

The Axholme Academy
Company Number: 0784080



THE AXHOLME ACADEMY

Minutes of the meeting of the Governing Board held at via Google Meet on Monday 26 September 2022 at 5.30pm

Present:

Mrs N J Shaw (NS) in the Chair	
Mr D Keogh (DK) (Principal)	Mrs N Fairy (NF)
Mrs K Reich (KR)	Mrs L Pearce (LP)
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)	Mr J Bennett
Ms L Kilroy	

Date and Time of Next Meeting: Monday 28 November 2022 at 5.30pm

Min. Ref	Actions	Action By
55	to readvertise vacant governor posts in September	SL
957	to follow up KCSiE training by governors	JB
957	to offer more training on Smart Log	JB
958	investigate amount of work and communications sent home	DK
959	revised curriculum improvement plan to be available to governors by 5 October 2022	DK
963	DK and SL to look at suitable committee dates	DK/SL

	Statutory/LA business	Action By
952	<p><u>Election of Chair</u></p> <p>Nominations were sought for the position of Chair of Governors Mrs N Shaw was nominated.</p> <p>RESOLVED: that Mrs N Shaw was elected Chair until the full governors meeting in the autumn term 2023.</p>	

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	Statutory/LA business	Action By
953	<p><u>Election of Vice Chair</u></p> <p>Nominations were sought for the position of Vice Chair of Governors Mrs K Reich was nominated.</p> <p>RESOLVED: that Mr K Reich was elected Vice Chair until the full governors meeting in the autumn term 2023.</p>	
954	<p><u>Apologies, Declaration of Business Interests and Code of Conduct</u></p> <p>NS welcomed everyone to the meeting.</p> <p>There were no apologies</p> <p>Governors noted that they are required to complete the new declaration of interest form on an annual basis, along with the updated governors' code of conduct .</p> <p>Completed documents had been received from Ns, LP, SSH and KR.</p> <p>Governors were reminded to ensure that the Get Information About Schools (GIAS) website has been updated to reflect the governors' register of interests.</p>	
95 5	<p><u>Membership</u></p> <p>Governors noted:</p> <ul style="list-style-type: none"> ● the end of term of office of Mrs K Reich as parent governor ● the resignation of Mrs D Da Costa from 1 September 2022 as a community governor ● the two parent governor vacancies ● the three community governor vacancies ● the co-opted governor vacancy <p>Governors were asked to consider the appointment of Mrs K Reich as a community governor</p> <p>RESOLVED: that Mrs K Reich was appointed as a community governor .</p> <p>NS suggested using the National Governors Association video on the website to support recruitment. PH suggested the Inspiring governance video and resources.</p> <p>ACTION: to re advertise vacant governor posts in September.</p> <p>With regard to the Members of the academy it was noted there were currently four Members but NS was going to resign and would be removed.</p> <p>DK reported the EFSA query regarding the Members had been closed.</p> <p>SL stated that the school would be using the website, social media and direct</p>	SL

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	Statutory/LA business	Action By
	communications to parents to advertise the vacancies. .	
95 6	<p><u>Minutes</u></p> <p>Governors considered the minutes from 12 July 2022 and the finance and audit meeting on 22 June 2022.</p> <p>RESOLVED: that the minutes were approved.</p> <p><u>Matters Arising</u></p> <p>Actions: Min 942: South Isle route was included on the agenda. Min 943: JB still to check position around typically with Helen Parker.</p> <p><u>Finance Meeting:</u></p> <p>The minutes received. NS advised that PH had offered to support the clerk to the finance committee with regard to minute writing.</p>	
95 7	<p><u>Safeguarding Policy and Safeguarding Audit</u></p> <p>Governors considered the following:</p> <ul style="list-style-type: none"> ● updated safeguarding policy. <p>RESOLVED: that governors approved the new policy.</p> <ul style="list-style-type: none"> ● updated Keeping Children Safe in Education 2022 <p>NS: Have all governors completed training?</p> <p>ACTION: JB to follow up KCSiE training by governors .</p> <p>SL reported there had been some technical difficulties with Smart Log.</p> <p>ACTION: JB to offer more training.</p> <p>Governors would welcome a fuller update session.</p> <p>Governors noted that the annual Safeguarding Audit needs completing and returning by 16 December 2022</p> <p><u>Safeguarding Update</u></p> <p>JB reported that the staff had received the updated staff code of conduct and KCSiE 2022. The new Safeguarding policy includes the new requirement for a clear safeguarding response for Children Missing in Education. The policy also included the structure of safeguarding within the model of early help.</p> <p>JB reported that the school carried out a lot of work on sexualised behaviour last year; there was no evidence it was prevalent in the academy but stated that they must not be complacent. From next week the school would introduce a drop-in form for pupils to use who may not want to speak to staff.</p>	<p>JB</p> <p>JB</p>

