

# Minutes of the Local Academy Committee meeting held on Monday 13<sup>th</sup> May 2024 at 5.00pm at The Holgate Academy

Governor name	Initials	Governor category	A = absence
Mrs Kate Turner	KT	Chair of Academy Committee	
Dr Andrea Chiarelli	ACh	Appointed AC governor	Resigned
Mrs Gyongi Klein	GK	Appointed AC governor	А
Mr Phillip Bailey	PB	Staff Appointed AC governor	
Mr Alexander Rae	AR	Appointed AC governor	
Mr Anthony Walker	AMW	Appointed AC governor	
Mrs Emma Redgate	ER	Appointed Parent AC governor	
Mr Scott Comer	SC	Parent AC governor	
Mrs Margaret Newcombe	MN	Appointed AC governor	

## In attendance:

Staff name	Initials	Role	
Mrs Heather Widdup	HW	Executive Principal	
Mr Henry Diamond	HD	Principal	
Mrs Sophie McKenna	SM	Leader of Curriculum	Left at 5.20pm
		·	
Mrs Emma Paine	EP	Governance Professional (Clerk)	
Quorum Required	4	Governors Present	6

# Governor support, questions and challenge: Responses

ltem No	Item	Action/ by who/when
THA/053/	Welcome and Introductions	
23/24	The Chair welcomed everyone to the meeting.	
	Apologies for Absence	
	Apologies were received from Dr Chiarelli due to a resignation being received. Mrs Klein had also offered apologies due to personal reasons. The apologies presented were agreed.	
	Acknowledgement of Resignation	
	The Chair acknowledged a resignation had been received from Dr Chiarelli due to additional family and work commitments. Governors acknowledged the resignation and thanked Dr Chiarelli for the commitment and support offered during his time as a governor. The Chair explained Dr Chiarelli had offered high levels of support in the Vice Chair	



	The second se	<b>C</b>
	role. There was currently a vacancy for the Vice Chair role as a result of the resignation received. Academy Committee governors were invited to make expressions of interest for the vacancy and review the information circulated by the Governance Professional.	Govs 01/07/24
THA/054/	Declaration of interest and any changes to be advised	
23/24	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.	
	Mrs Redgate confirmed her term of office had ended as a Governor at	<b>C</b> D
	Broomhill Junior School and could be removed from the academy website.	GP Actioned
	The Governance Professional confirmed any update to the governance	Actioned
	membership list would take place to reflect this.	
THA/055/	Governor Elections	
23/24	The Chair explained information had been forwarded by the Governance	
	Professional to ensure steps could be put in place for a staff election	
	process to commence on the 3 <sup>rd</sup> June 2024; for staff nominations to be	HD
	forwarded. The Principal acknowledged information had been received and would be circulated with staff. The current Staff governor was	03/06/24
	informed of the application process being live on the 3 <sup>rd</sup> June 2024 if he	
	wished to re-apply for the role.	
	Appointed governor update – Mr Wall	
	The Governance Professional explained contact had been made with Mr	
	Wall after the last Local Academy Committee meeting, with Mr Wall	
	confirming he wished to take his application further forward. Subsequent	
	contact had been made with Mr Wall on more than one occasion,	
	regarding identification to apply for DBS checks without response. The Chair acknowledged this was disappointing as Mr Wall was a good	
	candidate.	
	Vice Chair Vacancy	
	The Chair explained some support from another governor in the Vice Chair	
	role would be welcomed. The Chair confirmed she would be happy to discuss this further with anyone showing an interest.	
THA/056/	Local Training –	
23/24	Presentation regarding PD (Personal Development)/Curriculum & EDI	
-	(Equality, Diversity and Inclusion) from Mrs S McKenna – Assistant	
	Principal	
	Mrs McKenna explained the focus around PD in the curriculum, EDI and careers.	
	Mrs McKenna projected information onto the screen regarding action	
	points and outcomes being achieved.	
	Mrs McKenna reported there was:-	



