

The Axholme Academy
Company Number: 0784080



THE AXHOLME ACADEMY

Minutes of the meeting of the Governing Board held at via Google Meet on Monday 23 May 2022 at 5.30pm

Present:

Mrs D Da Costa (DDC) (Chair)	
Mr D Keogh (DK) (Principal)	Ms N Fairy (NF)
Mrs K Reich (KR)	Mrs N J Shaw (NS)
Ms T Fox (TF)	Mr Spence-Hill (SSH)

In Attendance:

Mrs P Hodge (Governor Services Lead Officer)	Miss S Leggott (SL) (Business Manager – Observer)
Mr B Creasy (BC) (Vice Principal – Observer)	

Date and Time of Next Meeting: Monday 11 July 2022 at 5.30pm

Min. Ref	Actions	Action By
928	to re-advertise vacant governor posts	DDC
928	re-arrange the Ofsted training session with TH or NM	Clerk
930	report on how many students between 87% - 90% and 87% – 85% to be circulated before next GB meeting	DK
933	NS to cover attendance policy function. Meeting any Thursday/Friday	NS/BC
934	set date for finance meeting	DDC, NS and TF
934	SL to present the reports at the finance meeting	SL
934	invite Sandra Burniston to look at space in school	SL
936	KR to look at outstanding policies	KR
936	Next tranche of policies to be available in Google drive by 24 June 2022 for governor consideration	SL

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	Statutory/LA business	Action By
927	<p><u>Apologies, Declaration of Business Interests and Code of Conduct</u></p> <p>DDC welcomed everyone to the meeting. Apologies were received from Lisa Pearce.</p> <p>RESOLVED: the apologies were accepted.</p> <p>Mrs L Kinroy also sent her apologies.</p>	
928	<p><u>Membership</u></p> <p>Governors noted:</p> <ul style="list-style-type: none"> • the resignation of N Myers as a community governor. NM had gained promotion at work • the resignation of Mr Scarott as a parent governor <p>ACTION: to re-advertise vacant governor posts.</p>	DDC
929	<p><u>Minutes</u></p> <p>Governors considered the minutes from the 28 March 2022.</p> <p>RESOLVED: that the minutes were approved.</p> <p><u>Matters Arising</u></p> <p>ACTION: Rearrange the Ofsted training session with TH or NM.</p>	Clerk
	<u>Academy Specific Business</u>	
930	<p><u>Principal's Report</u></p> <p>DK reported that it was pleasing that there was a continued reduction in Covid cases. Attendance was currently at national levels but was still below 90%.</p> <p>DDC: How many students are PA?</p> <p>ACTION: Report on how many students between 87% - 90 and 87 – 85% to be circulated before the next GB meeting.</p> <p>DK stated that the collaboration with the consortium continued and next year the peer leader would be from within the consortium.</p> <p>Governors were advised that the SLT were working together the following day, looking at the strategic priorities for next year. The academy was already sustaining the Ready to Learn aspect but now wanted to refine further.</p> <p>BC reported that the graduation to Key Stage 4 event was attended by 50 parents and the Jubilee picnic would be taking place on Wednesday 25 May 2022. Governors were invited.</p>	DK

Chair's signature.....

