

Minutes of the Local Academy Committee meeting held on Monday 15th May 2023 at 5.00pm at The Holgate Academy

Governor name	Initials	Governor category	A = absence
Mrs Kate Turner	КТ	Chair of Academy Committee	
Dr Andrea Chiarelli	ACh	Appointed AC governor	
Mrs Gyongi Klein	GK	Appointed AC governor	
Mr Phillip Bailey	PB	Staff Appointed AC governor	
Mr Alexander Rae	AR	Appointed AC governor	
Mr Abriz Akbar	AAk	Appointed AC governor	
Mr Mark Walker	AMW	Appointed AC governor	
Vacancy		Parent AC governor	
Vacancy		Parent AC governor	

In attendance:

Staff name	Initials	Role	
Mrs Heather Widdup	HWP	Executive Principal	
Mr Henry Diamond	HD	Head of School	
Mrs Carol Lunney	CL	Head of PE	
Mr Roger Braich	RB	Governor Candidate	
Mrs Emma Redgate	ER	Governor Candidate	
Mrs Margaret Newcombe	MN	Trust Principal and Governor Candidate	
Mrs Emma Paine	EP	Governance Professional (Clerk)	
Quorum Required	5	Governors Present	7

Governor support, questions and challenge: Responses

Item No	Item	Action/ by who/when
	Local Training by Mrs C Lunney regarding PE (Physical Education) Mrs Lunney projected information regarding the PE faculty for governor review during the Local Academy Committee meeting.	
	 Information relating to targets and the current BTEC sport and where students where regarding outcomes was offered. 	



 Information regarding the changes that will take place for students working towards target grades was provided. Explanation of targets, scoring, data and interventions being offered was provided. 	
The Chair acknowledged the data was showing improvements and asked whether targets were set too low and what had these been based on. Mrs Lunney explained these had been set through FFT (Fischer Family Trust). Mrs Lunney explained how the course worked for students and a review of data that took place with staff to offer support to ensure outcomes for students.	
The Chair asked how many students were taking PE as an option. Mrs Lunney reported there were 32 in Year 11 and 6 additional students. It was reported in Year 10 this was currently 46 students accessing the new course.	
Mrs Lunney explained the three areas for focus in the department; issues that had been identified as a result of covid-19 and steps put in place to encourage students to become engaged with sport. It was reported that a review of the Assessment Policy was taking place. Further details of what this would contain was provided.	
It was reported steps were in place to support delivery of the new course replacing the BTEC and resources being obtained to support students.	
Mrs Lunney provided information regarding the areas for focus.	
1.Improvement of oracy	
 Details of level descriptors were shared with students and additional information would be shared with students and parents. Information was to be displayed in the PE area. Support was being offered to students to improve oracy and terminology. 	
2.BTEC sport	
 Steps were in place with Mr Lambert regarding assessment and coursework support for students. Students in Year 11 had completed component 1. This had been submitted for moderation. Staff had experienced difficulties navigating the new course with steps put in place to resolve any issues arising. 	
Academy Committee governors asked what difficulties had arisen. Mrs Lunney explained issues around timelines with baseline assessment dates, in addition to five tasks being required to be completed. Mrs Lunney explained the difficulties had been identified throughout the Trust. Steps were in place to liaise with the provider regarding the issues identified.	



