

ACADEMY COMMITTEE MEETING

Date: Monday 18th June 2023

Time: 5.45pm

Venue: Laurus Ryecroft

Clerk: N Burgess

Present: M Vevers, L Casey, J Crawford, A Ali and R Carling

No.	Action	Initials
1	Staff Governor election to be commenced in September 2023	NB
2	An update on recruitment and retention plans at the Autumn term meeting	MV
3	To contact parents of year 11 students regarding donating items to uniform to school	RC
3	To send the updated visit proformas to the Safeguarding and SEND Link Governor for use from September 2023	NB
4	To complete any outstanding training	All
4	To inform the Clerk of any training completed	All

Agenda – Part 1

Category	Item	Notes	Action
1	Apologies	Apologies were received from H Rizvi, S Marsden and L Booth	
	AOB items	There were no additional items not already covered in the agenda for this meeting.	
	Governance Arrangements Elite Pathway	<p>Governors received a presentation on Elite Pathway from E Haslam, Trust Director of Sporting Excellence, and 2 students (year 8 and year 11) who have participated in the Pathway.</p> <p>The Elite Pathway has now been running for 2 years and the programme is being developed ongoing. The programme is for students who excel in their Sport outside of school and is run in line with their academic studies.</p> <p>The students present detailed their involvement in the Elite Pathway and what it has meant for them.</p> <p>Sporting wellness on the programme is a priority for all and the students have access to nutritionists and counselling alongside additional gym sessions and University visits. Laurus Trust is currently the only Trust</p>	

			<p>to have this partnership with Loughborough University.</p> <p>Another change to the programme will come with the opening of the Sixth Form. Year 12 students will attend a 2-day event at Loughborough and have the opportunity to work with some key figures in Sport.</p> <p>Q – Do students have to apply to join the Pathway? A – Yes, they apply and have to go through the selection process. There are 72 students on the Pathway at present and this is above the planned 60 places due to the number of talented students across the Trust.</p> <p>Governors were given information on the programme from September.</p> <p>Students are given the opportunity to stay in school and do more Sport and there are also opportunities for them to catch up on their academic sessions. School staff work closely with parent/carers and the students. Both students present also play for the school teams in addition to their commitments outside of school.</p> <p>Q – How do you identify potential talent in the Trust? A – A change for year 3 of the programme is that we are bringing in a talent identification process for years 7 and 8 in all schools. PE teachers are very good at identifying students who excel in Sport outside of PE lessons and from Electives. We then work with outside agencies once students are identified.</p> <p>Q – With high-risk impact sports there is a risk of injury, for example stress fractures, how to you say to students you need a break and not to over do it? A – Sessions are not compulsory and we can work with students individually, for example a gym plan as part of the rehabilitation element. We would never encourage students to do more than they are able. We also keep in contact with their clubs and coaches. A dialogue with parents and clubs/coaches is vital to the success of the Pathway for our students.</p> <p>Q – (To the students present) Do you feel ok and not under too much pressure to carry on with your sport and your academic studies? A – Both replied no and felt that the school are very supportive.</p> <p>EH commented that in years 7 and 8 students are also encouraged to take part in other sports to ensure a broad and balanced experience.</p>	
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		<p>Q – How is the Pathway communicated to parents? A – Every September an email is sent to all parents with information and eligibility criteria and how to apply.</p> <p>There were 300 applications for places this year. We also have a strong social media presence to advertise the Elite Pathway. Governors were encouraged to look on the school website to see the Pathway from a student’s perspective and the difference it had made to their life.</p> <p>Q – Is there set criteria, how did you narrow the applications down from 300? A The criteria is very different for each sport, and we acknowledge that every sport is different at every age range. Each application is dealt with on an individual basis.</p> <p>Q – How many different sports does the Pathway cover? A – Currently there are around 15 sports, including BMX, Lacrosse, Hockey, Cheerleading and Dance.</p> <p>Q – How many students at Laurus Ryecroft are currently on the Pathway? A- 15</p> <p>Governors thanked EH and the students for their time and commitment to the Pathway.</p> <p>Governors were very impressed with the opportunities available to the students and the care and consideration of the students involved.</p>	
	Register of interests	There were no changes to the Register of Business Interests.	
	Part 1 Minutes	Minutes of the meeting held on 9 th March 2023 were <u>approved</u> as an accurate record of the meeting and there were no matters arising.	
	Membership: Recruitment update/Succession planning	A Staff Governor election process will be run in September.	NB
	Scheme of Delegation	There were no material changes to the Scheme of Delegation to note.	
	Trust Board Update	Governors reviewed the Trust Board reports from the February and March meetings and did not have any further questions.	