	Statutory/LA business	Action By
	DK wished to record his thanks to all the SLT for covering the extra work due to his physical absence.	
931	<p><u>GCSE Arrangements updated</u></p> <p>Governors were advised that 60 students attended that breakfast club before the maths exam. No pupils had not turned up for their exams.</p> <p>BC reported that students were using the remote revision sessions and Sunday afternoon sessions were being utilised, with between 9-13 revision sessions offered.</p> <p>The academy had used catch up funding and utilised Period 6 to provide additional support.</p>	
932	<p><u>Working together to improve Attendance' - DfE update</u></p> <p>JB stated that there were actions outlined for Academy and Governors in the new document.</p> <p>JB directed attention to the new summary response table he had completed around supporting attendance including RAG rated compliance.</p> <p>The academy had a clear attendance policy, but it was due for review.</p> <p>Two other areas were identified which required further action. One was to work with other schools to share effective practice. JB reported that there were closer working relationships with South Axholme Academy, including more communications, and he had received support from the Outwood, Melior and St Lawrence academies</p> <p>JB stated that he would welcome a governor to join in the policy review. As NS covered Safeguarding and Able to Learn it was suggested that she covered this action.</p> <p>ACTION: NS to cover Attendance policy function. Meeting any Thursday/Friday.</p>	JB/NS
933	<p><u>Student progress data</u></p> <p>BC drew governors' attention to the data report. He advised that the slides were previously shared with staff.</p> <p>GCSE 4+ in both English and maths the target was 70%, tracking showed 68% expected. Staff had identified those close to achieving in each subject and were working with those in specific subjects.</p> <p>GCSE 5+ in both English and maths, the target was 47%, tracking showed 40%. There were 108 in the cohort so the academy needed 10 more to achieve the target.</p> <p>DDC: What about the 38 pupils not at 4+, I hope they are not being ignored?</p> <p>BC: No, they will still make progress and receiving quality first teaching.</p>	

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	<p>NS: Do those identified have known issues (SEND) and poor prior attainment? P8 target 0.1, spring tracking indicated -0.59. BC: I do not have individual pupils' information at this time. DDC stated that the expected outcome was not where the school would like to be but waiting for the outcomes would show what adjustment was made centrally. BC commented that the academy was awaiting the outcomes with a lot of unknown factors at play. BC stated that the binary system, quality first teaching and necessary study skills were the important key attributes to allow most learning to take place and the academy had that in place. This should have had an impact. The governors considered the Looked at A8 dot data map to indicate where students were achieving above/below expected.</p> <p>NS: Is this year 11? BC: Yes.</p> <p>NS: Do you do it with other year groups? BC: Year 10.</p> <p>NS commented that she liked the visuals instead of tables of data but needed the information on all year groups. NS had spoken to DK about this. There were different reporting models used so it was difficult to track cohorts across their five-year journey.</p> <p>NS stated that governors needed to know how you have pushed the pupils at the top end and at the bottom end. They needed to know the situation regarding boys versus girls and sub cohorts. Governors needed to understand what was happening across the year groups, what was being taught and why and what progress they were making.</p> <p>DDC added that teaching over time conversations should include curriculum coverage.</p> <p>Governors were informed that the EBacc target was 40% and was tracking at 33% in spring.</p> <p>BC commented that the key data underpinning improvement was where there were knowledge gaps and what was happening about it.</p>	
934	<p><u>Business Managers Report – including Monthly Management Accounts</u></p> <p>SL directed governors' attention to the report in google drive. SL reported that she hoped to have the budget finalised by the end of June. The budget analysis was currently indicating savings from some SLAs. There were expecting increases in transport costs as both fuel and driver cost increased. SL suggested a finance meeting was held to consider the budget in detail.</p> <p>ACTION: set date for finance meeting:</p> <p>ACTION: SL to present the reports finance meeting. SL advised that further to the CIF fire compliance bid being unsuccessful, the bid was not submitted by the company. It was believed this was an IT technical</p>	<p>DDC, NS and TF SL</p>

Chair's signature.....

