

## ACADEMY COMMITTEE MEETING

Date: Monday 20<sup>th</sup> June 2022  
 Time: 5.45pm  
 Venue: Laurus Ryecroft

Clerk: N Burgess  
 Present: M Vevers, H Rizvi, L Casey, J Crawford, A Ali, L Clifton and S Marsden

No.	Action	Initials
1	Governors to report any changes to the Register of Business interest to the Clerk	All
1	To update on visit of prospective Governor	MV
3	To look into the requirement of blinds in some classrooms	MV
3	Update the Academy Committee report to the Trust Board	Clerk
4	To send the Skills Audit proforma to Governors	Clerk
AOB	To send request for information for ID badges	Clerk
AOB	To send the information for ID badges to the Clerk as soon as possible.	All

Agenda – Part 1			
Category	Item	Notes	Action
	<b>Presentation from Subject Leader Science and Q&amp;A</b>	<p>C Murray gave a detailed overview of the Science curriculum taught at Laurus Ryecroft.</p> <p>A copy of the vision was circulated to Governors. Students are taught above and beyond the national curriculum, particularly at KS3, and this makes a broad and balanced curriculum.</p> <p>Threshold concept is powerful knowledge which the students cannot obtain from everyday life.</p> <ul style="list-style-type: none"> <li>Substantive and disciplinary knowledge is in two parts: how the discipline works and how we accumulate knowledge</li> <li>How Science works – practical experience where students are able to plan, analyse and interpret</li> </ul> <p>Retrieval is vital for students learning and is done at the start, and during, every lesson.</p> <p>Literacy is throughout Science where students are able</p>	

			<p>to read additional information, articles and book extracts to increase their knowledge.</p> <p>Following the presentation Governors were invited to ask any questions they may have:</p> <p><b>Q – SM asked is there any interlinking with other subjects and do speak to other Subject Leaders?</b>  A – In particular there are links with Geography as Climate Change is taught in both subjects. Also there is lots of work in Science and Maths which is linked and taught in the same way.</p> <p><b>Q – JC asked how do you find the time to add additional topics above the national curriculum?</b>  A – We try to cover as much as possible and good planning is key. It is aspirational and is taught as extension lessons where possible.</p> <p><b>Q – Is there any difference in year 7 understanding due to Covid?</b>  A – Students always have varied exposure to Science in primary school so we start as a level playing field and we haven't noticed anything different.</p> <p><b>Q – Do all students do all aspects of Science?</b>  A – At KS3 all 3 disciplines are taught by the same teacher. At KS4 students are taught by subject specialists. All students study dual award and some students opt to study Separate Science. There is an entry exam for students opting to study Separate Science to check the subject is best suited for the student.</p> <p><b>Q – Is there a good amount of practical's taught in both dual and separate?</b>  A – Yes dual Science is taught every day and students who study separate have 9 lessons per week.</p> <p>CM was thanked by Governors for the excellent presentation.</p>	
1	Governance Arrangements	Apologies	Apologies were received and accepted from L Booth and R Carling.	
		AOB items	None	
		Register of interests	Governors were asked to inform the Clerk of any changes to their Record of Business Interests held.	All
		Part 1 Minutes	The minutes of the meeting held 3 <sup>rd</sup> March 2022 were approved as a correct record of the meeting.	

		Membership: Recruitment Update/Succession Planning	MV informed Governors that he had received an expression of interest to join the Laurus Ryecroft Academy Committee. A visit to school is taking place this week and a report back will be given at the next meeting.	MV
		Trust Board Update	Governors received the report from the March meeting and did not have any questions relating to the content of the report.	
2	School Performance & Accountability	Review School Development Plan priorities	<p>The School Development Plan is RAG rated and at the end of the academic year is now showing as nearly all green.</p> <p>There are some amber areas which are actions for next year, where there is possibly some further work to do to embed. Some of the amber actions will be completed by the end of the school year.</p> <p>The SDP is currently being updated for the forthcoming academic year.</p>	
		Ensure delivery of School Curricula and Assessment (in line with Trust's approach)	MV verbally confirmed the delivery of the school curriculum and assessment, in line with the Trust approach.	