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	Statutory/LA business	Action By
	<p>Governors were informed that the Whistleblowing policy was shared with staff on inset day.</p> <p>DK reported that Karen Hackett, Safeguarding School Improvement Officer, had offered to come in to undertake a full safeguarding review. JB added that the information received from Karen Hackett was very good and the information from Helen Parker around the local context was also helpful.</p>	
	<p><u>Pupil Admission Number</u></p> <p>DK proposed there be no change to the PAN at present. DK added there was a need to monitor the numbers coming in from Gunness and Burringham as the majority came to the Axholme Academy although it was not their catchment school. It may be that a conversation around catchment boundaries could be initiated.</p> <p>RESOLVED: there be no change to the Pupil admission number requested.</p> <p><u>Training Days</u></p> <p>DK proposed taking two days at start of September as training days and one day at the start of the Christmas break. The remaining two days would be de-aggregate.</p> <p>RESOLVED: that 4 and 5 September 2023 and 22 December 2023 would be staff training days in the 2023/24 academic year and the other two days would be disaggregated.</p>	
	<u>Academy Specific Business</u>	
958	<p><u>GCSE Outcomes 2022</u></p> <p>DK stated that overall he was disappointed with the outcomes although there were some positives. The academy had a five-year strategy and could not take a “sticking plaster approach”. This year was the first set of tangible results since 2019. English language outcomes were strong as were some humanities. The Maths outcomes were weak.</p> <p>DK stated he was present on the results day and no parents had approached him about the results. All the pupils were able to transition to their preferred destination even with the lower results. There was a need to engage with parents around the ambition for their children.</p> <p>DK advised that the ready and able to learn policies gave us a route in to talk to staff about standards. The quality of personnel in the school was good enough to deliver, but there was a need to embed practices and improve. There was a need to look at the current year 10, and year 9 had already been identified as a challenge.</p> <p>DK reported that the combined data did not look good, although the academy was now fully staffed in maths. DK was confident for the future.</p> <p>KR: talk about long term strategy; will it come into fruition in time for year 11?</p>	

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	Statutory/LA business	Action By
	<p>DK: yes but will be fully in place in by year 3. It was a 5 year learning journey. There had been positive staffing changes. There was capacity in the leadership to monitor teaching more and it is developmental.</p> <p>KR: so you just didn't have enough time?</p> <p>DK: yes we needed more time with ready and able to learn in place and also a better understanding of grade boundaries. DK added that some individual students did very well.</p> <p>Governors were informed that the current year 11 had a different make up. Five students were problematic in terms of getting them into exams.</p> <p>DK stated that the academy needed governors to challenge. BC reported that lessons were sequenced in a way that makes it more useful to learn. DK advised that staff had been asked about the reformed GCSEs and whether they have address the expectations and responded to the demands.</p> <p>In terms of outcomes BC reported that practical subjects had done the best, as the least retrieval in the exam was required. DK explained that the SIP and two Heads had visited in June and feedback was positive. He added that, in terms of Ofsted, the academy offer met the criteria of being broad and ambitious and not data driven.</p> <p>SSH: are the results going to be published?</p> <p>DK: yes, in January.</p> <p>LP commented that she did not understand the data but as a parent she was concerned by what she saw; there were no books, the pupils do mind maps and do not get homework. LP felt the communication with parents had dropped to nothing. DK: as a parent you don't see their class work? LP: no and I want to support my son. It is all online and no books come home. TF added that an example was Hegarty Maths online, which meant that as a parent she could not help as the pre work and books were all at school. LP stated she believed the academy would lose students to the UTC and South Axholme as they have published good results. DK stated that the SLT do work scrutiny in the classrooms.</p> <p>ACTION: to investigate amount of work and communications sent home.</p>	DK
959	<p><u>Academy Improvement Plan 2022/23</u></p> <p>NS stated that she was not feeling as positive about the results as the SLT as the outcomes were so low that the academy had been called to Standards Board to account for it. This meant that the scrutiny on the academy would be intense.</p> <p>NS expressed her concerns about the improvement plan and the lack of accountability measures. What governors needed to know was:</p> <ul style="list-style-type: none"> ● What are we doing ● By when ● Expected outcomes ● Impact 	

