



# HOLY TRINITY ACADEMY

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### Governors Report to Parents September 2023

The 2022-2023 academic year has been another strong year of growth and development for the school, as we took ownership of the new and expanded facilities. The Published Admission Number (PAN) has now been expanded so that our intake at Year 7 rose from 150 to 210, and the whole school development was assessed during the Ofsted inspection in May. 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) elected to move back towards face to face meetings and adopted a hybrid meeting style, whilst meeting five times this academic year with an average 78% attendance rate. All governors' meetings were conducted face to face in school with remote provision being offered, using Microsoft teams, to anyone who had difficulty attending. Generally there was a core of over 65% of the governors who met in person with around 10 to 20% of other governors utilising the remote provision. The FGB is constituted and defined by the 'Instrument of Government,' agreed between the dioceses of Shrewsbury, Lichfield, and the Telford & Wrekin Local Authority (LA) in 2015. This document was reviewed this year, with no adjustment required. Membership of the FGB is defined as being 14 governors. The membership started with 13 Governors in role, with a vacancy for one Co-Opted Church of England Governor. During the year one foundation governor resigned and this vacancy remained unfilled at the end of August. The business of governing the school is done through the FGB and subcommittee meetings each year. During this year, within the FGB meetings, governors have focussed on the School Development Plan (SDP), 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. Governors were heavily involved in the successful Ofsted inspection in May, as well as taking a lead role in engaging with the Priorslee Residents Association, which culminated in a successful summer fair being held on site for the local community.

Updates from each of the 3 main subcommittee areas follow.

**Finance & Personnel (F&P)** – This committee met remotely, four times during the year, with 74% average attendance, to review all aspects of Finance and Personnel operations within the school. The financial position of the school has continued to strengthen and governors were very pleased to finalise the budget in April 2023 with a positive surplus, which has been added to the surplus from the previous year. The committee continues to work on plans 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.' 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. This year the audit was completed, with the checklist being signed off as good and submitted to the LA in July 2023. Any actions arising from this are being monitored by the F&P committee. As mentioned above, this year HTA expanded the PAN and this will remain for future years. The expansion of the school facilities, requested and funded by the LA, have been completed with the final step being the occupation of the new teaching block following the October half term. The new 3g Sports pitch and sports field have been utilised extensively and enabled the school to significantly expand the lettings income. The new three storey teaching block and extensions to the existing dining hall have been successfully used for most of the year. There are some remaining issues which are being managed through the defect liability period with the contractors. As part of the plan to utilise the budget surplus the school has installed Electric Vehicle (EV) charging systems in the car park as well as expanding the school transport fleet with the addition of two EVs.

A project to install a significant number of solar panels and a battery storage system to the original building has been instigated and will start in the new term. HTA is proud to have reduced energy consumption by around 40%



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and CO2 emissions by 59% over the life of the school, as it has grown and expanded. The new systems will continue this trend and further strengthen our environmental approaches.

This committee also reviews all aspects of HTA personnel activities including attendance, staff absence, performance review and recruitment. All aspects are operating well. As you can imagine, there are many policies associated with the finance and personnel areas. This committee has completed all policy reviews on time. Attendance for both staff and students has historically been stable above local and national targets; this year has continued this trend.

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 four times remotely, with an average 75% attendance, to review all aspects of safeguarding and child protection as well as the physical aspects related to our school environment. During the last meeting of this year, the committee conducted a review of itself including the committee Terms of Reference. All safeguarding as well as health & safety, policies were reviewed and have been updated.

The focus for this committee has continued to be 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 been able to help with many situations in school. Governors have been able to visit the school 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. 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 the core business of educating our students in a safe environment was maintained. Whilst there has been some physical disruption due to delays in being able to occupy the new teaching block, we are pleased to report that the good flexible relationship between the school and Wilmot Dixon the main contractors was maintained.

**Christian Character, Curriculum & Standards (CCCS)** – This committee met three times remotely, with 76% 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. HTA were disappointed that the overall exam results, from last year, dipped slightly and following analysis, a lot of follow up actions were integrated into the SDP, with associated work being done in school to improve these results. 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. A third party audit of these approaches was successfully completed in March with some very constructive feedback which helped guide the ongoing improvement approaches. The Ofsted inspection in May gave the school a Good rating, giving everyone the affirmation of how well the school is progressing.

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 continues to thrive and grow whatever challenges appear. Opportunities for enrichment within school are embedded into the curriculum and the expansion of the school is complete. HTA is in a very strong position with an exciting future. The school has continued to deliver a high quality of education. Student behaviour has been very good and attendance figures continue to be some of the best locally and nationally. The pinnacle of the year has to be the successful Ofsted report. This is a great testament to the resilience of both students and staff who should be proud of their achievement.

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 2023