



A brighter future for Nottingham children

Education Improvement Board

Minutes of the Meeting of the Education Improvement Board of 22 November 2017.

Present:

Maryam Ahmed (MA)
Andy Burns (AB)
Phillip Burton (PB)
Jon Collins (JC)
John Dexter (JDe)
John Dyson (JDy)
Kevin Fear (KF)
Pat Fielding (PF)
David Greenaway (DG)
Chris Hall (CH)
Sian Hampton (SH)
Dave Hooker (DH)
Alison Michalska (AM)
Wayne Norrie (WN)
Trissa Pearson (TP)
Sam Webster (SW)
Matt Varley (MV)

Apologies: Rebecca Meredith, Carol Norman, Matt Lawrence, Jen Hardy and Yultan Mellor (who was represented by Trissa Pearson)

Sir David welcomed Phillip Burton, DAISI, and Maryam Ahmed, Outreach Officer at Magdalen College, Oxford to the meeting.

1) The minutes of the last meeting of 6 July 2017 were accepted as a correct record.

2) Matters arising and Chair's update.

- EIB was pleased to accept DG's offer to continue as Chair.
- An update on the work of EIB to date was issued as a 'welcome back letter' to school leaders and also published as a 'blog' on the EIB web site.
- The employability event is now being organised by Futures. **Action:** Sam Webster.
- A second opportunity for governors to visit Thistley Hough Academy was provided but only two governors attended.
- The Fair Workload Charter conference was held on 17 November and attended by over 60 delegates from across the country and further afield (Wales, Northern Ireland, Iceland and Sweden).

3) Standing Items:

- CH outlined the work of the Business group in establishing the new sub-groups for Outcomes, Admissions, Vulnerable Children and Recruitment and Retention. Bids for EIB funding will no longer be accepted as the focus of EIB activity moves towards specifically commissioned work.
- The budget update report was noted.

3) Update from EIB sub-groups and projects:

DA explained the Outcomes sub-group has met twice to consider primary and then secondary outcomes for 2017. There are some recommendations from the sub-group for the board to consider later under the 'strategic plan' agenda item.

The business sub-group and the recruitment and retention sub-group proposed that the EIB winds down projects on the recruitment strand. Despite a lot of high profile activity, there is no evidence that this has made any difference to teacher recruitment and retention in the city. Many schools and academies are operating their own recruitment projects. SW queried whether teacher recruitment is still a problem, and if so, whether the EIB should be winding down activity on this strand. DG proposed commissioning a piece of work to collate recruitment and retention activity across the city and its MATs. He also proposed commissioning a second piece of work to find out what other cities in similar circumstances are doing. **Action:** Jen Hardy.

DA explained that the admissions sub-group is working on identifying patterns in the city's data to inform a discussion at a future EIB meeting. This work was prompted by a national report from the Sutton Trust expressing concern at 'selection by admission' in some parts of the country and by a statement in the Conservative manifesto pledging to tackle 'admission by house price'. AB expressed disappointment at the comment about Redhill Academy in the note of the meeting which he felt implied the academy might be engaging in 'shady practice'. DA assured AB that there was no suggestion of improper practice and said the group was clear that patterns in admissions are due to the exercise of parental choice. DA and AB agreed to meet to discuss the concerns of the group further. AB was invited to join the Admissions sub-group.

Action: David Anstead.

JDy reported the vulnerable groups sub-group has met to scope its work and define the groups of vulnerable children to be included. The group has also considered the use of permanent exclusion as Nottingham and Manchester were mentioned at a recent parliamentary education select committee as the highest excluding areas of the country. Thirdly, the group intend to promote better attendance amongst a small group of families where attendance remains poor.

4) Primary outcomes:

PB presented a summary of the primary outcomes in 2017 (attached). The city has made better than national progress in phonics and in mathematics, due in part to two specific projects funded by the EIB. Progress in literacy still lags behind.

The EIB identified the following priorities for action:

- I. EIB to fund the release of six literacy 'advanced skills teachers' from the best performing schools to work with and coach primary teachers in Nottingham schools where boys' and white pupils' attainment in literacy is lowest.
- II. EIB to commission the production of specific resources based upon research evidence aimed at boosting boys' and white pupils' achievement in literacy.
- III. EIB to commission CPD for primary staff targeted at boosting outcomes at Key Stage 2 in punctuation, spelling, verb forms and in making and explaining inferences.

Action: David Anstead

5) Secondary Outcomes:

PB presented a summary of the secondary outcomes in 2017 (attached)

The EIB identified the following priorities for action:

- I. EIB to consider the appropriateness of offering the 'ebacc' curriculum for all students.
- II. Focus on sustaining good progress from primary in providing a good academic transition.

- III. Use the EIB score cards to identify the secondaries where students with high prior attainment are significantly underachieving. Agree additional support and monitoring arrangements with the leadership of those schools.
- IV. Commission evidence-based support for secondaries in implementing strategies proven elsewhere to boost the achievement of White British students and/or disadvantaged students.
- V. Continue to fund and monitor the effectiveness of coaching for Nottingham teachers of English and mathematics by staff at Thistley Hough Academy in Stoke.
- VI. Consider commissioning coaching for Nottingham science teachers by a secondary serving a disadvantaged community and where outcomes are outstanding.
- VII. EIB should encourage secondaries to make more use of the QLA funded by the EIB (only 4 secondaries have responded so far to DAISI's request for 2017 data to evaluate).
- VIII. The transition and admissions project group should bring a proposal to EIB for a fairer approach to admissions across the city.
- IX. Raise standards in reading at secondary.
- X. Improve the progress made by higher attaining students.

Action: David Anstead

Strand leads were asked to contact EIB members directly if they are having difficulty getting access to key people in schools.

6) Review of the EIB strategic plan:

EIB recognised the tension between collaboration and competition for board members. The EIB agreed to add the following to the strategic plan:

- I. EIB to create a new sub-group for headteachers and a second sub-group for deputy headteachers. Both groups to be chaired by JDe. **Action:** John. Dexter.
- II. SSIF bids across the city should be coordinated through the EIB. **Action:** John Dexter.
- III. EIB felt that there should be more activities at secondary level but had no suggestions as to what these should be. Accordingly, the newly created secondary heads group was asked to advise on additional projects. **Action:** John Dexter.
- IV. The vulnerable children sub-group was asked to produce recommendations for inclusion in the plan for the mentoring of underachieving students and for supporting parents. **Action:** John Dyson.

The strategic plan will be updated to include these additional projects as well as the recommendations from the review of primary and secondary outcomes identified earlier.

Action: Jen Hardy.

7) EIB Annual Report

The board approved the annual report for publication and accepted the need for an external evaluator.

The Business sub-group have appointed a former HMI (Zarina Connolly) as external evaluator of the EIB's work. Zarina will monitor the EIB's work, interview some board members and city headteachers and write a summary of her findings for the 2018 EIB annual report.

8) AOB

Maryam Ahmed, Outreach Officer at Magdalen College, Oxford explained her outreach role with city secondaries.