



## ACADEMY COMMITTEE MEETING

Date: Monday 22<sup>nd</sup> January 2024  
 Time: 5.45pm  
 Venue: Laurus Ryecroft

Clerk: N Burgess  
 Present: J Crawford, R Carling, M Vevers, A Lowe, L Casey, S Marsden, L Broadbent, H Rizvi, V Marin-Roman and L Clifton (for part of the meeting)

No.	Action	Initials
1	The Clerk to update the Register of Business interests and publish on website	NB
3	Safeguarding Link Governor to arrange a visit to school to meet DSL. RC to provide contact details	AL/RC
3	SEND Link Governor to arrange a visit to school	LC/VMR
3	To visit school to attend one of the lunchtime clubs provided to students	LC
4	Governors to complete GDPR training as soon as possible	All
4	To send completed training certificates to the Clerk for retention	All
5	To review communication of Electives choices to parents	RC

Agenda – Part 1			
Category	Item	Notes	Action
1	Governance Arrangements	<p>L Clifton, Deputy Headteacher, attended to present to Governors the Professional Learning offer available to staff at Laurus Ryecroft.</p> <p>Further Professional Learning (FPL) sessions are held weekly and cover key concepts, there is an expectation that all staff attend the sessions. It was noted that all staff attend the FPL session delivered on Safeguarding.</p> <p>Action Research Communities (ARC) is based around staff in groups reading an educational based book and then meeting in their groups to discuss their findings. This gives staff an opportunity to work with colleagues from other curriculum areas. There is also the opportunity for staff to lead a group. The whole year culminates in the Trust wide Uber ARC event which will be held in March.</p> <p><b>Q – Is engagement in ARC widespread?</b></p>	

			<p>A – ARC is a compulsory element of Professional Learning. All staff engage and select the book they wish to review from a carefully chosen list.</p> <p><u>Early Career Framework</u> – ECTs have one unit of their timetable each week to cover FPL and additional learning. ECT mentors also engage in training sessions and mentor meetings which are planned and resourced by Ambition Institute.</p> <p><u>MA/Doctor of Education programmes</u> – There are currently 11 members of staff conducting MA study and one member of staff is working towards EdD. This will mean 42% of staff have already achieved their MA or are working towards.</p> <p><b>Q – 42% of staff is excellent, do you know what drives them to study for their MA?</b> A – They want to study to develop and increase their opportunities and progression.</p> <p><u>Laurus Trust Research Review and Journal Club</u> – this is done each half term and provides the opportunity for a staff member to share their current research and to present to staff across the Trust. This is then followed up in school as a Journal Club meeting.</p> <p><u>Building Potential</u> – this is an in-house course designed for staff who have recently been promoted and now have additional Teaching and Learning Responsibility. Sessions include budget and finance, Teaching and Learning, and Vision and Values. There are currently 9 staff at Laurus Ryecroft undertaking this course.</p> <p><u>Unseen observations</u> – There are 3 structured cycles per year. Subject Leaders lead within their department and this aligns with their DDP. Smaller departments group together to enable wider discussions, reflections and sharing of good practice.</p> <p><u>NPQs and CTeach</u> 2 staff are currently completing CTeach. 4 staff are currently engaged in NPQ qualifications.</p> <p><b>Q – Is the Professional Learning offer available to both teachers and SEND staff?</b> A – Yes, SEND staff are welcome to attend any of the FPL weekly sessions, and this year they are all part of the ARC programme.</p> <p>HR commented that it was excellent to see teachers</p>	
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			who were ECTS only a couple of years ago now studying for their MA and also taking on positions of additional responsibility within school.	
		Apologies	Apologies were received and accepted from A Ali	
		AOB items	There were no other items of business not covered in the agenda for this meeting.	
		Register of interests	The Clerk will make the necessary amendments following the meeting to include the new Governors and will update the website accordingly.	NB
		Part 1 Minutes	The minutes of the meeting held 9 <sup>th</sup> October 2023 were <u>approved</u> as a correct record of the meeting and there were no matters arising.	
		Membership: Recruitment Update/Succession Planning	R Carling was welcomed to the first meeting in his capacity as Head of School.  A Lowe, L Broadbent and V Marin-Roman were also welcomed to their first meeting as newly appointed Governors.	
		Scheme of Delegation	Governors attention was drawn to the updated financial section of the Scheme of Delegation from December 2023.	
		Trust Board Update	Governors received the update from the September 2023 Trust Board meeting and had no further questions.	