<ul> <li>Positive evidence of a reduction in bullying. Bullying trends continue to reduce. Comparisons with 2022/23 data cannot take</li> </ul>	
place due to changes to systems across the Trust.	
<ul> <li>Categories of instances continue to be refined as a result of those</li> </ul>	
changes. Details of how incidents were recorded, and categories	
were provided.	
<ul> <li>Student voice activities take place and improvements had been shown with 93% of students confirming they felt safe in the</li> </ul>	
academy. Additional lunchtime and breaktime staff had been	
made available to offer additional safety for students at	
recreational times.	
<ul> <li>Links to a Future Programme offers quality assurance to ensure</li> </ul>	
meaningful learning and anti-bullying information is available	
within the academy.	
The Chair acknowledged bullying data could not be compared to previous	
years due to changes to recording systems to refine categories for filtering	
incidents into.	
The Chair asked whether there was more or less bullying overall.	
The Principal explained the details of the subcategories being recorded against.	
The Chair asked whether overall numbers of bullying had reduced.	
The Principal confirmed this. The Principal explained additional support	
available through PD sessions and pastoral support offered. Discussions	
took place regarding the recording system and if a rise in any area was	
identified and what steps would be put in place. The Principal explained	
the mechanism is used as a tool to visit areas of concern and respond to	
trends identified.	
The Chair asked whether the support would be changed per term	
reflecting any trends identified.	
Mrs McKenna explained this would take place as part of the curriculum. In	
addition to support offered by year leaders to ensure a responsive	
approach can take place.	
Mrs McKenna explained the steps that would be put in place to offer	
additional support for students appropriately and following process.	
The Principal reported a responsive plan is in place regarding knife crime if	
in preparation for any issues that may arise after national information had	
been shared regarding knife crime.	
Governors asked what child on child means. Mrs McKenna explained the	
context of this to offer clarity for governors.	



	<ul> <li>The Chair confirmed governors had supported with interview days. It had been reported to the Chair, by local business employers attending that the academy actively take opportunities to support students and links to local businesses in the community that are offered. The Chair acknowledged this was positive.</li> <li>The Chair requested slides were forwarded to governors. Mrs McKenna</li> </ul>	
	acknowledged slides would be forwarded to the Governance Professional for review by governors. Mrs McKenna left the meeting at 5.22pm <b>Governor Training Record/Link governor training attended</b>	
	Details of Link governor training attended were available in the Governor Training record circulated. <b>The Chair requested</b> governors updated the Governance Professional if any training had been reviewed or attended and not available on the document.	
THA/057/ 23/24	Minutes of the meeting dated 11 <sup>th</sup> March 2024 The minutes of the meeting, having previously been received were agreed and signed by the chair.	
THA/058/ 23/24	Matters Arising: Outstanding 040/23/24: Outcome plan from Behaviour Hub programme and Early	



	The Principal explained a graduation certificate and commendation letter had been received from the DfE acknowledging completion of the project. The Principal offered to governors on the outcome and content of the letter. It was acknowledged information regarding the case study was available for review and areas that remain a focus. The Principal confirmed as graduate status had been acknowledged by the DfE, funding would be received to support expenses incurred by the academy during the programme. Further details were provided by the Principal.	Govs 01/07/24
	Governors thanked all staff for their involvement and acknowledged the benefit of the information gained whilst accessing the project.	
	Governors explained at a recent link visit (not linked to behaviour) had highlighted the consistency of behaviour from students and respectful way behaviour was dealt with by staff. Governors praised students for the exemplary behaviour identified and praised staff for the consistency in how this was dealt with. The Principal offered thanks to staff for the consistent application regarding behaviour and change offered as a result of the project.	KT ASAP
	The Chair suggested an email of thanks would be circulated with relevant staff contributing to the project on behalf of governors.	KT ASAP
	<b>041/23/24: Mock exam data</b> The Chair acknowledged information provided formed part of the agenda.	
	<b>Actioned</b> The Chair confirmed matters arising that had been actioned would not be discussed further.	
THA/059/ 23/24	<b>Principals Report</b> The Principal reported metrics data information had been circulated prior to the meeting for governor review. The Principal provided information on each area of the document offering additional context for governors.	
	Attendance The Principal reported data was positive with improvements being evidenced and showing persistent absence had reduced. The Principal praised support offered from the Attendance and Pastoral team staff to ensure improvements could be made and the steps in place to support this with the application of the DfE Attendance programme. The Principal acknowledged figures were not as expected, however improvement had been identified. The Principal provided details of the substantial improvement identified at the academy regarding attendance.	