The Chair asked why the course was changed if students were previously	
achieving outcomes. Mrs Lunney explained the previous course no longer	
existed.	
The Chair asked whether it was only academy students identifying	
difficulties or whether this was a national issue. Mrs Lunney explained this	
was everyone; and explained the reasons for this due to the design of the	
course.	
• Steps were in place to develop students' confidence in oracy to	
support use of terminology and using level descriptors to improve	
confidence.	
 Strengths were identified from Quality Assurance. 	
Uniform checks continue to take place in addition to behavioural	
expectations being made clear to students.	
 Students are informed where improvements are required to 	
support outcomes.	
 Feedback to students takes place to support strengths identified. 	
• Steps put in place to support students without PE kit available with	
a loan and wash facility offered. Review of the Assessment Policy	
will take place.	
 Funding has been secured to support improvement of facilities 	
and changes required for gender neutral changing to support	
students.	
 Details of staffing was provided. 	
The Chair asked whether extra-curricular sport was offered to students.	
Mrs Lunney explained steps put in place using sports recovery funding and	
to link with level descriptors. It was reported staff CPD (Continued	
Professional Development) has taken place to support delivery of	
Boxercise and trampolining. It had been identified there is good student	
engagement with these activities. Contingency staffing arrangements are	
in place. It was reported improvements with staff and student	
engagement in respect of football had been identified.	
Mrs Lunney reported sport activities offered are; football (boys and girls),	
trampolining, dance, rugby, basketball, fitness club and netball (which is	
to be introduced). It was reported external coaching may be introduced	
to support the uptake of rugby.	
Mr Rae reported links with Paviers and offered support through the	
Paviers committee. Mrs Lunney acknowledged the support offered by Mr	
Rae.	
• A reflection survey was offered to students with positive feedback	
being received.	
• Funding has been received to support staff CPD for Boxercise and	
trampolining training.	
 Active Sports Partnership has supported additional funding. 	
Details of what the funding had purchased was provided. In	
addition to the funding secured to make improvements to the	
fitness suite. Information was provided on improvements already	
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	 The Academy Committee were satisfied with details provided by the Chair, and it was resolved that Mrs Redgate would be appointed by the local academy committee as a parent governor for a four-year term of office. R Braich – Appointed Governor The Academy Committee were satisfied with details provided by the Chair, and it was resolved that Mr Braich would be appointed as an appointed governor for a four-year term of office. The Governance Professional advised steps would be put in place to arrange an induction. 	
		Clerk 03/07/23
THA/062/ 22/23	Declaration of interest and any changes to be advised There were no declarations of interest, either direct or indirect, for any items of business on the agenda. The chair asked if anyone had any declarations to update. Academy Committee governors confirmed that the declarations given at the beginning of the academic year were correct.	
	Mr Walker reported a change to his Declarations of Interest due to a change in employment. The Governance Professional requested this was recorded on the Declaration of Interest form. A link for completion would be provided.	MW/Clerk ASAP
THA/063/ 22/23	 Local Training The Chair informed the local academy committee governors of the Trust training events that were due to take place and should be attended. Careers Link Governor Training The Governance Professional suggested that any new link governor for careers should review the Trust training that had taken place. A link would be forwarded to the appropriate governor. Mandatory Training The Governance Professional informed governors that mandatory training was due to be updated by existing governors for September and a link would be forwarded once this had been updated by the National College towards the end of the academic year. Academy Committee governors acknowledged this. Governance and Leadership Conference The Executive Principal provided details of the location and agenda for the conference. The Governance Professional asked for details of who would be attending the training to provide number of attendees to the Trust. The Chair explained she was unable to attend. Academy Committee governors were to inform the Governance Professional whether they were able to attend as soon as possible. 	Clerk 03/07/23



	Mandatory Training Completion The Governance Professional confirmed Mr Walker and Mr Akbar had now completed mandatory training with records being updated. The Governance Professional explained that Mr Braich and Mrs Redgate would be requested to complete this as newly elected governors.	Govs ASAP
THA/064/ 22/23	Minutes of the meeting dated 13 th March 2023 The minutes of the meeting, having previously been received were agreed by the chair.	
THA/065/ 22/23	Matters Arising 049/22/23: EDI; statistics or information of the teaching body in respect of the protected characteristics The Assistant Business Manager reported this data is not kept for academy staff.	
	052/22/23: Year 11 Academic Performance data The Executive Principal reported information was available in the documentation provided below.	
THA/066/ 22/23	Ofsted Recovery Plan update (including AIP (Academy Improvement Plan) evaluation/Progress against targets) The Executive Principal explained the six priorities evidenced in the AIP (Academy Improvement Plan). Priority 1 – Behaviour The Executive Principal reported there had been no permanent exclusions and a reduction in suspensions had been evidenced. Steps had been put in place with students to embed behavioural expectations and dress code. Staff CPD (Continued Professional Development) had been received to support staff expectations. Information regarding changes to practice were provided in efforts to promote the support available for students. The Chair reported visits had taken place by governors. The Chair praised the change in atmosphere in the academy and improvement in culture being identified when visits had taken place. The Chair reported a visit to a Governor Award event had taken place. The Chair praised students who had received awards for the positive behaviour witnessed at the event and pride shown by students that was evident. Priority 2 – Persistent Absenteeism The Executive Principal reported steps were in place for students who were persistently absent and with attendance below 90%. It was reported	
	were persistently absent and with attendance below 90%. It was reported a reduction in figures had been identified. The Executive Principal explained there were a small number of students who required support from the Local Authority with steps in place to support this. The Executive Principal explained the negative impact that was reflected in the data regarding opening during adverse weather conditions. It was reported 75% attendance had been achieved due to geographical issues evident for students living outside the locality. However, felt it was the right thing to	



do as it provided a warm, safe space for the students on the day for them to continue their learning.

