



## ACADEMY COMMITTEE MEETING

Date: Monday 25<sup>th</sup> March 2024

Time: 5.30pm

Venue: Laurus Ryecroft

Clerk: N Burgess

Present: R Carling, M Vevers (Chair), A Lowe, L Broadbent, H Brady (for part of the meeting)

	Action	Initials
1	AL to attend a Pryde club meeting	AL
1	LB to speak to his work colleague to arrange potential links with school	LB
1	To contact HB if any further questions following the meeting	All
1	Governors are asked to inform the clerk of any changes to their record of business interests	All
2	Review SDP and bring back to the next AC meeting	RC
3	Governors are invited to attend any of the safeguarding training delivered in school	All
4	Governors are reminded to complete GDPR training	All
4	Governors are reminded to send their training certificates to the Clerk for retention	All

Agenda – Part 1			
Category	Item	Notes	Action
1	Governance Arrangements	<p>Rainbow Flag Award presentation</p> <p>H Brady attended to present the Rainbow Flag application to Governors. The award focusses on positive LGBT+ inclusion and visibility. Applications and supporting evidence are submitted to the Proud Trust.</p> <p>Work on the application initially commenced in September 2022. There are six criteria for the award which the school have worked very hard to earn and these include Skilled Teacher, Effective Policies, Supportive Governors and Parents, Inclusive Curriculum, Student Voice, and Pastoral Support. The final area is Supportive Governors and Parents.</p> <p>LGBT+ is celebrated in school via the lunchtime Pryde Club and also the Pryde Elective. There are also lots of different activities held, including charity fundraisers. It is vital that students know there is a safe place for them to attend and feel fully supported. Students are</p>	

		<p>also aware that discrimination will not be tolerated and will be challenged.</p> <p>Governors present were pleased to hear about the work which has been done in school to date and were fully supportive. A Lowe requested to attend a forthcoming Pryde Club in school and will liaise with H Brady to confirm.</p> <p>The need to engage with parents and carers was also discussed and to also increase the promotion of LGBT+ events held on the school social media channels.</p> <p>Governors were also informed of the plans which are being made for the school to possibly have a presence at the Tameside Pride event which will be held in July 2024. Governors were pleased to hear of the potential plans and looked forward to hearing more about this in a future meeting.</p> <p>Governors thanked HB for the significant amount of work which has been done by the school to date. L Broadbent agreed to make contact with his colleague in the Police to support the application and arrange potential links with the school.</p> <p>Governors were invited to email H Brady if they had any further questions after the meeting.</p>	AL
	Apologies	Apologies were received and accepted from L Casey, A Ali, H Rizvi, V Marin-Roman and J Crawford	
	AOB items	There were no other items of business not covered in the agenda for this meeting.	
	Register of interests	Governors are asked to inform the Clerk if there are any changes to their business interests recorded.	All
	Code of Conduct	The code of conduct was included in the documents for the meeting for the benefit of new governors and it was agreed that they would adhere to.	
	Part 1 Minutes	The minutes of the meeting held 22 <sup>nd</sup> January 2024 were <u>approved</u> as a correct record of the meeting and there were no matters arising.	
	Membership: Recruitment Update/Succession Planning	<p>It was noted that there would be a Parent Governor election held in the Summer term.</p> <p>It was discussed for the need to increase membership of the Academy Committee to ensure that meetings</p>	

