

The Axholme Academy
Company Number: 0784080



Minutes of the meeting of the Governing Board
held at the Academy on Thursday 14 March 2024 at 4.30pm

Present:

Mrs Nichola J Shaw (NS) in the Chair	
Dr Karen Andrews-Longbone (KAL)	Mr Damien Keogh (DK) (Principal)
Mrs Claire Foster	Mrs Lisa Pearce
Mrs Tamara Fox (TF)	Mrs Tamara Pullen (TP)

In Attendance:

Mr B Creasy (BC) (Vice Principal – Observer)
Mrs Pam Hodge(Clerk)
Mrs Sophie Leggott (SL)
Ms Liane Kinroy (LK)
Miss K Causier (Assistant Principal)

Date and Time of Next Meeting: to be agreed

Min. Ref	Actions	Action By

		Action By
	Statutory Business	
1030.	<p><u>Apologies, Declaration of Business Interests and Code of Conduct</u></p> <p>The following apologies were received: Ian McNiff, and Adele Merchant and consideration was given to consenting to their absences.</p> <p>RESOLVED: that consent be given to the aforementioned absences.</p> <p>It was noted that all governors had returned and completed their Declaration of Interest and Code of Conduct forms.</p> <p>The following interests were declared:</p> <p>NS - Shaw accountancy Services (sole proprietor) and additional governor at St Barnabas' and St Helena's Federated Governing Body</p>	

Chair's signature.....

		Action By
1031.	<p><u>Membership of the Board of Governors</u></p> <p>Governors noted the following:</p> <ul style="list-style-type: none"> Ms Cooper had been appointed community governor with effect from 27 January 2024 but had subsequently resigned as of 14 February 2024 to note the end of term of office of Mrs N Shaw as community governor on 20 March 2024 <p>Governors considered the following:</p> <ul style="list-style-type: none"> the reappointment of Mrs N Shaw as community governor the community governor vacancy the co-opted vacancy 	
1032.	<p><u>Previous Minutes</u></p> <p>Governors considered the following minutes:</p> <ul style="list-style-type: none"> full governors' meeting held on 30 March 2023 <p>RESOLVED: that the above minutes were approved as a correct record.</p> <p>Governors received the following minutes:</p> <ul style="list-style-type: none"> standards committee meeting held on 25 January 2024 finance committee – 29 February pay committee - 23 November 2023 <p>Matters Arising:</p> <p>It was noted that all actions had been completed.</p>	
	Academy Specific Business	
1023	<p><u>Academy Improvement Plan 2023/24</u></p> <p>NS believed it was a good point in time to update the SIP.</p> <p>The Executive summary was displayed. Key areas RAG rated were identified. Trustees attention was directed to the governors section.</p> <p>NS: It is often difficult to identify impact. We may look at producing an end of year impact statement. It was suggested that trustees needed to look deeper at trends over time.</p> <p>Trustees agreed with the narrative around their actions and RAG rating.</p> <p>KAL: Do the SLT feel we challenge enough? DK: Yes, but sometimes it is time in meetings. We work hard to get the information for the meeting. Perhaps questions could be submitted beforehand to allow for time to answer them.</p> <p>NS: Do you feel supported? DK: Yes, getting the standards board and finance committees set up has allowed deeper and richer conversations to occur.</p> <p>BC: I feel the lack of link governor meetings are missing. NS: Which link roles are necessary SEN,PP, Careers, wellbeing?</p>	

Chair's signature.....

