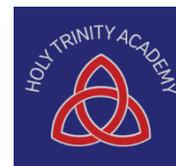


HOLY TRINITY ACADEMY

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Governors Report to Parents September 2022

The 2021-2022 academic year has been one of continued growth for the school site as we started the expansion of the school facilities in parallel to completing a normal academic after the COVID-19 disruptions of the previous year. 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 remotely 6 times this academic year with an average 78% attendance rate for all meetings. All governors' meetings were 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 was reviewed this year, 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 Local Authority and one Co-Opted Church of England Governor. For the upcoming year, we have been able to recruit a Local Authority Governor and will be advertising for a new Parent governor. The business of governing the school is done through the FGB and subcommittee meetings each year. During this year, the regulations gradually relaxed and governors agreed to try to get back to a more normal mode of operation and conduct more of the detailed work within the committee meetings, on behalf of the governing body. Within the FGB meetings, governors have focussed on the School Development Plan, updating the actions and targets to reflect the situation this year. Many governor visits to school have allowed these actions to be reported as well as enabling discussion about any improvement opportunities.

Updates from each of the 3 main subcommittee areas follow.

Finance & Personnel (F&P) – This committee met remotely, 6 times during the year, with 85% average attendance, to review all aspects of Finance and Personnel operations within the school. The financial position of the school has strengthened, and governors were very pleased to finalise the budget in April 2022 with a positive surplus. This has been added to the surplus from the previous year. A core focus of discussion for this and the next financial year is the creation of a plan to utilise this budget surplus. 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. Non-Public funds were audited and signed off by governors. All financial processes are audited annually by the LA using the Schools Financial Value Standard. The last audit report from July 2022 rated HTA as Good, with actions and improvements taken within school being monitored by the F&P committee. This year HTA has agreed to expand the planned or published admission numbers (PAN) from 150 to 210. This is based upon the expansion of the school facilities, requested and funded by Telford & Wrekin Local Authority (LA.) As I write this report, the School building project is nearing completion. The new 3g Sports pitch and sports field are available for use. The new three storey teaching block and extensions to the existing dining hall have been slightly delayed and we expect to be able to use these from the October half term. This committee also reviews all aspects of HTA personnel activities including attendance, staff absence, performance review and recruitment. All aspects have been reviewed, audited 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. This year the Governors have been instrumental in introducing a new, more visual and automated policy management system. This will ensure that all policies within school are managed through their creation, update, review and publication phases in a timely manner, allowing better visualisation of current status. 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 COVID -19 pandemic. The final committee meeting allowed a full review of the constitution as well the committee Terms of Reference, which define the structure, delegated responsibilities, and its operation.



Buildings, Health, Safety & Safeguarding (BHSS) – This committee met 3 times remotely, with an average 84% attendance, to review all aspects of safeguarding and child protection as well as the physical aspects related to our school environment. This year we started to transfer most of the business back to this committee from the FGB meetings, which was a temporary situation during COVID-19 disruptions. During the last meeting of this year, the committee conducted a review of itself including the committee Terms of Reference. Many safeguarding as well as health & safety, policies were reviewed and updated this year.

This year the focus for this committee has been on safeguarding, student and 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 to feel safe in school and maintain positive wellbeing. The HTA Pastoral team have had key roles in these approaches and continue to have a positive impact, allowing lessons to progress and supporting students. The student safeguarding board have also resumed operations and this has helped many situations in school. Governors have been able to visit the school more regularly this year to ensure they can feel satisfied that staff are coping well, and been able to deliver good teaching and learning to all students. These visits and reports have also allowed governors to ensure our students feel happy and safe in school. Statutory safeguarding audits were completed on time, and actions taken to deploy and embed improvements. This year has also seen the resumption of exams, with all the added pressures around in year assessments and getting students to be ready for sitting exams. The HTA SEND policy was updated and its operation checked through the year by governors to ensure compliance.

Since February 2022, part of the site was fenced off to create the construction area for the new facilities. Regular discussion in this committee and the FGB meetings has allowed Governors to be updated on all aspects of HTA physical operations to ensure that, despite the major construction works ongoing, the core business of educating our students in a safe environment was maintained. Whilst there has been some physical disruption, we are pleased to report that there has been a good flexible relationship between the school and Wilmot Dixon the main contractors. During the exam period noise and activity across the site was minimised, to ensure there were no impacts to students taking exams. This constructive relationship has allowed the project to progress without incident to date, and we feel confident this will continue until the contractors leave site.

Christian Character, Curriculum & Standards (CCCS) – This committee met twice this year with 74% average attendance, to review all aspects of HTA Christian character, Curriculum and Standards. The final meeting of the year allowed the committee to conduct a review of itself including the committee Terms of Reference. The Curriculum and teaching adjustments required to resume classroom teaching, in year assessments and exams have all been deployed smoothly through the year and governors have regularly visited to see this in action. The progress of students in receipt of Pupil Premium and with SEND provision has been a focus for many of the governor visits this year to ensure HTA is delivering the right outcomes for all students.

The continuous development of HTA whole school spirituality has continued to flourish, with many students empowered to take part in or lead the regular acts of worship in tutor time and acts of collective worship. HTA has this year recruited a dedicated Chaplain to the school, and are looking forward to the positive impact this role will create in the new year (September.) All of these approaches have been reinforced with regular items in weekly parents’ newsletters. Results have been positive in many areas with focus being drawn to PP students progress.

The school has continued to deliver a high quality of education as we revert back to class based formats. Student behaviour has been very good. Results have been consistently high and above national and local averages since we opened in 2015. Results from 2021-2022 have continued this trend despite the challenges which remain following COVID-19. This is a great testament to the resilience of both students and staff who should be proud of their achievement.

During this year, HTA has continued the deployment of the High Performance Learning (HPL) strategy, integrating this into the day to day teaching and learning in school. HTA continues to thrive and grow whatever challenges appear. Opportunities for enrichment within school are once more embedded into the curriculum and the expansion of the school is almost complete. 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
August 2022