

Principal's Report to the Local Governing Board



Prepared by
Av Gill
Principal

For the Local Governing Board's Meeting to be held Thursday 14 July 2022

Item 5: Matters Arising

Actions for the Principal from March 2022 Local Governing Board meeting:

- (i) Investment portfolio opportunities & consideration of supplementary information
Principal/TO

- (ii) Updating of the risk management report (Item 7) Principal

The risk management report has been reviewed. Additional information relating to risk associated with increased energy costs has been added. **See Appendix B.**

- (iii) Additional car parking arrangements Principal

I have met with Paul Hampton, Head of the University of Wolverhampton's SOABE, on numerous occasions and I am awaiting a formal agreement to a rental agreement for 50 parking spaces.

- (iv) Progress with solving building air handling and ICT cabling issues Principal

Both issues have been raised with the DFE. The original contractor, Bouygues oversaw these works using their own contractors.

The air handling system on the top floor of the existing building is ineffective. We have tried to alleviate the temperature issue by installing security grills in front of the balcony doors that can now be left open which allows air flow on particularly hot days and this has had a positive effect but is not a perfect solution.

Bouygues have been written to regarding the ICT cabling issue and responded by saying they believe the CAT6 cabling option was value engineered out. The DFE have not seen anything contractual to back this up and have therefore instructed the UTC to again contact Bouygues asking for them to meet with the DFE on our behalf to discuss the issue in order to negotiate a solution.

- (v) Review of ICT systems & controls (cyber-attack mitigation) DK

Introduction

The highlight of this term was without doubt our first ever school show which was a Key Stage 3 production of Aladdin. Thank-you to all governors who were able to attend. The event was a sell-out on both evenings. This also provided us with an opportunity to test out the new performance space.



The building work continues at a pace and we are on schedule to have access to different areas of the new buildings over the coming weeks with the final handover on 31st August 2022. Being IT operational by September is the biggest current risk due to global equipment shortages. However, the DfE wants to ensure we can operate and they believe that an effective contingency plan is in place.

Over the coming weeks we will hold on-site transition events for all new students as well as a Year 7 Sports Day. We are running two Year 7 Induction Days with an opportunity for students to experience all areas of the curriculum. Last week all of our current Year 7 visited the Big Bang Fair at the NEC which was a feast of STEM expositions. Year 11s were very appreciative of our efforts to make their last few days memorable with a leaver's assembly, sporting activities and a school trip.

During the week of 11 July, the UTC will be running a 'Summer Showcase' of STEAM events. The purpose of the showcase is to provide an opportunity to celebrate all of the wonderful work that has been produced over the course of the year. The week will consist of workshops, the Big Science Competition and activities provided by STEM Ambassadors and other contributors. Students will be able to gain hands on experience of STEAM related activities which will help inspire future career aspirations in this field.

The showcase will also be an opportunity for the Design team to present work from both GCSE and A-level. This year's collaborative project with the British Art Show was to make furniture for the event and this will be on display. We will also have a year 7 art student doing a live portrait in oil pastels and some rollercoaster prototypes from our STEAM focussed Year 8 project.



In addition to all of the year group visiting the Big Bang fair, on the previous day, we had a team of finalists for the Big Bang Competition attending. The three girls entered a project titled 'Let's go to Mars!'. The girls worked hard on their project, even designing a website on how we could live on Mars.

Sadly, the girls didn't win their category but they thoroughly enjoyed the day and the experience as a whole.

Devna, Marwa and Ola



Our KS3 students have also risen to an inter-academy STEAM challenge to design a poster with the theme 'Growth'. Not only did they win First Prize, but also 4th and 5th. The quality and creativity of the student responses was exemplary.

This year, the trophy goes to Thomas Telford UTC for Manwinder's winning poster.

Very recently, we held an Information Evening for the families who will be starting with us in September. I was able to share the vision and values of the school and set out my expectations around the support I expect from parents. The presentation was well received with virtually 100% attendance.

Earlier this term I was invited to present to The Mercers, a livery company focussed on being a philanthropic force for good and also sponsor a number of schools within the Thomas Telford Multi Academy Trust. The theme was partnerships and I was able to showcase three strong examples of how the UTC benefits from our collaboration with the trust; one being around the curriculum and experienced colleagues mentoring new middle leaders, another on the support we received with access to TTS facilities for Enrichment and finally on the joined-up approach with providing school places for refugees from Afghanistan.

Minutes from the most recent TTMAT Heads Collaboration can be found in **Appendix C**.