			remain quorate.	
		Scheme of Delegation	There were no material changes to note to the Scheme of Delegation since the last meeting.	
		Trust Board Update	Governors received the update from the November 2023 Trust Board meeting and had no further questions. Governors attention was drawn to the link within the report which took them to the full minutes of the meeting should they require further detail.	
2	School Performance & Accountability	Review School Development Plan Priorities	<p>The School Development Plan (SDP) has recently been RAG rated by the Leadership Team to be able to assess exactly where the progress towards targets is to date.</p> <p>The plan is set at the start of the year and is driven by SLT. Members of the SLT lead on specific sections.</p> <p>Leaders are happy with the progress made to date and note at this stage of the academic year, as expected there are still numerous points which are ongoing.</p> <p>The plan will be reviewed again in around 6 weeks time and brought back to the next meeting of this committee. SLT will look at the next stages of progress made and will review if something is not going to be met, why, and what actions will need to take place. It was noted that targets specified in the SDP are challenging and that Leaders are aiming high.</p> <p>It was noted that in the future there may be a 3-year SDP due to timescales required for some sections of the plan. The SDP would still be reviewed twice yearly by the SLT.</p>	RC
		Ensure delivery of School Curricula and Assessment in line with Trust approach	R Carling confirmed to Governors that the school curriculum and assessment was delivered in line with the Trust approach.	

		<p>Review Head of School Report</p>	<p>The data in the report was from January. A more recent data capture has been done following the more recent mock exams.</p> <p>Governors attention was drawn to the progress column for all subjects. It was noted that although some subjects look cause for concern this can be cohort specific and there is always a reason behind this. There are also some key successes to recognise within the figures. Moderation and standardisation is taking place in all subjects.</p> <p>Maths and English are significant as they are double weighted in progress 8 measures and count for our students to be able to continue with their chosen subjects.</p> <p>RC commented that leaders were pleased with the data to date and hopefully of the final outcomes.</p> <p>Power Hour and Intervention attendance numbers were discussed. Power Hour is additional and is voluntary but Intervention is compulsory. Governors were pleased to note the attendance figures to the sessions. RC commented that in the previous week 107 students had attended Power Hour which had been phenomenal and would make a real difference for the students.</p> <p>Attendance was discussed at length. It was noted that Laurus Ryecroft attendance was consistently the second highest attendance in all of the Trust secondary schools. This is down to the work of RC and the team. Significant amounts of time is spent working with families to ensure attendance at school.</p> <p>It was noted that Laurus Ryecroft attendance figures are above national average and PP attendance is 3.3% above national average.</p> <p>Behaviour was discussed in some detail and Governors were provided with a breakdown of suspensions and the specific reasons behind them. Leaders always work within the Behaviour Policy and apply sanctions accordingly, applying suspensions when necessary. Persistent or general disruptive behaviour is the overall most common reason for exclusion.</p> <p>Governors were pleased to note the excellent and varied offer of Electives available to students, including British Sign Language, RAF Cadets, Ceramics, Jewellery</p>	
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			<p>making, Lego club, Latin and CAD.</p> <p>RC commented he was very proud of the work of the staff to allow these Electives to take place. Being part of an Elective helps a student to learn a new skill and to feel they are part of the school with a sense of belonging. Leaders interview students to see why they made their Elective choices and then write to their parents to show they are proud of the choices made.</p> <p>We are trialling interviews now and trying to build them into a future pathway and do early in year 8 as they are settling back after the summer holidays. We have received good feedback from the students regarding the interviews.</p> <p><b>Q- How often are the Electives offered changed?</b></p> <p>A – 3 times per year, so termly. An Elective is normally offered for around 10-11 weeks.</p> <p>Governors had no further questions on the Head of School Report.</p>	
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3	Governor Monitoring	<p>Finance update including pupil numbers, benchmarking and value for money</p>	<p>Pupil numbers are strong and the school will be full and oversubscribed for September 2024. There are a number of appeals in place and the outcomes will determine the final numbers for year 7 for September.</p> <p><b>Q – Is there a maximum number of students we can take?</b></p> <p>A – The maximum number we could possibly accommodate in the building would be 220 if in all year groups – but this would be very tight. Admissions appeals are co-ordinated by Tameside. We could not possibly go 20 over in all year groups. Appeals can take 3 days to hear them all and they are now done on Teams which helps the school in that a member of staff is not offsite for 3 days.</p> <p>We will have an additional 9 EHCP students coming in to school in year 7 in September.</p> <p>As are most schools, we are running an in-year deficit this financial year. There are some reserves but these are being used and this will be a bigger concern next year if there is no additional funding. We may have to look at some difficult decisions in the coming year, eg our Electives offer. LFET do generously fund our Electives programme but the funding does not cover staff.</p> <p><b>Q – What is the shortfall year on year?</b></p> <p>A – At present it is approximately £100k.</p> <p>We are ok at present and are working out what we can and cannot do going forward, for example we may need to look at class sizes in the future. Every decision we take will be for the best interests of the young people in the classrooms.</p> <p>We are pleased that we are fully recruited for September, but some subject areas have proved difficult to recruit to. We have made some good appointments despite the national trend. This year we had further recruitment to accommodate year 13 and also to cover staff who have requested a sabbatical. Recruitment is still a worry for next year due to lower numbers joining the profession.</p> <p><b>Q – Do you maintain contact with staff who are on sabbatical?</b></p> <p>A – Not directly, we hear on the grapevine and via other colleagues in school. Staff who request one year are able to return to the school they work in, for 2 years they will be offered a position in any one of the Trust secondary schools. We will have 3 secondments from September</p>	
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		2024.  School pay awards were also discussed. The amounts are yet unconfirmed and where the funding for these would come from.	
	Risk register – review risks and any significant changes in risk levels/mitigating actions	The main risks within the register were covered in the finance review, ie funding and recruitment and retention.  RC also added that there would be an additional risk in the critical incidents section given a host of variables in the community which could affect our young people, eg vapes, gangs and anti-social behaviour.	
	Policy – undertake school level reviews of relevant policies	There were no policies for approval at this meeting.	
	Ensure curriculum policies are in line with statutory guidance	RC confirmed to Governors that the school policies are in line with statutory guidance.	