	Action By
<p>The following roles were agreed at the November board meeting:</p> <ul style="list-style-type: none"> • SEND – KAL and TP • Safeguarding – NS • Pupil Premium - CF • Wellbeing - LP • Careers - JC - This would need to be reassigned as JC had resigned. <p>DK stated that in terms of the leadership strand, the team here had strong cohesion and clarity of purpose. That all staff were involved in visiting other staff's lesson was a strength of the system. Where needed, support plans were in place. Peer leader reviews had been positive in impact.</p> <p>It was acknowledged that there was still work to do on SEND strand.</p> <p>Capacity pressures were an issue with LK still standing in as Head of Technology and also interim Head of English</p> <p>NS: Is there any scope within the department to step up?</p> <p>DK: There was a need to take a wider look at Leads.</p> <p>DK: There was a good supply in English but we still need staff to be leaders in their own classroom and do more self-review.</p> <p>There was an online system to support staff development.</p> <p>NS: Can we see how may have gone on the system?</p> <p>LK: No, not currently.</p> <p><u>Curriculum – BC</u></p> <p>Data was reviewed at last week's standards meeting. The data was used to inform the plans for the second half of the year.</p> <p>Currently using Y11 in tutor time for core subject additional time.</p> <p>Trustees noted that the P8 score predictions was -0.94, which had improved from start of the year.</p> <p>BC stated that academic reviews would take place before Easter.</p> <p>It was noted that the Independent Learning strategy needed to be published on the website.</p> <p>BC advised that KC was taking on Ready To Learn.</p> <p>In terms of Able to Learn the new model of data usage had had an impact and colleagues had worked hard with students.</p> <p>BC stated that there was clear and ambitious leadership and that in terms of PHSE random acts of kindness continued to be developed. The academy was doing some charity work; they were working to support Lindsey Lodge. That also helped pupils to understand the thoughtful strand.</p> <p>NS: Do students have any say in the charity you support?</p> <p>KC: The Chinese calligrapher asked for a charity donation to Lindsey Lodge so we are going with them.</p> <p>SL: The student council chose last year.</p> <p><u>Student outcomes:</u></p> <p>EBI – SLT had been doing Period 6 walk throughs, checking they were adding value.</p> <p>30 students had been identified who would benefit from assertive mentoring at start of the year. 14 were supported in the autumn term autumn and 16 during spring term 1.</p> <p>Staff were looking at those students that were closest to make the leap of grade</p>	

Chair's signature.....

		Action By
	<p>boundaries.</p> <p>KLA: As a parent I have struggled to find revision materials for my child. This is not consistent across the subjects. Do you quality assure this?</p> <p>BC: That is a work in progress. Students find signposts in the strengths and gaps report. We are moving the study skills a month early so it will inform work to be done at RPA, which topics will be assessed.</p> <p><u>Teaching and learning</u></p> <ul style="list-style-type: none"> • 80 DDIs had taken place • new model of quality assurance and coaching cycle in place • 42 Learning walk wonder cards given for positive teaching seen <p>Trustees were advised that next term the focus would be around looking at differentiation and challenge.</p> <p><u>Mental health and wellbeing.</u></p> <ul style="list-style-type: none"> • With Me in Mind were coming in for the students • a number of Year 8 pupils wanted to be wellbeing ambassadors <p>KAL: Thinking of WMiM, do staff receive some support?</p> <p>LK: In the last week of every term the RtL team would receive some supervision.</p> <p><u>SEND:</u></p> <ul style="list-style-type: none"> • new curriculum model and provision • added capacity from pastoral restructure - addition of deputy <p><u>SENCO -New rooming/office</u></p> <ul style="list-style-type: none"> • created SEND Quality of Education tracker • SEND progress tracking In year curriculum reviews - SISRA • all SEND students receive interventions program • the focus next half term would be looking at progress <p><u>Reading:</u></p> <ul style="list-style-type: none"> • PP students who were assessed below their reading age reduced from 75% to 60% • STAR reader tests now in the hall • Tutor DEAR book checks every 3 weeks <p>LK stated that trustees wanted to see students were improving.</p>	
1024	<p><u>Principal's Report</u></p> <p>Governors received the report.</p> <p>DK stated that since last meeting and approval for restructure the new structure had been implemented. This was successful and although it was early days there were positive indicators. There was a need to ensure leaders were supporting the new teams.</p> <p>JDK reminded trustees that it was just over a year since the Ofsted and DK felt the academy was in a stronger position; there was greater clarity for pupils and staff.</p> <p>Attendance remained a challenge although the agility of ready to learn team has had an impact. Thursday and Fridays were the days for most absences. It was noted the attendance was broadly in line with national.</p>	

Chair's signature.....