The Executive Principal acknowledged figures were not where they would like to be, however, significant closure of gaps had been identified and a substantial increase towards national average figures.

The Chair acknowledged that steps put in place were positive and showed a clear improvement. **Governors asked** how this had been achieved compared to previously.

The Executive Principal confirmed policies and procedures remained the same as previously. Steps had been put in place to ensure staff had been correctly placed to support with processes and clearly articulated to students and the academy community. It was reported that processes in place were working effectively and efficiently.

The Executive Principal acknowledged Year 8 was identified as the year group with the lowest attendance. Steps had been put in place to ensure precise data regarding the reasons of the cause for absences, to offer targeted support for the cohort and to put steps in place for discussions with students identified with persistent absence, in a timely manner.

The Chair acknowledged the placement of Assistant Principal to support with this had been effective in supporting the reduction in persistent absence.

The Executive Principal praised the Attendance Officer for the instrumental support that was offered. It was reported by the Executive Principal that reasonable adjustments and support were offered to support student attendance and remove any barriers towards attendance. The Principal praised staff for their consistent approach in supporting the improvements in addition to the support of the Attendance Officer. The Principal explained the processes that taken place with parents/carers in establishing reasons for absence, in addition to discussions taking place for students regularly missing a particular lesson. Staff had supported students with behavioural expectation information to ensure this was clearly understood by students.

The Principal reported Penalty Notices are issued to families for unauthorised absences which is enforced by the Local Authority and Police. Due to the actions of the Local Authority and Police this had sent strong messages on absence through the school and local community. The Principal reported policy and process would continue to be followed.

**Governors asked** whether the absence information shared related to all absence and was sickness absence included in the figures. The Principal reported the data was for all absence. The Principal offered details of the process that takes place to challenge reasons for absence and how this was dealt with effectively by staff.



**Governors asked** how many days absence are accepted before a review takes place. The Principal explained discussions with parents/carers take place on day 1. Details of the steps put in place by the Attendance Team staff and NHS guidance for illness being used to ensure appropriate solution to the absence. The Principal reported home visits take place in efforts to resume contact with parents if there is a lack of response with the initial methods used. If there is no response received, then a Penalty Notice is issued.

#### **Behaviour**

The Principal reported there was a reduction in fixed term suspensions and permanent exclusions identified. Information from the behaviour hub was positive in supporting this. The Principal reported in comparison to previous years, there had been a reduction of fixed period suspension and permanent exclusion; one permanent exclusion and one 15+ day suspension taking place in 2023/2024 to date. The Principal explained fixed term suspension in comparison to an increase in cohort evidenced the improvement in behaviour being identified. It was further reported by the Principal the use of reasonable adjustment takes place where need is identified with behavioural expectations being made known to all students.

The Principal acknowledged the use of pre and post suspension room is in place and allows mentoring work to be completed. The Principal provided details of what the facility offered for small groups of students.

The Principal explained there was no suggestion that behaviour was poor and being ignored.

It was further explained the use of Alternative Provision and Alternative curriculum took place where appropriate and responsive to need. Details of the reasons for students accessing external alternative provision and to support reintegration to mainstream. The Principal acknowledged suspension and exclusion rates had previously been high with dramatic reduction in figures being identified.

The Principal reported the Spring Learning Centre was now used as the OTS (Opportunity to Succeed) provision which offered support from staff to support learning. Details of the alternative curriculum were provided and the reasons for students attending.

Governors acknowledged high numbers of students had previously attended alternative provision and asked whether funding had now been allocated to support the pre and post exclusion facility. The Principal acknowledged some funding had been used to support the facility.



The Chair asked whether there was adequate space for students and whether the facility was sustainable. The Principal explained steps in place to ensure the facility remains effective and additional areas being reviewed regarding the support of online learning. The Principal reported concerns if additional student spaces were made available and how this could impact the behaviour of students attending as a result.

#### Outcomes

The Principal provided details of an article that had been released regarding academic ranking in Nottinghamshire. Due to the findings of the article, staff morale had been impacted. The Principal acknowledged improvement of outcomes was required with a focus taking place and steps put in place.

