

AT A MEETING of the Education Advisory Panel of HAMPSHIRE COUNTY
COUNCIL held at the castle, Winchester on Thursday, 6th December, 2018

Chairman:
p Councillor Stephen Reid

p Councillor Zilliah Brooks
p Councillor Jackie Branson
a Councillor Roz Chadd
p Councillor Gavin James

a Councillor Kirsty North
p Councillor Jackie Porter
p Councillor Patricia Stallard
p Councillor Michael Westbrook

Co-opted members

Tony Markham – Hampshire Primary Schools
p Joanna West – Hampshire Secondary Schools
Rob Thompson – Hampshire Special Schools
Catherine Hobbs – Catholic Church
Reverend Jeff Williams – Church of England
p Georgina Mulhall – Hampshire Teacher’s Liaison Panel
p Ian Potter – Hampshire Teacher’s Liaison Panel

32. APOLOGIES FOR ABSENCE

Apologies were noted from Cllr Chadd and Cllr North.

Cllr Forster was present as the Conservative Deputy.

33. 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.

34. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

35. DEPUTATIONS

No deputations were received.

36. CHAIRMAN'S ANNOUNCEMENTS

The Chairman had no announcements.

37. INITIAL OVERVIEW OF 2018 ASSESSMENT OUTCOMES IN HAMPSHIRE

The panel received a report from the Director of Children's Services providing an initial overview of 2018 assessment outcomes in Hampshire schools. The data was provisional but showed that a high proportion of children in Hampshire were achieving a good level.

The panel found that the 'good level of development' which is the national expectation for Early Years and Foundation was above the national average for the third year in a row. This was also the case for Key Stage 2 results for 'age related expectations' for Reading, Writing and Maths, where Hampshire was ranked first amongst its statistical neighbours.

The panel noted that there had been significant changes in the methods used to track and measure progress and attainment at Key Stage 4 in recent years, making it difficult to compare. However, when looking at 'The Basics' Hampshire still performed strongly against the national figures. The panel received an overview of the EBacc, Attainment 8 & Progress 8 figures

In response to questions members heard that;

- The data showed Hampshire wide averages and did not highlight areas of high and low achievement.
- The way that results are calculated and measured put pressure on schools to channel students into certain subjects. In some cases a low grade in the right subject can count for more than a high grade in another subject.
- The Progress 8 measure encourages a broader programme of learning but can be seen to undervalue vocational subjects.
- Schools try many methods to increase attainment, and a significant contributing factor is parental involvement. However a significant minority of parents will not engage with schools.

Resolved:

i) That the Education Advisory Panel note the overview of initial assessment outcomes for 2018.

ii) That a practise guide to support schools in contacting 'invisible parents' is produced and is considered at a future meeting of the Education Advisory Panel.

38. RECRUITMENT AND RETENTION OF TEACHERS IN HAMPSHIRE

The panel received a report from the Director of Children's Services providing an overview of the Council's efforts to recruit and retain teaching staff in schools. The panel heard how schools manage their own staff and so it is difficult for the Council to track all vacancies in Hampshire, however it is aware that they are increasing. The numbers of Newly Qualified Teachers are also estimated due to the broad number of entry points into teaching.

The panel were told that the issues facing Hampshire in relation to rising pupil numbers, shortfall in numbers of trainee teachers and the number leaving the profession are also national problems. The panel received an overview of the ways Hampshire aims to recruit teachers and the methods used to improve retention. The main issue in this area was thought to be the workload for teachers due to the increase of data collection and assessment alongside planning and marking.

In relation to questions members heard that;

- There has been a move from carers for life towards a more varied approach to work.
- The teaching profession has not been able to provide flexible working to the same extent as many other professions.
- Some schools, including some in Hampshire, operate a 'Fair Working Charter' to try and regulate the additional work expected of teachers.
- There is a high numbers of stress related long term sick leave in the teaching profession.
- Neither larger or smaller schools seem to be able to recruit or retain staff more easily, although there is a noticeable problem with 'test' year groups such as year six.

Resolved:

- i) That the Education Advisory Panel note the work being undertaken by Hampshire County Council to improve the recruitment and retention of teachers.**
- ii) That officers look into the possible benefits and concerns in relation to establishing a 'Fair Working Charter' for teachers.**

Chairman, Education Advisory Panel