It was reported by the Executive Principal that steps were in place to ensure systems for attendance and absence were robust and easily accessible for families in the school community. Discussions took place regarding persistent absenteeism and causes for students identified. Mr Diamond reported the Department for Education would be visiting to review the data and procedures in place and offer support where possible.

The Chair acknowledged the steps put in place with families and the processes in place to offer support.

Academy Committee governors asked whether the implementation of the app for families had made a difference and was this a positive step. Mr Diamond explained the systems in place. It was explained additional resources are available to support families and encourage attendance. Priority 3 – Bullying

The Executive Principal explained there was an incremental decline in incidents with the profile of reporting being raised for students and families.

It was acknowledged some work had taken place regarding protected characteristics. Further work was to take place regarding diversity and protected characteristics through student voice meetings. Steps were being put in place in efforts to resolve any issues identified as a result of discussions from those meetings. Brief discussion took place regarding the steps being put in place with staff and students.

Mr Diamond explained steps being put in place to support parents understanding of bullying and the procedures and support available to them.

Academy Committee governors asked whether the figures included online bullying and chat. Mr Diamond confirmed this was included and provided an explanation of what was included in the figures.

Priority 4 – Quality of Education

The Executive Principal reported this was on track. It was further reported by the Executive Principal that analysis of March mock exam data had shown improvements. A brief discussion took place regarding improvements shown in particular subject areas. The Executive Principal explained some issues had been identified with some students withdrawing from the examination process. Mr Diamond provided further details regarding this. It was further reported, steps have been put in place to support students with anxieties, SEND (Special Educational Needs and Disabilities) and mental health difficulties in sitting GCSE's. Details of



support and options available to support students sitting the examinations were provided.

The Vice Chair asked what impact would be caused if students did not sit GCSE's and what impact this would have on students' progression. The Executive Principal explained this would leave students without a grade for their GCSE to support their future outcomes, in addition to impact on the academy grades. Mr Diamond explained the withdrawal from GCSE's was being identified throughout the Trust. Anxiety in relation to sitting the exams being the predominant reason given for this, and parents are supportive of not doing the exams in many cases.

Academy Committee governors acknowledged difficulties for all involved in the exam period.

The Chair asked whether steps were in place to support students with anxieties. The Executive Principal reported the steps in place in Year 11 to support students with coping strategies. Mr Diamond provided information regarding exam arrangements to support students experiencing anxieties.

Academy Committee governors asked whether a difference in the amount of anxiety with students had been identified or was this something new. The Executive Principal explained current Year 13 students did not sit GCSE examinations due to impact from Covid-19. Mr Diamond explained the levels of support offered and explained steps in place with staff.

Academy Committee governors asked when mock examinations had taken place. The Executive Principal confirmed these had been completed in December 2022 and March 2023.

Priority 5 – SEND (Special Educational Needs and Disabilities)

The Executive Principal reported the provision available and steps in place for students with SEND were improved. Information regarding equipment being used to support SEND was explained by Mr Diamond.

Priority 6 – British Values

The Executive Principal explained there had been an improvement in student knowledge regarding protected characteristics that had been evidenced in a recent survey.

Mr Diamond explained an event had taken place to celebrate the King's Coronation. It was reported steps were in place to cover Equality, Diversity and Inclusion, protected characteristics and RHSE (Relationships, Health and Sexual Education) in line with the PSHE (Personal, Social Health and Economic) Association.