	Statutory/LA business	Action By
	<p>issue and the academy were appealing but were not hopeful.</p> <p><u>Catering Tender - Feedback</u> DDC reported that feedback she had received indicated that there were not enough meal deals left for year 7 so their lunch cost more. Governors were advised the academy was looking at rotating year groups going into lunch first. NF and TF reported that their children liked the food. The catering company had asked to approach the student council on their views.</p> <p>SL reported that the health and safety audit was due but the academy had pushed it back to June as the Caretaker was off ill. SSH offered to attend.</p> <p>DDC: Student Lockers, do we have them? SL: We had them, but they got removed. They were not used and not popular. Year 7 bought them but buy-in dropped off as you went up the year groups. SL advised she had investigated outdoor lockers, but the cost was £45 a year per locker. JB commented that the issue was space in school. Not having enough toilets was the biggest issue and that needed to be a priority.</p> <p>DDC: Is it time to invite the LA back in to look at the issue? ACTION: invite Sandra Burniston to look at space in school.</p> <p>Although LK was not present, SL drew governors' attention to the visual representation of the year's learning journey. DDC commented that in terms of feedback there was a need to look at some of the jargon used but as a concept she "loved it".</p> <p>KR: Who is it for? BC: Students and parents. NF noted that it highlighted lots of diverse opportunities. JB remarked that the academy developed the Pledge and were building upon that. All governors agreed it was a very effective document. BC commented that it was an underpinning principle that everyone could access the activities.</p>	SL
935	<p><u>Governor Clerking and Development SLA</u></p> <p>The Clerk reminded governors that they had previously agreed to buy into the clerking and governor development SLA for one year.</p> <p>The Clerk reported the costs as follows: Clerking - £1867 and Governor Development - £764.</p> <p>The Clerk offered to withdraw from the meeting whilst this item was discussed.</p> <p>RESOLVED: it was agreed to purchase the clerking SLA and governor development SLA for a year to 31 August 2023.</p>	

Chair's signature.....

	Statutory/LA business	Action By
	ACTION: the Headteacher would ensure that the Business Manager was made aware that the clerking and / or governor development SLA had been purchased.	DK
936	<p><u>Policy Review</u></p> <p>SL reported that she had received approval for all but the staff policies.</p> <p>ACTION: KR to look at outstanding policies.</p> <p>ACTION: Next tranche of policies to be available in google drive by 24 June 2022 for governor consideration.</p>	KR SL
937	<p><u>Dates of Future Meetings</u></p> <ul style="list-style-type: none"> 11 July 2022 <p>The meetings were scheduled for the last week of each half term. The start time was agreed as 5.30pm.</p> <p>DDC reminded governors that the deadline for monitoring visit reports was 27 June 2022.</p>	
938	<p><u>Any Other Business</u></p> <p><u>PE Uniform Expectations 2022/23</u></p> <p><u>Facebook – Haircut Policy</u></p> <p>Governors considered the two documents relating to a Facebook dialogue regarding haircuts and isolation. DDC explained that someone told the parents that they should write to governors to change the policy. DDC reminded colleagues of the process for concerns should any parents approach individual governors.</p> <p>IT was noted that there were 200 comments over the life of the post. TF declared an interest as her son was put in isolation that day. She had not posted anything but stated her husband was very annoyed and she did not think her son's haircut was extreme. DDC thanked TF for sharing her view.</p> <p>DDC: how does the Axholme policy benchmark against other schools? DK: I have provided a comparison of other establishments' policies and ours was very similar. NS noted that some provided more clarity. JB commented that if it was very specific it was easy to follow in terms of response. If there was more latitude, then that could provide room for a "quiet word." BC reported that in previous policies it had been defined more loosely. JB advised that there had been a change in fashion to skin phase, with hair on top and shaved skin at the side.</p> <p>NS: If it is the fashion why is it not allowed at school?</p>	