Predicted Outcomes 2021-22

The main focus for this term has been in preparing Year 11 and 13 students for examinations. Both year groups have had a very different experience to previous years and these will be the first public exams that Year 13 will sit having been through the centre assessed grades process for their GCSEs in 2020. I believe we have done our best to mitigate for lost learning having initiated an effective response to lockdowns through on-line learning and offered regular intervention and holiday catch-up sessions.

See **Appendix D** for the predicted outcomes which if achieved would be a significant improvement on 2019 results and with a less able year group on entry.

Draft Performance-Related Pay Policy

See **Appendix E**. The purpose of this document is to review the employee's annual salary and performance review so that the Principal can put forward recommendations to the Governing Board. This is in response to the previous governing board meeting when it was agreed that the UTC would pay a performance related bonus to staff dependent on outcomes. This will be reviewed annually and will be dependent on the position of the school budget.

Self-Evaluation Form (SEF)

We very recently commissioned a review of our SEF through the use of an external consultant. This was undertaken by Paul Garvey, a former OFSTED lead inspector. Paul was sent various supporting documents to review including our existing SEF. This was followed by a Teams meeting with my senior leadership team in the style of a pre-OFSTED call. Paul has now re-written our SEF in a manner that he believes will be favourable in the lead up to an OFSTED visit. Our updated SEF can be found in **Appendix F**.

Governor metrics

See **Appendix G**

Staffing

4 members of our current teaching staff will be leaving us at the end of the year. One will be joining Codsall High School as their new Head Teacher, while 3 others are moving for promotions or roles nearer to home. Two members of staff will be shortly taking maternity leave.

I am pleased to report that we have successfully recruited all the teaching staff needed for September. In total we are taking on 18 new teachers which includes those to replace leavers. 2 of these staff are trainees with no previous teaching experience and 9 are early careers teachers (ECTs) of which two are in their second year.

We will be also be expanding our senior leadership team with two external appointees and two internal promotions.

Recruitment for support staff for September commenced at the beginning of June.

Staff absence levels remain low.

Fire Alarms

There will be a fire drill for the whole school before the end of term. We are still using the University courtyard as a muster point as access to the All-Weather Pitch is limited to a small set of temporary steps so it would be unworkable in a 'real' fire alarm evacuation to get everyone a safe distance away from the building.

Attendance and Exclusions

Attendance has been improving throughout the year and is very good when compared to other schools, particularly with the cloud of Covid-19 hanging over us earlier in the year.

Year 7 Admissions/Appeals & Other Admissions including T-levels

As previously reported we were close to six times over-subscribed for Year 7 and therefore comfortably filled the 150 places. In addition to this I heard 77 appeals of which 10 were accepted by the independent appeals panel.

We have had 72 applications for Year 10 and 63 for Year 12 of which 30 are internal applications from current Year 11 students. We are hoping to increase these numbers through a final marketing campaign.

We have recruited 13 students onto T-Levels. We still have with 2 placements with employers left to allocate.

Careers Provision

Year 7 have continued to engage and receive careers advice to think about their future aspirations starting with an activity called 'Guess my Job' which hopes to eliminate stereotypes. On the back of this they then created their own mood boards showcasing their ideas about their potential careers during PSHE. Year 7 also received a talk from University of Wolverhampton about 'why should we consider university'. Both workshops were very well received by students.

Year 10 and Year 12 have a week's Work Experience starting on 4th July, this is their second opportunity to undertake a placement this academic year. They have also started their employer mentoring programme with the UTC awash with mentors from industry over these past few weeks. In small groups they have worked with an employer on CV skills and interview mock questions as well as discussing their own career aspirations. They will have another opportunity to meet with their mentor next term.

Year 12 have started to write their personal statements for university having received a personal statements workshop.

As part of Aspire to HE, Year 10 and 12 students received guidance on exam technique from Exam Study Expert as well as excellent motivational session.