2	School Performance & Accountability	Review School Development Plan	<p>The SDP is written at the start of the year and is reviewed ongoing. The plan is then RAG rated at the start of the Spring term to check progress against the actions. We reflect and amend the plan throughout the year.</p> <p>The summer term review has just been completed. There are a couple of amber actions, for example KS5 curriculum is still work in progress, and this will be completed imminently. The SDP is broken down and reviewed as a whole school and by individual departments. Work has already commenced on the SDP for the forthcoming academic year.</p> <p>Q – How many applications are you expecting for Sixth Form places? A – Currently it is looking like we will have around 50 year 12 students for September. This will be a good number for our first year and will allow us to run the majority of subjects.</p> <p>The PAN is 150 but in terms of space in the building the ideal number would be 120. The first year will enable us to embed our systems and practices for future years.</p> <p>Q – How many subjects will you be offering? A – Dependent on numbers we expect it to be around 12-14. Dependent on the cohort there may be some very small classes.</p> <p>Q – In terms of the staffing have you recruited all new staff or are some from existing staff? A – A mix of both. No staff member will teach all 6 year groups, there will be a maximum of 5. Some staff will be Sixth Form only, for example Business, Economics and Psychology. There were also some very strong staff already appointed within school who will be teaching Sixth Form.</p> <p>Q – Are there any gaps, subjects which are not viable? A – We would love to grow our Music and Drama offer but at present the numbers are not there and this is something we will be working on in the future as we grow.</p>	
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		<p>Review Head of School Report</p>	<p>Attendance is lower than we would like but is higher than national average. Attendance is a national issue. As a school we do a lot of work around attendance and our figures compare favourably with other schools in the Trust.</p> <p>It is still a high target for attendance next year and 97% is aspirational. There is a different perspective around attendance since Covid.</p> <p>Q – As a Head of School what is worrying you the most? A – Recruitment and Retention. We have done well this year but recruitment has been the most challenging ever and luckily, we have not had many resignations. Recruitment will be a real worry next year. English has now become one of the subjects which is difficult to recruit to.</p> <p>Q – Are you at capacity for teachers? A – Yes but we will still need an additional 8 to 10 next year for year 13 and also any other resignations. Recruitment is a nationwide issue in all areas. We are looking at recruitment issues in all schools in the Trust.</p> <p>We are looking at ways to retain our staff so they do not want to leave us. In terms of succession planning we want staff to be aware of the development opportunities available to them.</p> <p>Workload will always be an issue in teaching but if we can ensure behaviour is right it goes hand in hand and helps staff accordingly.</p> <p>As a Trust we are looking more strategically in how to retain staff, whilst also encouraging others to want to come and work here. Governors asked for an update on recruitment and retention at the next meeting, and if possible for this to be briefly included in the Head of School report moving forward.</p> <p>MV commented that as a Trust the recruitment season starts in January and this definitely helps. The Trust also has a very comprehensive well-being offer for staff, including an Employee Assistance Programme.</p> <p>This week is the first Trust wide Well-being Week, where there are numerous events on offer to staff. The events are a good opportunity for all staff to meet together and can make a big difference, for example a whole staff breakfast or a sporting or creative activity.</p>	<p>MV</p>
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			<p>Strong and supportive leadership links and presence are vital and encourage teamwork. Great leadership comes from examples.</p> <p>A suggestion was made to ask new starters why they applied to the school/Trust.</p> <p>Behaviour was discussed at length. It is vital that all staff are equal in their approach and in implementing the systems and procedures. Staff are really appreciative when we do a refresher on the behaviour principles. It is vital to be innovative and stay ahead.</p>	
3	Governor Monitoring	<p>Finance update including pupil numbers, benchmarking and value for money</p>	<p>Governors reviewed the Management Accounts to March 2023.</p> <p>The finance are ok at present but there is money allocated to summer projects, including creating new office space and additional car parking.</p> <p>Governors had no further questions to raise.</p>	
		<p>Policy – undertake school level reviews of relevant policies</p>	<p>There are no changes to the majority of the policies which have been reviewed.</p> <p>Governors approved the following policies: Behaviour Policy Child Protection & Training Policy First Aid Policy PSHE Policy School Uniform Policy Suspension and Exclusion Policy</p> <p>Policies are regularly reviewed in line with changing guidance. In the Uniform Policy some of the language has been changed to be more specific.</p> <p>A Governor suggested emailing the parents of the Year 11 students who have recently left to see if there any parents who would like to donate blazers and PE kits to the school which can then be issued to other students.</p>	RC

