

The Axholme Academy
Company Number: 0784080



Minutes of the meeting of the Governing Board
 held at the Academy on Thursday 11 July 2024 at 4.30pm

Present:

Mrs Nichola Shaw (NS) in the Chair	
Dr Karen Andrews-Longbone (KAL)	Mr Damen Keogh (DK) (Principal)
Mr Matthew Cooper (MC)	Mr Ian McNiff (IMN)
Ms Nicole Fairey (NF)	Mrs Adele Merchant (AM)
Mrs Clarie Foster (CF)	Mrs Tamara Pullen (TP)
Mrs Tamara Fox (TF)	

In Attendance:

Mr Ben Creasy (BC) (Vice Principal)
Mrs Pam Hodge (Clerk)
Miss Sophie Leggott (SL) (Business Manager)
Ms Leanne Kinroy (LK) (Assistant Principal)
Mrs Kate Causier (Assistant Principal)

Date and Time of Next Meeting: to be agreed

Min. Ref	Actions	Action By

		Action By
	Statutory Business	
1030	<u>Apologies, Declaration of Business Interests and Code of Conduct</u> No apologies were received as all were present. It was noted that all governors had returned and completed their Declaration of Interest and Code of Conduct forms. No interests were declared.	

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1031	<u>Membership of the Board of Governors</u> Governors noted the following: - the appointment of Matthew Cooper as a community governor - the resignation of Mrs Lisa Pearce as a parent governor Governors considered the following: - the applications of K Forbes and H Brickley for the co-opted governor vacancy. RESOLVED: Mrs Kathryn Forbes be appointed as a co-opted governor and Mrs Heather Brickley as a parent governor. Subsequent to the meeting it was agreed to appoint Ms Fairey as the co-opted governor and appoint Mrs Forbes and Mrs Brickley as parent governors as are both are eligible for that category. The approval was agreed by email, by a quorum of the board.	
1032	<u>Previous Minutes</u> Governors considered the following minutes: - full governors' meeting held on 14 March 2024 RESOLVED: that the above minutes were approved as a correct record. Governors received the following minutes: - standards committee meeting held on 2 May 2024 - finance committee – 27 June 2024 Matters Arising: It was noted that all actions had been completed.	
	<u>Reports and Policies from Local Authority for Consideration</u> school holiday dates for 2025-2026 It was noted that there would be two in person raining dates and three would be dis-aggregated RESOLVED: That the dates were agreed.	
	Academy Specific Business	
1033	<u>Academy Improvement Plan 2023/24 progress update and draft Academy Improvement Plan for 2024/25</u> It was raised that the governors did not have access so BC was requested to display the documents. Looking at the priorities for 2023-24 DK reported the following: - making at least good outcomes – not fully achieved - cultural capital – it was believed this was achieved - teaching had improved - the DDIs would suggest it had . A recent science report indicated that science has improved DK stated that the board need to remember that the starting point was a Good Ofsted	

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		Action By
	outcome, so the academy was developing from there. Governors recognised that there had been turbulence in English with staffing and with DT. It was noted that attendance had been below national in the autumn term but was more in line now. It was recognised that there was still work needed on Persistent Absence. With regards to RtL and AtL, there was less disruption and better behaviour. BC commented that AtL impacted half of the curriculum; study skills, motivation, quality of teaching and learning, etc. The Pastoral team was now split between RtL and AtL to provide specific capacity on learning behaviours. It was noted that it was Prom last week; five prom credits were required to attend. If students did not achieve them, additional opportunities were given to do so. 70 students attend - 75% of the cohort were eligible. 25 students were not eligible and approximately five would have liked to go. NS: I think it is a good life lesson. BC: Other year groups are now well aware of the requirements. NS: Were any students not able to go on enrichment activities? BC: There were about 20% of each year group that it impacts. NS: So they understand the consequences? BC: Yes. They need 80-85% attendance or better (as long as not due to genuine illness). Attendance of detentions had improved and these were now reducing. GCSE pod – this had now moved to endorsed work topic books. Year 7 AtL workshops have taken place with parents to inform them how to support their children. Raising achievement: Study Stay The academy had changed the revision timetable in real time, based on exams left to do. because they are in year 11 there are no consequences if they do not attend but we need them in class. DK: There was a correlation between the pupil/ parents who take pupils out of study stay time and who stayed and the outcomes they achieve. TP: I think some other schools did not do it but some pupils had just switched off. RtL With regard to the orange room, SLT had reviewed the policy, and it was now much better. The Pledge was now embedded and tracking was in place. The academy was looking for opportunities for making the pupils' experience more positive. DK advised the academy now played music upon arrival and uniform issues were picked up before tutor time. AtL staff were all mic'ed up to allow them to speak to all pupils. DK added that the SLT were now at the school gates in the morning and staff had a more positive start with the pupils. KAL: It sounds like you have moved from correction to connection. Rewards: this was now a half termly event. BC believed that the school had given a full identity to RtL and AtL.	