		<p>Review Head of School report</p>	<p>The Chair informed Governors that the agenda for the meeting had been refined to make it more relevant to the school and that the end of year Head of School report would focus on what the school was most proud of over the course of the year.</p> <p>The report captured the data for year 10 students. MV explained that the year 10 mocks were an opportunity for students to experience what exams would be like in year 11 and for staff to be able to plan ahead. The examinations mimic the real GCSEs as much as possible.</p> <p>Governors reviewed the attendance and behaviour figures.</p> <p>SM had been into school and spoken with a small number of students who are at risk of permanent exclusion. A significant amount of work has been done with these students and meetings have taken place with parents.</p> <p>Attendance figures, 93.29%, were noted to be lower than pre Covid levels. The figures are still above the national average but are not where the school would wish them to be and there is significant work being done to improve attendance.</p> <p><b>Q – Is this down to individuals or is there a pattern?</b>  A – It is a combination of both, we have some regular non-attenders but there is also a lot of illness included in the figures.</p> <p><b>Q – What measures do you have in place?</b>  A – The pastoral team do a significant amount of work with the students but we need additional help. The school have struggled to recruit an attendance officer. Another option is to appoint an Assistant Head of Year and an advert will be published for this post later this week.</p> <p>Governors were given a full Behaviour breakdown within the report. MV commented that although it appeared there were lots of C1/2/3 codes reported it was because the school report the smaller issues in order to be able to see the bigger picture. MV reported that he had no major concerns. There have been some issues for behaviour and attendance following Covid and there has been a bigger gap than previously seen.</p> <p>Governors asked MV if he had any concerns going forward?</p>	
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			<p>Future recruitment was a worry and that this was a problem for all schools. Recruitment is getting tougher. Laurus Ryecroft is in a strong position being fully staffed for September but recruitment could be an issue in the future.</p> <p><b>Q – Is recruitment a problem in any particular subject?</b>  A – At present it is Maths, Science and Geography.</p> <p>The Trust focus will now be on retention, Laurus Ryecroft has 21 new teachers for September due to the opening of the Sixth Form in the following academic year.</p> <p>Sixth Form recruitment is also an uncertainty. Student numbers are unknown and the final number will not be known until students have signed up and are ready to begin their studies in September 2023. A considerable amount of work to promote the Sixth Form to current students is taking place and there is also a marketing campaign to promote the Sixth Form externally.</p> <p><b>Q – How many students would you realistically expect in the first year?</b>  A – 70 students would be a reasonable number for the opening year.</p> <p>Space within school, as the school fills with all year groups, is also an issue and the school are making adjustments to the building, where possible, to accommodate.</p> <p>The summary of the Head of School report contained information and photos of a round up of the school year. Events included:</p> <ul style="list-style-type: none"> <li>• A visit from Angela Raynor</li> <li>• Sports and Dance events</li> <li>• Sporting Excellence trips to Loughborough</li> <li>• DofE expeditions</li> <li>• Theatre trips</li> <li>• Banned books week</li> <li>• The school being winners of the National Innovation School of the year for Food, Farming and Natural Environment 2021</li> <li>• Y7 London Trip</li> <li>• Trips to France, Belgium, Berlin, with a trip to Spain at the end of term</li> <li>• Dance Showcase</li> <li>• Staff taking part in the Manchester Midnight Walk to raise funds for St Anns Hospice</li> </ul>	
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			<ul style="list-style-type: none"> <li>• University trips to Loughborough, Newcastle and Manchester</li> </ul> <p>From September 2022 there will be a programme for students with RAF Cadets. The starting number will be 30 students, from years 8 and 9, and the programme will grow each year.</p> <p>Governors were really pleased to review the year and to see the wealth of opportunities available to students.</p> <p><u>Professional Learning</u> L Clifton, Assistant Headteacher, was in attendance to present to Governors the Professional Learning offer available to staff at Laurus Ryecroft.</p> <p>Professional Learning is a strength of the Trust and is often mentioned by candidates at interview as a reason they wish to join a Laurus School. Professional learning, for all staff, is vital for recruitment and retention. LC detailed the offer available to staff.</p> <p><u>Further Professional Learning (FPL)</u> FPL runs every week during registration for 20 minutes. FPL covers vital professional areas of knowledge for teachers such as SEND, Safeguarding, Behaviour and Anti-Racism. Some of the sessions are recorded and shared across the Trust.</p> <p><u>Action Research Communities (ARC)</u> There have been 6 groups running in school this year. Each meets to read and discuss a different educational book.</p> <p>The ARC programme culminates in the Uber ARC event which is run across the Trust. The event starts with a keynote speech which is streamed to all schools and is followed by a series of seminars on the books and presentations from teachers of their research for their Masters and Doctorate degrees.</p> <p><u>Early Career Framework (ECF)</u> New teacher induction is now 2 years. Laurus Ryecroft have 7 teachers who are now at the end of their first year. The teachers and their mentors have engaged in conferences, training and weekly mentor meetings. All 7 teachers will now move to year 2 of the programme. In September 2022 there will be a further 3 staff joining who will be in the second year of the ECT programme and 10 who will be in their first year.</p>
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			<p><u>MA and Doctor of Education programmes</u> As of the date of this meeting there are 17 staff who have, or are working towards, their MA in Education. Of the 45 teaching staff this is an incredible percentage.</p> <p><u>Research Reviews</u> This is an opportunity for staff who are studying for their MA or EdD to share their research with other teachers in the Trust. The events are run half termly and are live streamed and recorded to be accessed later. Laurus Ryecroft teachers have presented twice in this academic year.</p> <p><u>Building Potential</u> This course is aimed at staff who are currently working in their first leadership position of responsibility and covers all a leader would need to know. The sessions are a mix of face to face and also Teams, with delegates from other schools.</p> <p><u>Journal Club and Cross Trust Journal Club</u> Journal Club is for teachers to meet, several times throughout the year, to discuss an academic journal. The event has now been launched Trust wide and currently 13 of the 56 staff attending are from Laurus Ryecroft.</p> <p><u>Unseen observations</u> This initiative follows a whole school approach and is led by subject leaders within their departments. The aim is to develop subject specific pedagogy within departments.</p> <p><u>NPQ in Leading Teaching</u> This is a national qualification, delivered by Laurus in conjunction with Ambition Institute. Three middle leaders from Laurus Ryecroft have completed the course this year.</p> <p><b>Q – Are there opportunities to meet other staff across the Trust?</b> A – Every six weeks Subject Leaders from all schools meet.</p> <p><b>Q – Are there opportunities for all departments across the Trust to get together?</b> A – We have an annual cross Trust Inset day, in June, where all departments meet from all schools. The events are well planned and utilised to ensure the best use of the time.</p>	
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			<p>Governors thanks LC for the comprehensive presentation and were pleased to see the comprehensive offer available to staff. Governors also felt the offer would be a valuable asset for recruitment and retention.</p> <p><u>Compass Careers Benchmark Tool</u>  The report highlighted that the school has met 100% of the 17 assessment areas in benchmark 1. MV noted that the report was excellent but that there is always more which can be done to make it even better. There is a powerful group emerging across the Trust using their expertise and contacts. The school has a Business and Enterprise event happening this week.</p>	
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3	Governor Monitoring	Finance update	<p>The management accounts were received and reviewed by Governors. MV commented that finances would be stretched next year by the increase in energy costs. The school is currently not on a fixed rate contract.</p> <p>There is some planned building works taking place over the summer, as detailed in the Estate Directors report which was issued prior to the meeting. Works include alterations to the Reception office area, music practice rooms being merged to make a classroom and new refectory space.</p> <p>HV asked, on behalf of staff, if there was a possibility for blinds to be fitted in some classrooms. MV agreed to look into the possibility and plan into the budget if necessary.</p>	MV
		Policy reviews	<p>Governors reviewed and approved the following policies:</p> <p>Anti-Bullying Policy  Child Protection and Training Policy  First Aid Policy  Attendance Policy</p>	