Year 11 Data



	The Executive Principal explained it was unknown as to whether progress figures were accurate because there are huge variables in relation to the co-efficients being used to calculate this. The accuracy of these is presently unknown across all schools.	
	The Chair asked what the difference between baseline and target was. The Executive Principal explained baseline was last year's results and targets were this year.	
	 The Vice Chair acknowledged the data was positive and asked if this was good enough. The Executive Principal explained additional improvements were required. It was explained the Ofsted timescale to show improvement was 18 months to 2 years, with improvements being identified after a one-year period. The Executive Principal explained a monitoring visit was expected from Ofsted. The Vice Chair asked what Ofsted may identify. The Executive Principal hoped improvements would be identified. Information was provided regarding the improvements made in different areas as discussed above in the AIP (Academy Improvement Plan). The Chair acknowledged changes to the atmosphere were evidenced when coming into the academy. The Chair reported a visit to the Year 6 information evening had taken place with a high level of attendance from potential parents/students. The Chair praised Senior Leaders for steps in place to ensure improved relations with governors at local level was being identified. 	
	Academy Committee governors asked whether there was a change in parent demographic. Mr Diamond explained the changes identified in demographics and reasons for this. Mr Diamond explained geographical areas and diversity of students attending the academy. It was further reported that steps had been put in place with staff regarding the curriculum and how this linked with students including those attending from outside the locality. Brief discussions took place regarding the curriculum and how this was being supported by staff. Academy Committee governors asked whether sufficient challenge was being offered. The Executive Principal reported steps in place with student prefects and the diversity of the students engaging with this. A brief discussion took place regarding this.	
THA/067/ 22/23	Principals Report Mr Diamond explained an example Principal Report had been provided by the Governance Professional and steps would be put in place to provide this for the July meeting. Safeguarding: Compliance & Culture A discussion regarding levels of safeguarding was confidential and recorded separately. 	



Mr Diamond confirmed the SCR (Single Central Register) continues to be audited. Mr Diamond highlighted the importance of staff and governor mandatory training completion, which linked with the academy SCR. Steps were in place to ensure midday staff had completed mandatory training required.	
 Mr Diamond explained the layers of support available for students suffering mental health and wellbeing and self harming difficulties. It was further explained that a Counsellor is in place at the academy to support students. Risk Reports 	
A discussion took place regarding student admission numbers which were confidential and recorded separately. Mr Diamond reported; disrepair of the building which was acknowledged. Mr Diamond explained it was unknown when steps would be taken regarding any rebuilding of the academy. Steps will be put in place with the Trust to review this. Mr Diamond explained steps are in place to refurbish areas of the site requiring updating. Academy Committee governors asked whether there were any issues with the boiler. Mr Diamond confirmed a new boiler had been installed and was working well, however, there may be issues with the pipe work linking this to areas of the academy. The Health and Safety link governor would review this at the next link visit.	AR 03/07/23
Mr Diamond explained staff retention may be removed from the Risk Register due to normal movement with staff. The Chair acknowledged this was out of the academy's control and a normal part of the employment/recruitment cycle.	
Mr Diamond explained the NTP (National Tutoring Programme) funding issues that had been identified and explained due to changes of the programme this may be phased out due to impact of additional costs.	
Academy Specific Information • Introduction to the Behaviour Hub programme Information had been shared with Academy Committee governors. Mr Diamond explained the programme and funding that was received from the programme. Mr Diamond further explained the placement with Duston School in Northampton and an audit will be taking place to review behaviour in the academy. Mr Diamond reported the audit will be shared with governors after completion. It was reported governors may be asked to take part in the audit. Mr Diamond would inform liaise with the Governance Professional to invite governors if required.	
The Vice Chair asked if results would be shared with governors. Mr Diamond confirmed information would be shared at the July meeting	HD 03/07/23



