A brighter future for Nottingham children

# Education Improvement Board

10 May 2017

**Time:** 10.00am to 12.00pm

**Venue:** Council Room, University of Nottingham, University Park, Nottingham

## Minutes

### Attendees:

Professor Sir David Greenaway (DG) - chair  
Chris Hall (CH)  
Dave Hooker (DH)  
Sian Hampton (SH)  
Kevin Fear (KF)  
Wayne Norrie (WN)  
Yultan Mellor (YM)  
Chris Rolf (CR)  
Cllr Sam Webster (SW)  
Cllr Jon Collins (JC)  
Pat Fielding (PF)  
Matt Lawrence (ML)  
John Dyson (JDy)

### 1. Welcome, Introductions and Apologies

#### Apologies:

Andy Burns, Carol Norman, Rebecca Meredith, Alison Michalska, David Anstead and Jennifer Hardy.

Mr Chris Rolf attended in place of Matt Varley.

Professor Les Ebdon (LE), Director of Fair Access to Higher Education, attended for agenda item 6.

Mrs Julie Thomas, University of Nottingham, attended for minuting purposes.

### 2. Minutes of the last meeting of 29<sup>th</sup> March

The minutes of the meeting held on 29<sup>th</sup> March were accepted as a true record and will be published on the EIB website – [www.nottinghamschools.org](http://www.nottinghamschools.org)

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

#### Actions update:

- JH to develop an EIB communication on activity so far and planned activity. Papers from JH had been tabled and would be discussed within the business report.
- Business sub-group to continue working on the possibility of the EIB adopting charitable status and bring it back to the July meeting for further discussion. Work was ongoing through the Sub-Group and a report would be brought to the July meeting.
- Business sub-group to review the impact of past EIB activity and plans for the future for discussion at the July meeting. CH would report on this under Item 4.

Due to the General Election, the decision had been taken to change the date of the Fair Workload Charter from May 23<sup>rd</sup>, provisionally to July 3<sup>rd</sup>. DG had written to the Secretary of State, Justine

Greening inviting her to open the Conference. This was now in abeyance. DG would write to the SoS again after the General Election assuming she was reappointed to the role.

#### **4. Standing Items**

##### **Business Sub Group Report:**

CH noted the budget update from Jen had been tabled for information. The Sub-Group had met to monitor ongoing projects and plan the employability event. CH would provide an update under Item 5.

CH reported on the Sub-Group's review and monitoring of current projects (A3 tabled paper) in order to co-ordinate with City Council projects, avoid duplication and maximize resource. Following the departure of Fran Cropper, JH was leading on recruitment and retention activities.

CH reported positively on teacher development projects relating to Maths and English but noted concerns on the take up of some projects, ie. 'Headspace', for which take up had only been 50%, despite strong initial support from Head Teachers.

PF noted the requirement to assess engagement in schools across the City to determine current levels of engagement for projects currently on offer in order to determine the current distribution of resource and whether this was allocated appropriately. CH reported that the Business sub group had raised whether EIB should encourage areas of work not currently well represented, e.g.. In relation to students with special needs and in vulnerable groups, such as refugees and asylum seekers. JDy noted limited opportunities for colleagues to engage in professional development in working with special educational needs due to changes in schools.

SW noted the reason for low activity in secondary schools could be due to events being focused more at primary level and raised the question of a potential refocus at secondary level with more secondary heads involved.

WN noted some secondary schools and Trusts had put their own CPD measures in place and expressed concern re potential overloading of teachers. WN noted discussions were underway with NOVA in respect of sharing of resource.

WN felt EIB was not promoting successful outputs as well as it might; he suggested improved marketing and possible production of an Annual Report.

**ACTION: JDy would work with WN/JH to address challenge of activity balance between primary and secondary level.**

**ACTION: JH was developing EIB communication on activity to date / planned future activity. This should be broadened to include an Annual Report.**

#### **5. Review and Prospect Discussion**

CH reported JH was working with Futures, NCC Officers, Greenwood Academy Trust and Careers and Employability at UoN on arrangements for the Employability Event in the Senate Chamber at UoN on Monday 10<sup>th</sup> July 2017.

CH outlined the concept for the event: 'Employing Generation Z'. There would be a general introduction from DG and DA or SW; an economic overview from DG; a presentation on Generation Z from a careers expert; table discussions between schools and employers on what this means for them/how they can work together in the future; opportunity for networking in own areas/areas of interest. Organisations had been invited to bring stalls. EIB members confirmed they were content with direction of travel.

JH was working with Aspire to pick up expressions of interest and follow up links with schools.

**ACTION: SW would speak at the Employability Event on 10<sup>th</sup> July.**

**ACTION: EIB members would advise JH re additional and/or specific invitations to be sent out.**

### **Update on Visits to Thistley Hough Academy (THA), Stoke-on-Trent:**

CH reported that initial responses to visiting THA had been very positive. DH and SH noted the positive experience of their staff who had visited THA in providing context for common issues. The next visit would involve Heads of English and Maths.

