

AT A MEETING of the EDUCATION ADVISORY PANEL
held at The Castle, Winchester on 11 June 2014

PRESENT

Councillors: P Edgar (Chairman), J England, P Fawkes, F Mather J Porter, W Lovegrove and C Choudhary

Co-opted: L Muir, P Clarke,

39. APOLOGIES

Apologies were received from Cllrs Rita Burgess; Roz Chadd and Ferris Cowper. Cllr Fiona Mather was present as the appointed Conservative Substitute Member.

40. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Non-Pecuniary interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 2 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

41. MINUTES

The Minutes of the meeting held on 26 March 2014 were confirmed as a correct record and signed by the Chairman.

42. CHAIRMAN'S COMMUNICATIONS

The Chairman welcomed Liz Muir, Secretary of the Hampshire Teachers Liaison Panel to her first meeting in succession to David White.

As part of the 70th Anniversary D-Day Commemorations, Hampshire County Music Service and Bay House School jointly staged a concert at the School in Gosport. The location was chosen because the School was commandeered as a base for the Royal Engineers for D-Day.

The Chairman stated that this successful event demonstrated the effective partnership working between Hampshire County Council and one of its academies.

Topically, in responding to critical national press coverage of the role of Governing Bodies, the Chairman acknowledged the contribution made to the County's schools by its 7000 governors. Hampshire County Council provided excellent

training and support for its governing bodies: this ensured that governors held schools to account by asking challenging questions on pupils' attainment and progress. They also ensured schools operated in a business like manner.

In response to the Deputy Prime Minister's announcement to expand Free School Meals to years 1 and 2 (December 2013), Hampshire had implemented a £3.055M programme of resources to enable delivery of this policy in September 2014.

43. **DEPUTATIONS**

There were no deputations made.

44. **RECRUITMENT AND RETENTION OF TEACHERS**

The Panel received a presentation from the Director of Corporate Services (Education Personnel Service) on the recruitment and retention of teachers in Hampshire (Item 6 in the Minute Book).

The Panel learned through the presentation and their questions of the recruitment and retention challenges and opportunities in the Hampshire Education Workforce that included:

- i) The local picture being different from the national picture;
- ii) Salary differentials across vocational sectors and county boundaries (ie London Weighting);
- iii) Gaps in recruitment (Insufficient numbers of candidates) into specialist subject areas;
- iv) Cross-border recruitment that required applicants to satisfy GTC and Border Agency criteria, resulting in vacancies being filled at a slower rate than needed;
- v) Use of and the expansion of the Hampshire Recruitment Framework to assure the quality and quantity of teaching staff to schools and its continued monitoring throughout;
- vi) Experience gap developing through long serving teachers (and Headteachers) being lost to the Service for good compounded by continuous change in Ofsted Framework; national pay and conditions; performance management etc.
- vii) Similar pressures affecting Leadership; Teachers and Support Staff in primary and secondary levels of Service;
- viii) Secondments between Maintained and Academy sectors to share leadership responsibilities;
- ix) Increased use of different models of leadership (Executive Headteacher; Shared Headteachers; Assistant Headteacher; Head of School).
- x) Governing Bodies increasingly prefer to re-advertise leadership appointments rather than compromise on driving school improvement sought from Inspection and community expectation;
- xi) The use of social media, exit interviews and overseas recruitment (Canada identified as having a surplus of teachers) to meet the gaps developing.

RESOLVED:

That the Education Advisory Panel noted the current position of recruitment and retention of teachers in Hampshire.

45. **IMPROVING THE PERFORMANCE OF SECONDARY AGE STUDENTS ON FREE SCHOOL MEALS (FSM)**

The Panel received a report from the Director of Children's Services (Education) regarding the provision of Free School Meals (FSM) and improvement of performance of Secondary School Age Students (Item 7 in the Minute Book).

To supplement the report, Members were told of the 13-point strategy, drawing more on existing research findings and those developing out of Hampshire-initiated research with the purpose of designing teaching and learning practice to narrow the gaps at KS2 and KS4 between children and the county and national pictures.

This strategy is focussed county-wide at children, not just those eligible for FSM and the linked Pupil Premium payment intended to bolster their attainment and progress.

Additionally, emphasis will be directed towards Education Centre children who are described as already disaffected with school through their exclusion history because the Service see the potential for restoring their levels of motivation to something more positive whilst continuing to persevere with the attainment gap that is likely to exist.

RESOLVED:

The Panel noted the report and supported the direction of travel and requested further reports on attainment of children and young people eligible for free school meals and the impact of the work being done.

46. **PROGRESS OF SCHOOLS IN EASTERN HAMPSHIRE CAUSING CONCERN**

The Panel received a report from the Director of Children's Services (Education) regarding the progress of schools in the Eastern half of Hampshire in special measures, having serious weakness or below Government floor standards (Item 8 in the Minute Book).

47. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED:

That in relation to the following item the press and public be excluded from the meeting as it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during that item there would be disclosure to them of exempt information within Paragraphs 1, 2 and 3 of Part 1 of the Schedule 12A to the Local Government Act 1972, and further that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information for the reasons set out in the report.

48. **EXEMPT MINUTE**

The Exempt minute of the meeting held on 26 March 2014 were confirmed as a correct record and signed by the Chairman (Item 10 in the Minute Book).

49. **PROGRESS OF SCHOOLS IN EASTERN HAMPSHIRE CAUSING CONCERN**

The Panel received and noted Exempt Appendix 4 and received an exempt verbal update of the Director of Children's Services (Education) identifying the progress of schools in Eastern Hampshire that are causing concern. (Item 11 in the Minute Book).

Members discussed in detail issues relating to those schools.

[SUMMARY OF AN EXEMPT MINUTE]