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	<p>As an example, NS picked out curriculum improvement: this stated SLT support tutor reading as a success criteria; it is not, it is an action. Another example given was Reading ages improve across the academy: governors needed to know by how much and by when. There were no impact measures identified. Another example NS shared was Literacy levels improved across the academy: governors needed to know by how much, how will it be delivered and who will do it or how else would governors measure the impact of the actions.</p> <p>NS added that the Leadership section also needed a priority around governors' improvement.</p> <p>A further example related to Reading in that there were statements of what the academy were doing but not what the impact would be and how it could be measured.</p> <p>There was a need for the last column to show impact, not just when it was done. NS stated there was not enough specific detail about when it would be done and what the outcome will be to hold leaders to account.</p> <p>NS reported that the Signatures of Risk document showed there should be 50% support and 50% challenge by the board. The governors were good at support but historically not the challenge. JB: So what you need are quantifiable outcomes and impact, and milestones? NS: yes. DK stated that the Curriculum improvement plan was key.</p> <p>ACTION: revised curriculum improvement plan to be available to governors by 5 October 2022.</p> <p>DK: we also need to look outside of the LA for challenge.</p>	DK
960	<p><u>Principal's Report</u></p> <p>Governors noted the Principal's report on the Governor Drive.</p> <p>It was reported to governors there were increasing numbers of EHCP so the SLT were monitoring the position. The academy were full in year 7 and the Open Morning was positive. It was noted that then national pay awards would put pressures on resources.</p> <p>NS: are we having a SEND review? DK: we have taken on an additional higher level TA to support the SEND lead.</p> <p>NS: in the Staff Bulletin the data showed that year 9 looked high for receiving R1 for behaviour compared to other year groups. Is that correct? JB: that year group came in during the bubble setting and is boy heavy. Behaviour is good generally but even better in other year groups.</p>	
961	<u>Business Managers Report – including Monthly Management Accounts</u>	

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<p>Governors noted the business managers report.</p> <p>SL advised that the year-end processes had finished, and the financial year 2021-22 was shut down. Auditors would be in the academy next week for three days. They will confirm the carry forward to put into the new year's budget. SL highlighted the concern around the increase in the teachers' pay award which was now expected to be 5% although the budget had been set for a 3% rise. A further pressure was a potential 10% rise for JNC support staff when the budget had set against 2.5% s advised by ASCL. Another pressure would be the recent court judgement around holiday pay for staff on a term time formula for support staff.</p> <p><u>Transport Review</u></p> <p>Governors had been asked by email to review the viability of the Haxey Bus, as a decision was required prior to the Open Evening in order to be transparent with prospective families.</p> <p>RESOLVED: that governors approved the removal of the bus route.</p> <p>DK wrote to parents affected by withdrawal of bus route and invited all the parents to a meeting but only three attended. Most understood and at least one family will have to move schools. The bus will not run from September 2023.</p> <p><u>Premises</u></p> <p>SL advised that asbestos had been removed from the Tech room (wall in DT). The last area containing asbestos was under tiles in PE /tech corridor.</p> <p><u>New Starters</u></p> <p>Governors noted the new starters in terms of staff as listed in the report.</p> <p><u>Trips</u></p> <p>NS: it is great to see the New York trip being offered but what about the pupils who cannot afford to go? LK: through the 5 year journey, they will have other opportunities to go away. NS: What if they cannot afford them? LLK: We offer financial support, i.e. for Big Camp. NS: easy to support camping in a field but what about inclusion for the those who cannot go on a foreign trip? JB : I think all of the pupils should be able to go on a cheaper foreign trip. LK: we track every student and monitor the pledge. JB: we monitor that it isn't the same pupils on every trip. DK: big trips are bi-annual, the London trip is annual. They will all be supported to go to London. LK: 60 places for New York were snapped up. Some parents want the trips to run. SL: most of the trips will be offered every other year at a range of costs so there will be different opportunities each year. BC: accessibility and inclusion comes through other trips.</p>	