The planned Governors' visit to THA had been postponed from 23<sup>rd</sup> May to 3<sup>rd</sup> July 2017. It had been suggested Governors might visit with Heads of English and Maths to encourage their attendance. The Chair of Governors at Emmanuel School had been very enthusiastic, suggesting setting up a Governors' Group across the City with support from THA.

**ACTION: DA to put proposal re Governors' Group to THA and report back to EIB.**

### **Fair Workload Conference**

CH reported the Fair Workload Conference had been set up in response to strong national interest from local authorities in the fair workload work being done in Nottingham. DA had attended a meeting of the Education Select Committee who had recommended monitoring of workload should be included within Ofsted inspections. Due to Purdah the conference had been postponed from 23<sup>rd</sup> May to a later date. It was hoped the General Secretary of the newly merged NUT/ATL, speakers from DfE and Ofsted, Justine Greening and Lilian Greenwood might be secured as speakers for the new date.

**ACTION: DG would re-issue invitations to Justine Greening and Lilian Greenwood to speak at the Fair workload Conference.**

Discussion followed on the merits of signing up to a formal charter. The percentage of schools locally who have signed the Fair Workload Charter is low. Increased take up was required before impact could be monitored and improvements to Nottingham school life demonstrated. If the intention was for Nottingham to be a 'fair workload city' and this be used to recruit the best teachers and staff, more support from schools was needed.

Discussion continued around potential reasons for the low take up and ways of increasing this. Points raised which were felt to be contributory included: incentives (good transport links; understanding teachers' workload; work/life balance) and disincentives (pressure on Heads to produce results; probationary periods; potential impact of the Workplace Parking Levy).

DG noted the Workload Charter should not be seen simply as a 'badging exercise' as it was a concern to Head Teachers across the UK. It could only be helpful for Nottingham to have greater sign-up and commitment to the Charter and that this could make the difference between a teacher choosing to work in Nottingham above other areas.

**ACTION: EIB members to send suggestions for improving Fair Workload Charter take up to JH.**

### **6. Professor Les Ebdon, Director of Fair Access to Higher Education**

Professor Les Ebdon (LE) attended to deliver a presentation on OFFA.

**ACTION: JH to circulate LE's presentation with the minutes.**

Comments and questions raised were as follows:

KF noted frustrations encountered by independent schools whose children met OFFA criteria but could not secure places at University. LE felt this was a point for Universities to address.

**ACTION: DG would discuss independent school places with UoN colleagues.**

SH asked if the targets set for WP for each university were centrally collated. LE noted all access agreements were published on the OFFA website and individually on University websites. As every access agreement was different it was difficult to make direct comparisons. LE suggested Heads might contact University WP Departments to explore ways in which they might work together.

WN noted the Government had encouraged universities to sponsor academies either by becoming academy sponsors in their own right or by working with good academy sponsors but had left this to individual institutions to determine. Some targeted academies whilst others targeted free schools so not a 'one size fits all' approach. LE noted the Government's White Paper on schools had been expected prior to the General Election announcement but it was now in abeyance.

DG noted the change in direction of resources away from bursaries and outreach and the potential impact this might have on the balance between activities in primaries and secondaries. LE noted there was an increase in university engagement with primary schools.

CH referred to the change in the school landscape since the growth of multi academy trusts. Monitoring university engagement with trusts could be influential in promoting WP activities across schools. CH felt the infrastructure for publicizing what was available locally often appeared one-way, ie. universities dispensing outreach with little sense of how schools might call upon universities.

LE noted that there are a range of models were and agreed these were not always communicated widely. LE gave examples of Brighton, Wolverhampton and Birmingham. In Brighton's case, the success of their two multi-academy trusts in addressing the educational problems in Hastings had resulted in the local authority inviting them to help in Brighton. LE noted the importance of having and maintaining a wide diversity of models.

JDy noted social networks featured very highly in Q1 and raised the question whether it was possible to break that cycle. JDy noted universities worked hard to produce alumni networks but was unsure if unpaid internships should really be the only route into certain professions.

## **7. AOB**

None

### **Summary of actions:**

- JDy would work with WN/JH to address challenge of activity balance between primary and secondary level.
- JH was developing EIB communication on activity to date / planned future activity. This should be broadened to include an Annual Report.
- SW would speak at the Employability Event on 10<sup>th</sup> July.
- EIB members would advise JH re additional and/or specific invitations to be sent out.
- DA to put proposal re Governors' Group to THA and report back to EIB.
- DG would re-issue invitations to Justine Greening and Lilian Greenwood to speak at the Fair Workload Conference once the date was set.
- EIB members would send suggestions for improving Fair Workload Charter take up to JH.
- JH would circulate LE's presentation with the minutes.

Meeting closed at 12:00 noon.