The Principal reported improvements in outcomes data had been identified with mock examinations from January to March. With staff support in place to ensure correct content is being applied. Improvements with attendance and behaviour would be supportive in achieving desired outcomes. The Principal acknowledged improvements to data were in place prior to the article being released and in particular for year 11 students.

The Principal explained the appointment of a new Assistant Principal in line with the Trust model, would be valuable to improving the whole school approach to data and assessments.

The Chair acknowledged attendance during the interview process and provided governors with additional information regarding the staff appointment. The Chair explained process had been followed a robust and fair interview process had taken place. The Principal offered details of the process and purpose of the role to support improved outcomes for years 10 and 11 and for a holistic approach. The Principal explained steps put in place with parents and students in efforts to close any gaps and improve outcomes. Details of the Trust wide initiative being rolled out at Key Stage 4 in respect of pupil progress would offer a change that is required and would be supportive with discussions that would take place at parents evening.

Governors acknowledged and praised the steps being put in place to support changes and improve outcomes for students.

### **Suspensions and Permanent Exclusion**

**Governors asked** for the reasons of the increase of suspensions being identified at half term 2 from the data provided. The Principal explained this was due to behavioural expectations tightening and moving into the Christmas period. The Principal explained information had been shared with students and parents regarding behavioural expectations in line with the Behaviour Hub model.



Governors identified Pupil Premium (PP) figures were higher. **Governors asked** whether this was normal. The Principal explained it was normal and a focus was taking place to ensure gaps were closed for PP and SEND (Special Educational Needs and Disabilities) students.

**Governors asked** whether the two areas crossed over. The Principal confirmed this and explained the support in place for PP students and attendance.

The Chair reported involvement with Governors Discipline Committee meetings for the academy and other academies in the Trust in respect of fixed term suspension and permanent exclusion meetings for students. The Chair acknowledged the level of resources available at the academy and support offered for students in vulnerable categories which offered higher levels of support due to additional layers of support being available for students in comparison to other academies in the Trust and which are well utilised for students.

The Chair acknowledged good communication takes place with academy staff, parents and students moving towards and through the graduated response pathway as a result of behavioural expectations not being met by students.

### • Safeguarding (Checklist)Compliance/Culture

Governors acknowledged the Safeguarding LAC checklist had been circulated and reviewed by governors prior to the meeting. The Principal confirmed there were no changes since information was shared at the Local Academy Committee meeting in March.

The Principal explained a review of safeguarding was due to take place with relevant staff to ensure systems and procedures were in place and up to date. The Principal explained mandatory training was updated every two years for staff and governors. Details of areas reviewed; including safer recruitment and employment checks. It was confirmed by the Principal these were up to date. It was further confirmed, mandatory training had been completed by exam invigilators in preparation for the exam period. The Chair acknowledged a review of documentation takes place once per year in line with guidance for governors.

The Principal confirmed risk assessments are put in place for any new staff experiencing delays in receiving DBS check information due to impact with the service. The Principal confirmed the academy was fully compliant.

The Principal explained there was an increase in domestic abuse identified. It was explained that mental health remains a demand and support continues with Remedi.

**The Chair asked** whether there was an increase in cases after review of the information had taken place. The Principal confirmed there was an increase in cases with a waiting list for services in place. it was further explained this was a result of delays to external services for counselling.



**Governors asked** whether students can move higher up the waiting list due to severity of need. The Principal confirmed this and to ensure the facility was responsive to student need. It was reported positive feedback from students and parents had been received in respect of the initiatives in place offering mental health support.

### Engagement of pupils, staff, parents and community (including wellbeing) Student Voice

The Principal reported a high number of responses had been received from a recent survey and strategies were being put in place in areas identified and across the Trust.

Mrs Redgate confirmed a meeting had been arranged with Mrs McKenna regarding student voice.

The Principal confirmed staff continued to use National College for training updates. Steps were being put in place to ensure appropriate staff were trained in mental health first aid.

The Principal explained difficulties being experienced with filtering and monitoring for post 16 students when searching for particular information relative to work to be completed. Steps were being put in place to resolve any issues. Details of the issues were provided.

The Chair invited questions regarding safeguarding. No questions were asked.

