



HOLY TRINITY ACADEMY
HEADTEACHER: Mr Angus Neal



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Governors Report to Parents 2020 – 2021

The 2020-2021 academic year has been one of strong consolidation for the whole school as we have all learned to adapt and continue to develop under the various COVID-19 rules. The aim of this report is to give an overview and some detail of how Holy Trinity Academy (HTA) has operated, as well as provide all stakeholders some detail of the results and outcomes for the students in our care.

Governance

The Full Governing Body (FGB) has been able to meet 6 times this academic year with an average 89% attendance rate for all FGB meetings. All governors' meetings have been conducted remotely using Microsoft teams. The FGB is constituted and defined by the 'Instrument of Government' agreed between the dioceses of Shrewsbury, Lichfield, and the Telford & Wrekin Local Authority in 2015. This constitution has been reviewed, with no adjustment required. Membership of the FGB is defined as being 14 governors. The membership has not changed during the year, remaining at 12 Governors with vacancies for One Catholic Foundation and one Co-Opted Church of England Governor.

The business of governing the school is done through the FGB and subcommittee meetings each year. In normal circumstances there are regular meetings of the 3 main subcommittees that undertake the detailed work on behalf of the governing body. During this year as all non-essential travel has been restricted, Governors agreed to try to conduct more of the detailed work within the FGB meetings. This allowed Governors to try to minimise the number of committee meetings and thus reduce the load on the leadership of the school. This has worked well with only the Finance and Personnel committee meeting regularly throughout the year. Updates from each of the 3 subcommittee areas follow.

Finance & Personnel (F&P) – This committee met remotely, 6 times during the year to review all aspects of Finance and Personnel operations within the school. The financial position of the school has continued to improve, and governors were very pleased to finalise the budget in April 2021 with a positive surplus. This is the first year we have been able to report a surplus since the school opened. There was always going to be difficulties in the first 5 years of running the school as the budget is impossible to balance until the school is full. This situation happened during 2019-2020 for the first time. This year HTA has agreed to slightly expand the planned or published admission numbers (PAN) from 150 to 153, to help Telford & Wrekin Local Authority (LA) alleviate some of the issues surrounding shortage of school places. HTA prides itself on being able to produce 'in year' improvements every year to improve our financial position and ensure all funds are used for 'best value.'. Capital budgets show a healthy position and Non Public funds were audited and signed off by governors. All financial processes are audited by the LA using the Schools Financial Value Standard. Audits are completed annually with actions and improvements taken within school being monitored by the F&P committee. The last audit report from July 2020 rated HTA as Good.

This committee also reviews all aspects of HTA personnel activities including attendance, staff absence, performance review and recruitment. All aspects were reviewed in audit and graded as Good. As you can imagine, there are many policies associated with the personnel areas. This committee has completed all policy reviews on time as well as introducing new policies as required. Attendance for both staff and students has historically been stable above target, this year has continued this trend. This is despite all the challenges the school has faced since March 2020 with COVID -19 and the various issues surrounding the lockdowns, schools reopening and ensuring the quality remote learning provision is sustained. The committee has reviewed itself as well as its Terms of Reference, which define the structure, delegated responsibilities, and its operation.

Buildings, Health, Safety & Safeguarding (BHSS) – This committee normally meets regularly to review all aspects of safeguarding and child protection as well as the physical aspects related to our school environment. This year most of the business has been conducted within the FGB meetings by setting agenda items to deal with the specifics of Safeguarding, Child protection, Health & safety as well as the HTA Buildings. The committee has met once this year to conduct a review of itself including the committee Terms of Reference.

This year the focus has been mainly in 2 areas; student / staff wellbeing and buildings expansion. Every meeting has created constructive discussion around the central question "How are Staff / Students doing?" Governors have been able to monitor and support the Headteacher and Senior Leadership Team (SLT) in their approaches to help students and staff maintain positive wellbeing as the operations have switched from school based or remote learning. Governors have been satisfied that staff have coped well with this year and been able to deliver good teaching and learning to all students. This has also included the added pressure of assessments and exam grading in Year 11. COVID safety of everyone in school has constantly been discussed and Governors have been pleased with the way everyone has adapted to ensuring we all stay safe in school. Regular discussion in the FGB meetings has allowed Governors to be updated on all aspects of HTA physical operations as well as the ongoing discussions surrounding the proposed expansion of HTA. Resources within the school have been restructured to ensure sustained safe and compliant operations as well as to support the leadership of the site support staff, whilst contributing constructively to the possible expansion of HTA.

Christian Character, Curriculum & Standards (CCCS) – This committee normally meets regularly to review all aspects of HTA Christian character, Curriculum and Standards. Like the BHSS committee, this year most of the business has been conducted within the FGB meetings. The committee has met once this year to conduct a review of itself including the committee Terms of Reference.

The Curriculum adjustments required to allow the school to operate in a COVID safe way (either on site or remotely) have been reviewed and standards have been set for everyone to ensure the development of students is sustained safely.

The continuous development of HTA whole school spirituality has seen a new approach, with new resources being made available for students to take part or lead the regular acts of worship in tutor time and acts of collective worship. This has been backed up with the inclusion of regular items in weekly parents' newsletters.

The school has continued to deliver a high quality of education in both class based and remote formats. Student results have been consistently high and above national and local averages since we opened in 2015. Results from 2019-2020 have continued this trend despite the challenges of the COVID-19. This is a great testament to the resilience of both students and staff who should be proud of their achievement.

During 2019 HTA introduced the High Performance Learning (HPL) strategy to drive improvement of outcomes for students. Over the past two years we have integrated HPL into the DNA of teaching and learning within school. In July 2021 we were successful in our High Performance Learning Accreditation resulting in HTA being awarded World Class School Status. This is a very important milestone for us allowing HTA to join the Fellowship of World Class Schools; a community of like-minded educationalists across the world who together drive what it means to be world class. The Fellowship will provide us with opportunities to continue to raise standards for all of our pupils.

The school continues to thrive and grow whatever challenges appear. Opportunities for enrichment within school are starting to reappear and plans are being discussed to possibly expand the school. HTA is in a very strong position with an exciting future.

I would like to thank all Governors, School Leaders and Staff for their dedication, hard work and professionalism in sustaining such a successful culture. The last word of thanks must go to all our students who have been the best ambassadors for our school we could hope for. I hope they are proud of their achievements; they should be.

Mark Anderson
Chair of Governors