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		Action By
	<u>LK:</u> The academy had seen an improvement in using whiteboards as evidenced through DDI's. The school had been working with Frederick Gough School. In terms of participation in the learning, there was more student engagement. Staff felt more supported. There was more rigour to QA this year. DDI were done with another member of staff and SLT feedback to member of staff. The extra challenge has supported quick development. Walk through packages developed for CPD. The RtL team had had a positive impact. Development identified for next year included challenge, breaking down activities into chunks, and increased pace. With regard to staff recognition, they received a DDI certificate and a name got picked out of a hat for a reward. Feedback suggested that the rewards were a boost. KAL: Are we getting better results from UPS staff? LK: Not necessarily. It is about adapting to changes. NS: It will be interesting to see if similar needs are identified next year LK: We are doing a lot about behaviours in classroom. DK: We are still taking a binary approach but giving staff a little more latitude in the class. <u>KC:</u> RtL team was now embedded and students knew what it is and what they do. Attendance would be the focus for next year. The team was available for students, staff and parents all day. - it was noted that the number of suspension was decreasing: 98 suspensions in the autumn term 54 suspensions in the spring term 30 suspensions in the summer to date - governors were informed there had been a spike in safeguarding in the last couple of weeks - the number of detentions had decreased - the academy was networking with other academies, engaging in respite exchanges and managed moves but there had been three permanent exclusions. The academy were working with the authority - it was pleasing to note there had been a reduction in parental complaints. - Originally not a positive relationships between students and staff. This has improved in part through walk through CPD - CPOM was a fantastic system - there was an increase in number of referrals to student services DK stated that the academy now had more LAC pupils, which he believed was in part due to our reputation. There had been a number of in-year transfers. KC taken on the designated teacher for LAC. KC reported that the academy had "shut down" areas that pupils had been hiding in. The team worked incredibly hard and were building positive relationships with the students.	

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	BC: What KC has described has freed up the SLT capacity. DK: we can now meet as an SLT without the constant interruptions. NS: At open evening, are the RtL team being promoted? DK: We do not want to make extra work for us in terms of extra needs. Julie Harrison, SENDCo, was a “safety blanket” for a number of SEND students but work was ongoing to signpost students to the RtL team. BC added that working across boundaries makes huge issues working with different agencies. <u>2024 -25 priorities:</u> DK stated there was a need for outcomes to improve In line with the previous year SLT shared with staff for a ‘No surprises September.’ The priorities identified were: • progress underpins all interactions • quality of teaching • further improved attendance • manage finances effectively Subplan links would be included in the document. DK stated the plan would be fully ready for the first autumn meeting.	
1034	<u>Principal’s Report</u> Governors received the report. DK reported that it had been a challenging year but that the academy had evolved and changed during the last year. The reduction in staff absences was positive and was the reduction in suspensions. NS: Teacher absence stuck out and if teachers are not in, pupils cannot learn. SL: We have had 5 stage one meetings, no stage 2’s, although we are about to start one. Following the sickness absence policy, return to work interviews were done for all staff by Amanda Audifferen. MC: What is the reason behind the drop in predictions. DK: That is covered in standards committees, Ofsted recognised that we do the right things for the students we have. MC said he would read the standards minutes.	
1025	<u>Business Manager Report</u> SL directed governors’ attention to the report (also see part B). <u>Transport</u> Governors noted the 5% increase in transport costs to families. Governors were informed only 11 students were behind in payments. NS: Will you be revoking the passes? SL: Maybe a couple. RESOLVED: that the two identified have their passes revoked.	

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		Action By
	NS: We need to stick to what we previously agreed. IMN: Does that mean they are not staying to the payment plan and not keeping up with current payments due? SL: Yes. KAL requested that a pre-warning note is sent to parents before the pupils are told of potential trips. SL: sometimes there is a short lead in time for holding the costs steady. BC: there was a need to get a list out for potential trips during the year, in September. NF: Are there a number of students that always get in first and bump others off? SL: That was not an issue on the expensive trips, more likely on the lower cost trips. TP: I am worried about the working poor that fall through the cracks. AM: I think the school is reasonable. LK: We do track everything on the pledge.	
1024	<u>Policy Review</u> Governors considered the following policies for approval: • Special Discretionary Leave Policy – NEW • Appraisal Policy – NEW • Carer's Leave Policy - NEW • Procurement and Tendering Policy – no changes • Drugs Policy – tracking sheet provided with changes • Freedom of Information Publication Scheme Policy – tracking sheet provided with changes. RESOLVED: that the policies be approved. Governors queried where the Discretionary Leave Policy came from as page 5 included grandparents and grandchild was included and it was believed no other policies included that. DK: It needed to be discretionary and needed to be clear what may be considered. Some staff think they could take 5 days discretionary for any reasons. NS: Why a new policy? DK: We are moving away from Brown Jacobson.	
1025	<u>Governor Monitoring</u> The following reports were received: SEND governors' report – KAL& TP – 21 May 2024 Discussion focussed on the impact of not having a T group and spoke about the I groups. KAL commented that thinking back to the finance discussion, it was worrying. Reading – IMN – 2 July 2024: IMN commented there was a lot of passionate work going on. Pupil Premium - CF - 22 April 2024 CF met with BC and reviewed the strategy. There was some evidence of impact around parental engagement. The school booked PP parents in for academic reviews. The next steps would be to speak to the RtL team to query the gaps in behaviour.	

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	NS added that the progress of PP students and funds spent were questioned in the finance meeting. ACTION: PH to circulate the signatures of risk to all governors.	PH
1026	<u>Dates of Future Meetings</u> The following dates were noted: Full Board Meetings: • 28 November 2024 • 27 March 2025 • 26 June 2025 (all Thursdays) 4:30pm Finance and Audit Committee: • 21 November 2024 • 6 March 2025 • 26 June 2025 Standards Committee: • 26 September 2024 • 14 November 2024 • 23 January 2025 • 13 March 2025 • 1 May 2025 (all Thursdays) NS suggested considering the timing of the meeting standard meeting at the Governors only meeting in September.	
1027	<u>Any Other Business</u> <u>Safeguarding report:</u> Governors consider the safeguarding report. NS commented that what struck her was the range of situations the students and staff have to deal with. Governors offered their thanks to Mrs Millward.	

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