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Statutory/LA business	Action By
<p>JB: 0-1 has always been specified. NS responded that we needed to place ourselves in what was happening in the wider world if a blend or fade was acceptable. DK explained that the issue had emerged in the past, but the academy had told pupils to have it done on the first day of holidays. Governors noted that the policy was available on the website.</p> <p>DK commented that the academy had issues with the skirt of the uniform and resolved that issue. He mused whether this was a response to a small vocal group rather than dialogue and discussion, adding that it was disappointing when you saw some of the parents involved and all the work staff had done to support their pupils.</p> <p>DDC stated that the policy was fairly consistent with others. Some of the issue was around how we respond and follow up from any response. Should they spend the day in the reflection room? Should we look at how we deal with this?</p> <p>DK remarked that the academy needed a policy to follow. JB remarked that he was happy to have a conversation with parents, for example: pink hair; phone parents, normal hair the next day. However, if there was still pink hair the next day the pupil spent the day in the reflection room (not an isolation room). JB commented that in a previous school he had worked with the pupil and was kept in the reflection room until their hair had grown. He added we keep them in reflection as a consequence, but are willing to consider other options; is there a way out of this situation? DDC stated that the academy should show some flexibility when addressing concerns, maybe on first occasion handle softly. JB advised that there were two options, the academy could go double hard or look at some flexibility.</p> <p>TF stated there was a need to listen to the parent body and the pupils. JB responded that the academy did not want to change because of pressure, it had been the same policy for 3 years.</p> <p>TF: How does a haircut affect your ability to learn? JB: Personally, I do not have an issue, but it is about the rules. A haircut does not affect learning but dealing with it takes time. SSH: I do not see what the issue is with 0/1. NS commented that she did not think 0/1 should not be allowed above the ears. There was a need to look at the content of the policy.</p> <p>NS: When is the policy due to be reviewed? JB: It was part of the Ready to Learn that governors approved.</p> <p>DDC advised that there was a need for engagement with parents, open lines of dialogues to find out what had been the reasons for the haircut? Is the current financial climate an issue in making a haircut last longer? JB informed governors that a skin phase hairstyle needed cutting every two weeks.</p> <p>KR stated that it came down to the policy, either we uphold it or change it.</p> <p>DDC: Is there more we can do regarding communication about the policy and the expectations and how they can raise concerns?</p>	

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	<p>DK: we have mentioned about raising concerns but not done anything specifically about hair. DK pointed out the academy did a good job about raising awareness around Readiness to Learn, in terms of uniform. In terms of follow up from this issue, JB and BC were spending a lot of time speaking to parents.</p> <p>DK reported that there was a need to do some communication about the appropriateness of raising concerns and staff training for complaints. It has been hard over the last three weeks listening to the communications online.</p> <p>DDC summed up by stating that the policy was not new and benchmarked with other school policies. The policy was clear and did not need to change. What was needed was to make sure that the expectations were clear. In terms of consistency in application DDC would like to consider options of opening dialogue and not using the reflection room for a first time offence.</p> <p>In terms of communications something could be put in the staff bulletin about the role of governors and complaints training for staff to ensure the correct procedure was followed.</p> <p>BC commented that he believed there were some immediate issues to address as there were phone calls needed tonight with parents. Do governors want students in the reflection room until it grows out? Staff can work with students to make better choices but cannot do anything about the hair once it is cut. JB was happy to move to a phone call and agreement tonight. DCC stated she would like a restorative approach. DK suggested that perhaps the academy could include photos of what was acceptable on the website. DDC believed that the academy needed to “stick” with the policy, communicate more effectively and apply consistently. BC believed that previously there was less clarity and consistency, and that the academy was moving to a better position. DK reiterated that there had to be sanctions for those that persistently do not follow the policy.</p> <p>In terms of communications, DK referred to two examples of advice to parents about posts on social media. DDC liked the Holbrook approach and reiterated the need to make it clear about the channels of communications around concerns. The parents need to be clear about our expectations of them. Parents cannot go on social media and be offensive so there was a need to make channels of communications clear.</p> <p>Cost of school uniforms - GOV.UK (www.gov.uk)</p> <p>PE uniform JB reported that the pupils had continued to be able to come in PE kit on PE day/dates. JB believed there were some benefits to this. However, Mr Mason, PE lead had made a professional argument against it. BC advised that the situation had been benchmarked against other schools. This was the practice introduced in response to COVID. Axholme continued the practice, but all other schools moved had to non-PE kit, JB stated that the Benefit was the additional time not wasted in changing.</p>	

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	<p>Mr Mason's views were there were no benefits to his subject and it was less hygienic wearing the sports kit all day as the students had not showered. JB reported that he had done "a sting" and 24 year 10's were wearing PE when not doing PE that day so the position was being abused.</p> <p>Governors were advised that Mr Mason also suggested the removal of skins in PE. JB was worried about girls not being able to wear them but the PE department did not see any benefit and took extra time when changing.</p> <p>DDC commented that she would agree that things may need to change back post covid. NS suggested maybe looking at different types of shorts for girls.</p>	

GOVS/PH/AA

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