2	School Performance & Accountability	Review Head of School Report	<p>MV presented the Head of School report to Governors. The report was originally produced for the November 2023 meeting, postponed to this meeting, but the themes remain the same.</p> <p>The Progress 8 figure was discussed and how the calculation relates to progress from KS2 scores.</p> <p>Mocks were completed by Y11 students, under exam conditions, in November and December. There is a wide intervention programme in place for students.</p> <p>Governors were reassured the school is aiming high for the students.</p> <p><b>Q – Have you changed much since the first cohort of students to take their GCSEs last year?</b></p> <p>A – Yes, we brought forward our Bootcamps by one week. We have also increased our contact with parents regarding revision sessions. We now have Power Hour sessions after school and then revision is done at home – we have found a change in terminology makes a difference. Our Y11 Prom Reward has been carefully revised and pitched, and includes passport stamps for attendance at revision sessions. We are also looking at prom assistance for eligible PP students.</p> <p>We also made some changes across the Trust after speaking with Heads from the other Laurus high schools.</p> <p>The curriculum is obviously vitally important and we need to ensure our students are confident when they go into their exams. This will obviously change and develop year on year.</p> <p><u>Attendance</u> – the figure has changed since the report was produced and is now 93.1%. Although this is high, and goes against national average, it is not where we would want it to be and we are aiming higher. We are always looking at the data, both nationally and Trust wide. Currently Laurus Ryecroft has the second highest attendance of the Trust high schools.</p> <p>The school now has an Attendance Office in post and this is working really well. Attendance is complex for some students and there are wider issues to consider.</p> <p><u>Behaviour</u> – Suspensions were higher in half term 2 but it was noted that students have returned well after the</p>	
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			<p>Christmas break. There has been one permanent exclusion.</p> <p>Extensive work is taking place with SEND colleagues to ensure our students are on the best pathway for them and to avoid permanent exclusion. This can be a combination of mainstream and specialist provision and also outreach work, tailored to the individual student. Early intervention is key. It was noted that there have been 39 permanent exclusions in Tameside this year.</p> <p><b>Q – Do you ever hear any feedback from how any of the students permanently excluded from Laurus Ryecroft are getting on in their future provision?</b></p> <p>A – Feedback is limited. We are aware of a couple, one of which may be ready to return to mainstream education. We can occasionally hear via siblings still in school, or from colleagues at other schools at Safeguarding Lead meetings. We ensure that a sibling of a permanently excluded student is looked after and achieves.</p> <p><u>Leadership and Service</u> – we have created more opportunities this year for our students to be involved in Leadership and Service. There are plans to expand into the community and raise the profile of the school, whilst also enhancing the experience for the students. Events planned include:</p> <ul style="list-style-type: none"> <li>• Daisy Nook Country park events</li> <li>• Care Home Visits and performances</li> <li>• Garden projects</li> <li>• Litter picking around the school site</li> <li>• Community litter picking</li> <li>• Good neighbour projects</li> </ul> <p>The aim is to take students beyond their experience, and includes Army and RAF opportunities.</p> <p>Governors thanked the Head of School for the comprehensive report.</p> <p><b>Q – JC asked MV what was currently causing concern and was there anything Governors could help with?</b></p> <p>A – Funding is a concern. We are ok at present, we still have an in-year deficit but are in a much better position than some Trusts.</p> <p>Teacher recruitment is also a real concern, and is a national issue. Our Outstanding judgement obviously helps but other schools and Trusts are becoming more</p>
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			<p>creative to attract staff and there could become an issue that we cannot compete with what they are offering. We haven't lost any staff to this approach yet. We are in a good position that as a Trust there are promotion opportunities available to our staff across the Trust. We always start our recruitment season early, in January for a September start, but have noticed that some schools have already advertised in November and December.</p> <p><b>Q – Do we need to recruit additional teachers for next academic year?</b></p> <p>A – Yes due to growth. We will have 150 students leave in year 11 and 210 will join year 7 in September. There will also be the addition of year 13.</p> <p>We are also looking, as a Trust, at our employee benefits offer.</p> <p><b>Q – How is space now we have Sixth Form open?</b></p> <p>A – We are ok at present as the Sixth Form isn't yet full but we are looking at solutions going forward. We are having to use the Sixth Form space for all year groups. We are planning to create some additional classrooms in school and have some ideas, some involving a quick solution and some longer term.</p> <p><b>Q – How are next years Sixth Form application numbers looking?</b></p> <p>A – It is a little early to say at present. Our aim ideally would be for 50 students. We currently have 36 amazing students in year 12 who are all working really well. It should also be noted that the current year 11 are the last cohort of 150 students, all other year groups are 210, and in future this will mean there will be a bigger cohort of students to recruit to the Sixth Form. The Sixth Form will take time to fill over the years, and we have seen this with the Sixth Form at CHHS.</p> <p>In terms of year 7 we are massively oversubscribed in numbers of first choice applications.</p> <p><u>Inspection Data Summary Report (IDSR)</u>. The report has been released since the planned meeting in November and has therefore been added to the agenda for this meeting. MV talked Governors through some of the key points of the report.</p>	
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		Review School Development Plan priorities	The SDP is currently being reviewed by the SLT and there are no issues to raise.	
		Set and ensure delivery of School Curricula and Assessment (in line with Trust's approach)	MV confirmed the delivery of the School Curricula and Assessment in line with the Trust approach.	
3	Governor Monitoring	Finance update including pupil numbers, benchmarking and value for money	<p>Finances were discussed earlier in the meeting as part of the Head of School report.</p> <p><b>Q – Is there any funding reserves for energy costs?</b>  A – There have been enormous amounts spent on energy costs and schools do not receive any additional funding. This is something which we have to carefully manage and budget for.</p>	
		Policy – undertake school level reviews of relevant policies	Governors <u>approved</u> the Safeguarding Policy which had been updated in line with Keeping Children Safe in Education guidance.	