Year 11 and Year 13 students have now left the UTC, all destinations have been collected and will be confirmed on results day using a QR code for Microsoft forms which will allow us to log any last-minute changes. Expected destinations are as follows:

Year 11

TTUTC	21
Other 6 th form	23
College	22
Apprenticeship	2
Neet	0

Year 11 Apprenticeships include:

- Apprenticeship confirmed with MOOG Aircraft Group for advanced manufacturing and Engineering.
- Level 3 Apprenticeship offered in Engineering with Schuler Group

Year 13

University	16	
Apprenticeship	10	
Employment	0	
Neet	1	(on-going support)

16 students are also continuing their studies within our specialism, others have chosen to study Law and Forensic Science

Year 13 apprenticeships include:

- Level 3 Apprenticeship with SH Projects for Quantity Surveying
- Has been accepted for Architecture of Wolverhampton, but is currently waiting for confirmation for Quantity Surveyor Apprenticeship position at St Modwen
- Level 3 Engineer Apprenticeship with Arcadis
- Trainee Planner with Galliford Try (Degree Apprenticeship – BCU, Construction Management)
- Level 6 Redrow - School leavers degree, bachelor Science, Management house builders.
- Level 4 Apprenticeship with WSP Civil Engineering
- Is waiting for confirmation after interview and assessment day for Sales Apprenticeship with St Modwen*
- Is waiting for confirmation after interview and assessment day for Site Management Apprenticeship with St Modwen*
- 2 further students seeking apprenticeships with upcoming interviews planned

* St Modwen assessment day will be taking place this week and next, the students have made it to the final stage of interviews and will hear shortly.

T-level students continue to make great progress and recently had the chance of experiencing driving diggers and dumper trucks.

Due to the partnership and the work we are undertaking with T Levels and our employers, Baily Garner and BAM were shortlisted for a joint 'Skills and Training Scheme of the Year' award. We attended the awards evening last week and pleased to say they won.

We are continuing to meet all 100% of all 8 Gatsby Benchmarks with the next review due in July 2022.

Up and coming careers provisions

- Year 11/13 destinations confirmed on results day with support.
- Year 12 – catch up around support for careers and university applications with the University of Wolverhampton.
- End of year Careers Newsletter.

An Alumni page for the website is being created, we have asked our ex students to write a profile and what they are doing now. Moving forward alumni students will be supporting the UTC more with assemblies and talks.

UNIFROG Platform

The Unifrog platform has been a valuable tool for the students in terms of course information and a single source of apprenticeship opportunities and it has helped the team in preparing UCAS applications. I would like to thank 'Aspire to HE' for previously funding this tool. We will continue to use Unifrog and roll it out to all years.

Health & Safety

Standard H&S checks have continued as normal. The first 5-year electrical inspection was concluded at Whitsun break and the contractor has issued some concerns that will be addressed. Some of the issues involve Morgan Sindall – we are working with them to resolve these while they are on site, and some are historic and will be resolved by our own electrical contractor.

The annual gas inspection will take place during the summer.

H&S Visit

We have a 3-year contract in place with Peninsula for an Annual H&S evaluation and the first of these visits happened in November 2021. Peninsula will be booked in for October 2022 for the 2nd visit.

In addition to this the site manager performs weekly checks on the call points, fire doors, emergency lighting and monitors water temperatures.

We will be working with the contractors Morgan Sindall (MS) to ensure H&S checks are in place in the new buildings.

Building Update

Timely general maintenance issues are addressed to keep the building in good repair and a plan for the summer to refresh areas will be initiated.

We will be painting the outside of our existing building to remove the blue blocks of paint and replace these with white. We have recently painted the front of the building close to reception.

Security grids have been installed on the doors at both ends of the corridor top floor so that the external doors can be safely opened for air circulation.

Building and Equipment Purchases

There have been a number of purchases will be made to enable us to get the new buildings set up and ready to go for the start of the new Academic year:

- A new phone system will be installed throughout the school during the summer as the existing is out of date and the ISDN lines will not be supported in the near future.
- Lighting will be installed on the All-Weather Pitch during the summer. A projector and screen will be installed in Theatre 1 during the summer.
- Additional double desks have been ordered to top up furniture supplied by MS.
- New exercise equipment will be installed in the new fitness suite. Additional lockers have been purchased to bring the number of lockers on the ground floor to the correct number to cater for all of Years 7, 8 & 9.
- A scoreboard will be installed in the new sports hall during the summer.
- Sundries such as a drinks machine in the Careers Hub, clocks for each room and clip frames for various posters have all been purchased.
- The canteen may need to top up equipment in order to meet the 4 sittings next academic year.

The UTC has already committed to additional expenditure to make venues fit for purpose, this includes:

- Additional capacity in the bleacher seating in Theatre 1
- Additional marking on the All-Weather Pitch
- Changes to the wall colour and flooring in the drama studio
- A large black background curtain has been installed in Theatre 1 and vinyl flooring to create a stage area.
- Additional folding dining furniture for use in Theatre 2 due to the increased capacity of students.