		Action By
	<p>NS: Is the target ours or the national target? DK: It is ours. The threshold is 90% attendance</p> <p>NS: Is the 30% of student body PA usual? DK: No, there was a big issue in year 11. This is being monitored closely.</p> <p>It was noted that staff absence had reduced which impacted positively on the quality of education.</p> <p>NS: Attendance of SEND pupils in years 7&8 is good but then reduces? LK: Sometimes as the work gets more difficult they cannot cope. We look at it on a student by student basis in terms of support. NS: Boys seem to do better than girls which is unusual. KAL: There is a refresh of the Attend framework coming out through Ed Psychologists. It was also noted that suspensions were higher this year but rate was dropping as the year went on.</p> <p>DK advised that it was challenging to support some of the behaviours, financially. In terms of finance the GAG statement came through within £4000 of what had been anticipated. There was a need to make efficiencies of £170,000. That was even with the intake being up to PAN of 115 students, with 8 on waiting list and three appeals expected.</p> <p>DK stated there were a lot of positives and good feeling around the academy.</p> <p>NS: It will be interesting to see how the academy manages the attendance and suspensions going forward.</p>	
1025	<p><u>Budget</u></p> <p>SL directed governors' attention to the audited accounts and the finance committee minutes.</p> <p>SL advised :</p> <ul style="list-style-type: none"> • all monthly reports were in the finance folder • minutes of finance committee were also available in the finance folder • School Resources Management Self-Assessment checklist was submitted on time • an SRMA would visit the due to the academy having been identified as going into deficit after 3 years <p><u>Transport</u></p> <p>SL advised that 14 families owed funds but all were paying against a plan so the academy were not removing any passes.</p> <p>NS: thank you to your team for keeping that down.</p> <p>It was noted that the RO report was in the file for governors' consideration.</p> <p>SL highlighted the need to reduce the budget by £179,214 for the following year although it was expected the academy would deliver a balanced budget for the end of this year.</p> <p>Trustees considered the finance dashboard. It was identified that staff increases were causing the deficit in the main. These were unfunded.</p>	

Chair's signature.....

		Action By
	<p>NS: Will the savings result in bigger class size and redundancies? DK: We do not want to do redundancies and we are modelling how we can achieve the savings.</p> <p>NS: Is there any progress in getting the LA to stop send SEND/ EHCP pupils our way? DK: We have 12 EHCP. SL: We are looking at all options to find the savings. We are forecasting £100,000 in additional funding, as advised to include by EFSA as it had been received historically, but may have to look at further saving if does not come through. DK: We have looked at Integrated Curriculum Planning and this indicates one member of staff over our requirement but this was a broad brush process.</p> <p>In terms of the CIF works, this was 85% complete. The academy had not submitted a bid for this academic year.</p> <p>With regard to the new building trustees were informed there were meetings behind the scene between council and the project management team.</p> <p>Looking at catering, the position was generally positive and the student panel were involved regarding food options.</p> <p>Trustees noted that the trips and visits report was available in folder.</p>	
1024	<p><u>Policy Review</u></p> <p>Uniform policy – the academy council had submitted having the option of shorts. The policy had been amended to include shorts. The shorts would have the logo on as they were an optional extra.</p> <p>RESOLVED: that Trustees approved the amended policy.</p> <p>The Student Council were working on ideas for next year around sustainability.</p>	
1025	<p><u>Governor Monitoring</u></p> <p>NS reported she came in for a safeguarding visit and staff had spoken positively about the new system. Ns requested that if trustees do have a link role that they please try to get in to speak to the staff link or at least send an email.</p>	
1026	<p><u>Dates of Future Meetings</u></p> <p>The following dates were noted:</p> <p>Full governing board meetings: 11 July 2024</p> <p>● Standards </p> <p>Finance and audit committee: 20 June 2024</p> <p>It was agreed that the time of the standards and finance meetings would be at 2.00pm.</p>	

Comment [1]: Should there be a meeting date here for standards?

Chair's signature.....

		Action By
1027	<p><u>Any Other Business</u></p> <p>Seven Trent underground tanks- update</p> <p>SL took the Trustees through the plan of the works and timescales.</p> <p>NS: Is there any impact on pupil access?</p> <p>SL: No. safety fencing was being put in.</p>	

Chair's signature.....