		Curriculum Policies (eg Religious Education and Relationships, Sex Education), Behaviour and Welfare policies (ensure in line with statutory guidance)	MV confirmed that the curriculum policies were all in place and Governors were provided with a link to the school website to view.	
		Governor Self Review of impact	The Academy Committee Report to the Trust Board will be further updated following this meeting.	Clerk
4	Governor Development	Governor Training – Review Trust Training Plan	Governors discussed the recent Skills Audit and a couple of Governors had had trouble accessing. The Clerk will send a proforma of the audit to Governors for completion.	Clerk
5	Community Engagement	Stakeholder Engagement on notable activities with Staff/Parents/Students/Governors	<p>It was good to have the building back open to be able to invite the wider community into school for events.</p> <p>The first face to face parents’ evenings had taken place. Feedback from parents was that they much preferred face to face than online meetings.</p> <p>Governors commented that they were looking forward to coming into school to see the upcoming performance of Oliver.</p>	

	<b>AOB</b>	Governor ID badges	The Clerk will be sending a request for information to Governors to enable individual ID badges to be issued.  Please could Governors return the information as soon as possible.	Clerk  All
	<b>Meeting Dates:</b>	Meeting dates for 2022- 2023	ACM1 – Monday 26 <sup>th</sup> September 2022 at 5.45pm ACM2 – Thursday 24 <sup>th</sup> November 2022 at 5.45pm ACM3 – Thursday 9 <sup>th</sup> March 2023 at 5.45pm ACM4 – Monday 19 <sup>th</sup> June 2023 at 5.45pm	

Impact of Meeting / Key Outcomes
Governors received a comprehensive presentation of the Science curriculum
A review of the year was presented in the Head of School Report
Governors received an update on Professional Learning opportunities for staff in school
Governors approved 4 policies

Meeting closed at 7.35pm