		<p>Monitor Pupil Premium, Catch-up and Sport Premium spending to ensure it improves the attainment of eligible pupils</p>	<p>RC leads on PP in school.</p> <p>The plan is similar to last year and it is hoped that by the end of year 9 all students will have had the opportunity to be a part of a school residential trip. It is estimated that there will be 30-40 students who will receive assistance in attending a university residential trip by the end of this school year. It is really important that everyone is given the opportunity, whilst being mindful that some students may not wish to attend.</p> <p>There is also a reserve pot to fund uniform where necessary and as a school we help where we can but are mindful that costs are rising. Departments can also bid for money to assist PP students, for example in Art for sketch books and materials, and for Music lessons for GCSE Music students.</p>	
		<p>Safeguarding and SEND Link Governor updates</p>	<p>Verbal updates were given to Governors by the Head of School.</p> <p>SM had not undertaken any visits since the last meeting but had signed off trips and visits as necessary.</p> <p>A Lowe will now undertake the role of Safeguarding Link Governor and will arrange a tour of the school and a meeting at the earliest opportunity. RC will forward the email address of the Designated Safeguarding Lead to A Lowe to arrange.</p> <p>L Casey will be SEND Link Governor and will arrange a meeting with VM-R at the earliest opportunity.</p>	<p>RC/AL</p> <p>LC</p>
		<p>Rainbow Flag Award</p>	<p>Information was circulated to Governors regarding the school's application to the Proud Trust for the Rainbow Flag Award.</p> <p>Governors were invited to come into school to see some of the work being done. Governors wished to offer the school their support for the Rainbow Flag Award application. LC agreed to come into school to visit one of the lunchtime clubs available to students.</p> <p>It was agreed that H Brady would attend the next meeting of this committee to present to Governors</p>	<p>LC</p>
4	Governor Development	<p>Review Trust Training Plan</p>	<p>Governors are asked to complete GDPR training at their earliest convenience. Please contact the Clerk if there are any issues accessing the training.</p>	<p>All</p>



		Clerk to minute any training undertaken by Governors since the last meeting	The Clerk reminded Governors to send their certificates for training for retention.	All
5	Community Engagement	Stakeholder Engagement	For the benefit of new Governors RC detailed the past relationships with neighbours to the school. The school have worked hard to foster good relationships with local neighbours who feel comfortable with raising any issues with the school.  Governors were reminded of the forthcoming school production of Bugsy Malone and were invited to attend.	
	AOB		HR wished to raise the issue of Electives and how parents are able to understand if their child has been successful on their chosen option. Previously this has been confirmed by text and the confirmation was helpful to parents. RC agreed to look into communication going forward.	RC
	Meeting Dates:	Meeting dates for 2023- 2024	Thursday 7 <sup>th</sup> March 2024 at 5.45pm Monday 17 <sup>th</sup> June 2024 at 5.45pm	

Impact of Meeting / Key Outcomes
Governors received a presentation on Professional Learning at Laurus Rycroft
R Carling was welcomed to his first meeting as Head of School
V Marin-Roman, L Broadbent and A Lowe were welcomed to their first meeting as newly appointed Governors
Governors reviewed the Head of School Report
Governors approved the updated Safeguarding Policy
Governors reviewed the Pupil Premium, Catch-up and Sport Premium funding
The school application for the Proud Trust Rainbow Flag award was discussed

Meeting closed at 7.15pm



J Crawford  
Chair of Academy Committee  
25<sup>th</sup> March 2024