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	Mr Diamond reporter in June with a pare further reported a Y Trent University. Por • Trust Policy The Governance Pro Charges and Remiss Information was ava • Local Policy The Governance Pro Provider Access, SEI Attendance had b	ofessional advised there had been updates to the Tra- ions policy and Expenses Policy. Anilable on the Trust website for governor review. Appendix approval: Tofessional advised Academy appendix relating to ND, Accessibility, HSFC (Hucknall Sixth Form Cent een circulated for governor review. Academ rs were satisfied with the documents. Policy appen	ace vas am s. ust to; tre) my
THA/070/	Mobile Phone Mast	- Governor Opinion	
22/23	The Executive Principal explained there had been a plan to the erection of a phone mast in the locality and communication had been received from a member of the public asking the academy to offer their support in objecting to this. Discussions had previously taken place with academy committee governors regarding this. The Executive Principal provided academy committee governors with an update of the situation. Academy Committee governors were satisfied that concerns raised had been overtaken by events.		
THA/068/ 22/23	 Link Visit Reports and feedback from visits Mrs Klein reported her attendance at the SEND coffee morning. It was reported a review of process, dates/times was required to take place to ensure the event was accessible to all. Mrs Klein reported a poor uptake with parents had been identified. Mr Diamond explained a review was taking place to resolve any issues for parents. The Chair suggested a link was available to the SEND office at parents evening. The Chair reported various visits had taken place at the academy to support events taking place. The Chair suggested a review of how parents evenings were facilitated took place to encourage parent participation after liaising with parents at the year 10 parents evening. A review of link governor areas took place. It was agreed link areas would 		to ike vas ink to nts on
	be as follows: -		
	Kate Turner	Safeguarding, Leadership & Management, Quality of Education	
	Andrea Chiarelli	Behaviour	
	Gyongi Klein	SEND & Pupil Premium	
	Alexander Rae	Health and Safety	
	Phillip Bailey	Mentoring, Training	



	Part of
DA	Diverse Academies

	Abriz Akbar	Attendance		
	Emma Redgate	Stakeholder Engagement		
	Mark Walker	Careers		
	Roger Braich	Wellbeing		
	Mr Rae asked if the Site Inspection Report had been received. The Chair			
	advised this should be followed up by Mr Rae at the next link visit to take			
	place. Mr Rae acknowledged this.			
THA/069/	Governance Housekeeping			
22/23	Review of Governance Action Plan			
	The Chair reported an update of the Governance Action Plan had taken			
	place and had been previously circulated with governors. Academy			
	committee governors were satisfied with the changes made. Agreement/Completion of Governance Self Evaluation The Chair reported a review of the Governance Self Evaluation had taken			
	place with Mr Diamond and the Executive Principal. An update to the			
	improvements achieved had been made and information had been			
	previously circulated with governors for review. Academy committee governors were satisfied with the information provided in the self- evaluation document. The Governance Professional advised a new action plan would be put in place for September as a result of the findings from			
	the evaluation.			
	EDI (Equality, Diversity, and Inclusion) governor/trustee statistic recording requested by DfE			
	The Governance Professional advised of the request for diversity			
	indicators to be collated in line with DfE (Department for Education)			
		ion had been circulated with governors for information		
	•	s. The Governance Professional explained an MS Form		
	•	collate the data on behalf of the Trust collectively and		
	academy committee	e governors were requested to compete the MS Form		
	by the 5 th June 2023	b		
THA/070/		my Committee held senior leaders to account		
22/23	-	e governors were satisfied that adequate challenge		
		quality of education and year 11 data had taken place.		
THA/071/	How have VMV (Vision, Mission & Values) of Trust/Equality been upheld			
22/23		e governors were satisfied vision, mission and values		
		plications had been upheld through challenge and ed linking with the agenda.		
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THA/072/	Complete Termly R	eport to Trustees		
22/23				
	praising the support received by staff, Mr Diamond and the Executive			
	-	added to the report which was subsequently returned		
	to the Head of Gove	ernance.		



	- Response from Trustees		
	The response received from the Trustees was acknowledged.		
THA/073/	Determination of confidentiality of business		
22/23	Equality Act consideration		
	Academy Committee governors considered whether anything discussed		
	during the meeting should be deemed as confidential. It was		
	Resolved:		
	- That items discussed within agenda item THA/067/22/23 should		
	remain confidential to attendees of the meeting until the end of		
	the academic year.		
	There had been no Equality Act implications		
THA/074/	Agreement of 2023/2024 Dates		
22/23	The Governance Professional advised meeting dates had been circulated for academic year 2023/2024. Academy Committee governors in agreement with the meeting dates that were similar to the current		
	academic year. The Executive Principal asked whether any issues with date clashes had been resolved. The Governance Professional advised		
	information had been shared with colleagues and the dates set for The		
	Holgate Academy would be avoided.		
	Date and time of next meeting Monday 3 rd July 2023: Training: 5.00pm - 5.30pm		
	Main Agenda: 5.30pm-7.00pm		
	The Chair advised of her absence at the July meeting. It was confirmed		
	that the Vice Chair would chair the meeting on that occasion.		
	The meeting closed at 7.05pm		
	Signed: A Chiarelli (Vice Chair) Date: Agreed at the LAC meeting 03.07.23		