The UTC has also placed an order for a mini bus to arrive September, this is on a 5-year lease £595 per month. The 20 months will be funded by a donation from one of our employer partners. It will have the school livery on it and be used across the school.

I'm also pleased to say that Morgan Sindall have agreed to sponsor a Football kit and a Basketball kit.

Safeguarding matters including, vulnerable children and the current status of DBS checks & child protection training

We currently have 22 Key Stage 3, 15 Key stage 4 and 9 Key Stage 5 students who currently either receive external agency involvement or school level support or both for Safeguarding and Child Protection concerns. There are 10 LAC children and 7 children on a CIN or CP plan.

The Designated Safeguarding Lead (DSL), Director of Operations and the Principal carried out a triangulation check on the Single Central Register (SCR) where supporting documents provided for new staff DBS were checked. The SCR was also audited during the MAT safeguarding audit in June. All areas of the SCR were accurate and complete where required. The MAT audit was successful and very positive comments received from the auditor around the standard of safeguarding provision at the UTC. A report will be produced and checked by DSL for approval.

DSL delivered a staff briefing session on self-harm in late March as there has been a rise in the number of students in the school presenting with self-harm. DSL has delivered full staff safeguarding training to new staff who have joined us since last report. DSL has delivered safeguarding training to the new exam invigilators. DSL has delivered safeguarding expectations to new industry mentors ahead of student mentor meetings which started in June.

A number of staff elected to attend a webinar on 'Anxiety – Pedagogy in Practice' this term to support teachers and staff recognizing signs and indicators of stress and anxiety in the classroom and how to support their young people.

DSL and DDSL will be completing online training around Harmful Sexual Behaviours and the Traffic Light toolkit to devise training for staff in September. This is to follow up on training delivered a couple of years ago to tie in with the Sexual Violence and Sexual Harassment in Schools directive from KCSiE. This is again a key issue in the revised document scheduled to be effective from September 2022.

As part of the UTC Assembly programme which also helps to support delivery of the statutory RSE curriculum and raise awareness amongst students of safeguarding issues that could affect them, Year 8 students have had assemblies on County Lines and Child Exploitation, Year 11 and Year 13 students on Understanding and Managing Exam Stress as part of an assembly on Revision Skills. Upcoming assemblies are planned on Keeping Safe and Risk Taking for year 7 and Joint Enterprise with year 8.

The PSHE programme has included lessons on:

Yr 7	Yr 8	Yr 10	Yr 12
Assertive Consent and FGM	Mental Health and Wellbeing and Positive Body Confidence	Knife crime and county lines	mental health and wellbeing
Pressure, influence and friends	Gender identity and sexual orientation	Challenging extremism and radicalisation	Pregnancy and Parenthood
	Introduction to contraception	What is a cult?	Cancers affecting young people and self-examination for breast and testicular cancers.
	What is love?		

Counselling Analysis from WB: 20 September 2021 to WE: 14 June 2022

Since the start of the academic year there have been 48 students registered for counselling support.

Of these:

31.25% were male

68.75% were female

From September 2021 to June 2022 there has been 194 appointment slots provided: 179 (92%) have been attended and 15 (8%) have been DNAs. Appointments range from 20 – 50minutes. Students from every school year are evident in this cohort to date. Some sessions have been both parent and student supported.

Referral and presenting issues were varied – some represented simpler more common mental health issues whilst others have been of a more complex and complicated nature.

Further support needs have been identified in counselling some students such as referrals to CAHMS or the SENDCO.

Counselling support has also been provided for students when CAMHS could or would not offer support. All work this year has been in-person within school since January.

Example of some of the more common issues presented.

	Percentage Total
Up to June 2022	
Anger	12%
Loss and grief – including bereavement and transitions e.g. year 06 to Y07	19%
Depression – including general sadness	15%

Stress/Anxiety (including school/ exam related)	28%
Suicidal ideation	09%
Family issues	17%

Each term the TTMAT ask for a report on the well-being of both staff and students. **See Appendix H** for the Well-Being Report that was recently prepared for the trust.

**End of Principal's Report to the Local Governing Board.
Summary of Annexes Overleaf**

Summary of Annexes

- A - Contingency Plan for the Absence of SLT**
- B - TTUTC risk management report**
- C - TTMAT Heads' Collaboration Minutes**
- D - Predicted Outcomes**
- E - Draft Performance-Related Pay Policy**
- F - SEF**
- G - Governor Metrics March 2022**
- H - Well-being report**