		<p>Safeguarding and SEND Link Governor updates</p>	<p>SM was not present at the meeting but had sent in an update from the visits to school.</p> <p>The Single Central Record was reviewed during a recent visit and was found to be up to date and accurate.</p> <p>Behaviour incidents are accurately recorded and all staff have access to CPOMS to be able to record any safeguarding issues and concerns.</p> <p>Targeted parent groups are proving to be successful.</p> <p>The school Designated Lead for Safeguarding had shared the plans for September training, Safety in the community, being out in the community can be an anxious time for some students.</p> <p>The proformas, for use from September 2023, for Safeguarding and also SEND, were issued to Governors. The Clerk will email SM to clarify the use of the forms from September visits.</p> <p>Water safety is a priority and the message will be delivered to all students again before the summer holidays. Governors suggested that as this is an area of concern regarding young people and water safety it would be beneficial to look at GMFRS resources and to see if they would be able to come in and speak to students.</p>	NB
		<p>Governor Self Review of Impact (Update Annual Report to Trust Board)</p>	<p>The annual report to the Trust Board will no longer be completed. Instead, feedback to the board will be done via the Academy Committee minutes and also the Chairs visits to the Governance, Oversight and Standards Committee meetings.</p>	
4	Governor Development	<p>Review Trust Training Plan</p>	<p>Governors were reminded to complete any outstanding training.</p>	All
		<p>Clerk to minute any training undertaken by Governors since the last meeting</p>	<p>Governors are asked to update the Clerk on any training they have completed and send their certificates for retention.</p>	All

5	Community Engagement	Stakeholder Engagement	<p>Recently the school Choir attended a local care home to perform for the residents. The school has received a number of similar requests from other care homes in the area. This is a really worthwhile and rewarding experience for our students and something we are looking to expand on by doing more performances.</p> <p>There has also been a community pick done at Daisy Nook. Students have done this as part of their Citizenship community aspect.</p>	
	AOB		<p>Governors were informed that there have been 2 permanent exclusions in the last week, and potentially there could be one additional one. The school have done everything possible to support the students and permanent exclusion is always a last resort, whilst acknowledging that permanent exclusion is sometimes the right decision for the school and the student.</p> <p>Governors will be contacted regarding the PDC meetings.</p>	
	Meeting Dates:	Meeting dates for 2023- 2024	<p>Monday 25th September 2023 at 5.45pm Thursday 23rd November 2023 at 5.45pm Thursday 7th March 2024 at 5.45pm Monday 17th June 2024 at 5.45pm</p>	

Impact of Meeting / Key Outcomes
Governors received a presentation from Trust Director of Sporting Excellence and two students on the Elite Pathway
Governors reviewed the Trust Board reports from the February and March meetings
Governors reviewed the School Development Plan
Sixth Form application numbers and plans were discussed
Governors discussed recruitment and retention
Governors approved 6 policies
Safeguarding visit updates from the Link Governor were received

Meeting closed at 7.15pm

Signed by the Chair

Julie Crawford

09.10.2023

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