		Safeguarding and SEND Link Governor updates	<p>AL, as newly appointed Safeguarding Governor, has recently attended school to meet with the DSL for an initial overview of safeguarding. AL had been impressed by what he had seen on the visit and also the training staff receive, which is given throughout the year.</p> <p>Governors are warmly invited to attend any of the safeguarding training scheduled in school. Training is planned around local issues and is then discussed in small groups.</p> <p>Safeguarding is promoted as a culture in school and is a responsibility of all staff. Staff all use CPOMS which creates an alert and staff are confident that no matter how small a concern they know to report. The level of repeat CPOMS reports shows the culture of reporting and safeguarding is paramount. There is an increase in reporting ahead of a school holiday to show concerns for any student who will not have access to the safe space of school during the holidays.</p>	All
4	Governor Development	Review Trust Training Plan	Governors are asked to complete GDPR training at their earliest convenience. Please contact the Clerk if there are any issues accessing the training.	All
		Clerk to minute any training undertaken by Governors since the last meeting	<p>The Clerk reminded Governors to send their certificates for training for retention.</p> <p>AL and LB confirmed that they had both signed up to undertake Health and Safety training.</p>	All
5	Community Engagement	Stakeholder Engagement	<p>Bugsy Malone had been the recent school production. The school had received a huge number of complimentary emails from parents about the production and all the participants.</p> <p>The school sports teams are currently doing very well. Y9 Boys are in a football final and also recently won a Y9/10 Rugby match. RC is proud of how hard PE staff work to provide constant fixtures for the students.</p>	
	AOB			
	Meeting Dates:	Meeting dates for 2023- 2024	Monday 17 <sup>th</sup> June 2024 at 5.45pm	



Impact of Meeting / Key Outcomes
Governors received a presentation on the school Rainbow Flag Award application
School Development Plan to date was reviewed
Governors reviewed the Head of School report
RC confirmed delivery of the school curricula and assessment in line with the Trust approach
Governors reviewed the Risk Register
RC confirmed that the curriculum policies are in place, in line with statutory guidance
Safeguarding Link Governor gave an update on his visit to school

Meeting closed at 7.15pm



**J Crawford**  
**Chair of Academy Committee**  
**17.06.2024**