Risk Reports

The Principal confirmed there were no changes.

Health & Safety

The Principal confirmed a Health and Safety Committee meeting was due to take place and an update would be provided for the July meeting. The Principal confirmed there were no issues to report.

• Staff & pupil well-being /Staffing Changes including SLT restructure

The Principal provided details of staff appointments and offers made and the structure this would form.

## • Data Protection (breaches/SARS (Subject Access Request)/FOIA (Freedom of Information application)/Police Requests

The Principal confirmed one FOI application had been received from the Daily Mail which had been received by all schools regarding use of offensive weapons.

• Complaints, Claims (no's/overview)

The Principal confirmed no complaints had been received.

### **Academy Specific Information**

• Category C trips/review - Geography Field Trip





	<ul> <li>Provision for students accessing the OTS/alternative curriculum</li> <li>Fixed period suspension level rise.</li> </ul>	
23/24	Governors challenged senior leaders regarding:-	
THA/062/	place and had been shared with governors. Governors were satisfied with the information shared in the document. <b>Skills Audit completion</b> The Chair confirmed the link to the skills audit had been circulated with governors and requested governors completed this if this had not already taken place. <b>The Chair asked</b> how many governors had completed the document. The Governance Professional explained some governors had experienced issues with accessing the document which had been reported back to the Head of Governance. The Governance Professional requested information was completed by the 20 <sup>th</sup> May 2024 to ensure details could be available to inform completion of the self-evaluation and Governance Action Plan 2024/25. <b>How has the Academy Committee held senior leaders to account</b>	Govs 20/05/24
	The Chair would make arrangements with Mr Comer to review the link visit area. The Chair suggested a review of previous link reports should take place. <b>Governance Action Plan Completion 23/24</b> The Chair confirmed a review of the Governance Action Plan had taken	KT/SC/GP 01/07/24
	The Chair requested link visits were arranged prior to the end of the academic year and link visit reports to be submitted before the July LAC meetingLink Governor Areas for reviewThe Chair explained due to the resignations received there was a vacancy for a link governor for behaviour, attendance and wellbeing. Governors were invited to choose which area they would like to cover.It was agreed that the following governors would take the following areas:-Behaviour/Quality of EducationM NewcombeAttendanceS Comer	
	The Principal thanked the governors for their support in attending the event. Governors thanked the Principal for asking governors to attend events as this is instrumental in supporting inclusivity of governors with the local and school community and academy. The Chair thanked governors for providing Link Visit reports for H&S (Health & Safety)/Data Privacy Quality of Education/Stakeholder engagement/SEND (Special Educational Needs & Disabilities)/Leadership & Management.	Govs 01/07/24



	Attendance and absence	
	Bullying	
	Curriculum changes in PD,RSE,PHSE.	
THA/063/	How have Vision, Mission and Values of Trust/Equality been upheld	
23/24	Governors were satisfied that through discussions and items on the agenda	
	the vision mission and values had been considered in addition to Equalities	
	being upheld in discussions that had taken place.	
THA/064/	Consider information to be advised to the Trust Board and complete the	
23/24	annual report	
	Information was added to the document in respect of the areas and relative	
	to discussions that had taken place.	
	The document was subsequently forwarded to the Head of Governance to	
	be submitted to Trustees at the Governance and Partnership Meeting.	
THA/065/	Determination of confidentiality of business	
23/24	Academy Committee governors considered whether anything discussed	
	during the meeting should be deemed as confidential. It was Resolved:	
	<ul> <li>That that no confidential items had been recorded.</li> </ul>	
	- That that no confidential items had been recorded.	
THA/066/	Agreement of LAC meeting dates 2024/25	
23/24	Governors were in agreement with the dates previously circulated. The	
	Executive Principal asked whether dates had been organised to ensure her	
	attendance at both the Holgate Academy and Retford Oaks Academy. The	
	Governance Professional confirmed this.	
	Date and time of next meeting:	
	Monday 1 <sup>st</sup> July 2024:	
	Training: 5.00pm - 5.30pm	
	Main Agenda: 5.30pm-7.00pm	
	The meeting closed at 6.32pm	
	Signed: K Turner(chair) Date: 1 <sup>st</sup> July 2024	