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962	<p><u>SIP/Peer Leader / External Monitoring Reports</u></p> <p>There were no reports received.</p>	
963	<p><u>Governor Links and Monitoring</u></p> <p>The Chair stated that she wished governors to consider another way of governing. NS was stated that currently there were six FGB meetings per year and three finance meetings. NS was proposing to change to three FGB meetings and 2 committees which would meet once every term (three meetings per year).</p> <p>The purpose is to slim down the FGB meeting and allow governors to focus sufficiently and provide rigorous challenge via the committees.</p> <p><u>Finance, Risk and Audit Committee</u></p> <p>NS, TF and SSH. Need to meet 3 times a year. Chair: SSH</p> <p><u>Standards Committee</u></p> <p>Minimum of 3 to be quorate but all governors invited. It was agreed to invite Maths and English HoDs to present to the committee first. NS pointed out that the disadvantage gap was large.</p> <p>ACTON: DK and SL to look at suitable committee dates.</p> <p>The following governors agreed to take the aligned link roles: SSH: SEND NS: Safeguarding including LAC and Wellbeing KR: Careers</p> <p>It was confirmed that the Annual General Meeting would be a separate meeting now the member / trustee roles had been separated.</p> <p>NS requested that all documents to be considered at the FGB and committees be uploaded to the governors' section a week in advance. That would give governors an opportunity to come up with questions.</p> <p>It was noted that the pay review committee would meet separately as usual.</p> <p>NS drew the training expectations to governors' attention, outlined the offer and encouraged them to attend. KR: do we not need to come in to monitor with the individual link staff member? NS: we will cover it in the committees and would encourage governors to visit the school for assemblies, parent events, etc. Governors can still make contact with their specific link staff member</p> <p>It was suggested that since the academy was in the Ofsted window it would be useful to arrange in-house Ofsted training. suggested dates were</p>	DK and SL

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	Tuesday 4 or Wednesday 5 October 2022, 5.30pm - 7.00pm (online). As Ofsted training was also offered as a central course it was suggested that governors try to attend that. <i>(subsequently the central training was cancelled).</i>	
964	<u>Year 6 Transition 2023</u> DK reported that there had been two open events during the school day and there had been a steady flow of parents.	
965	<u>Policy Review</u> SL advised there were no additional policies for consideration at this meeting. There were five business policies for the finance committee and another was SEND although DK reported that the SEND and Supporting Students with Medical Needs needed looking at but was not yet ready.	
966	<u>Dates of Future Meetings</u> The following dates were agreed: <ul style="list-style-type: none"> ● Monday 28 November 2022 ● Thursday 30 March 2023 ● Monday 10 July 2023 All commencing at 5:30pm	
967	<u>Any Other Business</u> NS enquired whether the Uniform policy was on the web site. DK confirmed that it was. NS raised the issue of the governor behaviour panel and whether there should be governors on a behaviour panel. NS stated that there had been GDPR concerns raised and that the school must ask parents for permission to share information. The Clerk advised that the behaviour panels were an operational activity and governors should not be involved. Their role was strategic and to hold the school to account and not be part of the operational process. JB commented that it was a bigger decision than an AOB item and this was accepted, adding this had not been something that he had experienced in previous establishments he had worked in.	

GOVS/PH/TJH

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