



PRIVATE AND CONFIDENTIAL
ACADEMY COMMITTEE MEETING

Date: 21st September 2021
Time: 18.00
Venue: Hazel Grove New Library

Clerk: Pippa Wilkinson
Present: Martin Stewart, Steve Blades, Cherry Franklin, Ben Vickers, Emma Moroney, Graeme Vout, Anthony Phillips, Sara Warner, Ravi Kumar

Action	Initials
Discuss if further recruitment is needed for HG Academy Committee	PW
SEND and Safeguarding Link meetings	CF

Agenda – Part 1				
Category	Item	Notes	Action	
Training	Teams Assignments and Laurus Institute training	S Kelly explained the new Teams Assignments system to the governors and demonstrated how this works in relation to pupil homework/learning etc. M Stewart also delivered training session on new Laurus Institute site which is the hub for all staff/governor professional learning.		
1	Governance Arrangements	Apologies	A Bentley and S Keyworth send their apologies for not being able to attend.	
		AOB items	Vote for Vice Chair – Unanimous vote for Alan Bentley as new Vice Chair. M Stewart also introduced new Deputy Head of School, E Moroney.	
		Register of interests	PW sent around the Register of Interests and asked governors to update as appropriate.	
		Code of Conduct	No updates.	
		Part 1 Minutes	The minutes from HGHS ACM4 were approved by the governors.	
		Membership: Recruitment Update/Succession Planning	Discussion around whether further recruitment is needed for HGHS governing body. PW to speak to N Burgess about governor recruitment.	PW
		Scheme of Delegation	No notable changes.	
		Trust Board Update	No comments.	

2	School Performance & Accountability	School Development Plan/KPIs	<p>The Head of School explained the key points of the HGHS School Development Plan (SDP), noting that some priorities have rolled over from last year due to disruption of Covid-19. There will be a focus on the extra-curricular opportunities that the school can offer pupils. MS informed governors about upcoming trips, the success of the House system and the excitement around the school musical which is taking place this year. Although the focus in 2019 was around behaviour, MS feels this is now stable and is wanting to prioritise culture and creativity. MS also explained that there will be a focus on staff development, such as through the newly launched Laurus Institute.</p> <p>The Head of School also explained the KPIs document, advising that the KPIs pull out clear priorities from the SDP and allow SLT to keep a track of development and focus on priorities.</p> <p>Q. MS: Any comments or questions?</p> <p>A. GV: The KPIs is a great document, really useful.</p> <p>Q. RK: What do the Senior Leadership Team feel about the School Development Plan?</p> <p>A. CF: As a member of SLT, I feel I have ownership of the SDP. It is definitely a collaborative document. It can be challenging and daunting but it is important that we aim high.</p> <p>A. BV: It is definitely a collaborative document which we all have a hand in. We also provide training to staff around the SDP and how it is implemented.</p> <p>A. EM: We also work the SDP into appraisal targets. It is the bedrock for the whole school, not just SLT, it creates pathways for all staff.</p> <p>A. MS: We reassure staff that if they do not meet targets, they will not be in trouble. It isn't something we want staff to be scared of, we just want all staff to aim as high as possible.</p> <p>A. AP: I agree with this. As a teacher, it is nice to have targets and to get involved in meeting targets on the SDP. It also allows us to gain recognition.</p> <p>A. MS: All departments have targets within the SDP and all have a responsibility towards the schools' wider goals. The SDP provides the framework for staff to play</p>
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		<p>into the cornerstones of the school.</p> <p>Q. RK: Targets promote positive change which is great. It would be nice to have some feedback on the progression of these targets throughout the Academy Committee Meetings this year.</p> <p>A. MS: Yes, we can do this. It can be hard to quantify but even if we look at the numbers of students at the sports trials this week, hundreds of students turned up.</p> <p>A. SW: There is also the scope for celebration of taking part in these activities.</p> <p>A. EM: Absolutely, pupils are not forced to take part, they feel empowered to do this, especially after Covid.</p> <p>GV: The KPIs feel like a really positive approach, targets can often weigh people down however this seems like a positive approach whilst still maintaining aspirational targets.</p> <p>SB: Agreed, it seems more of a movement, rather than rigid targets.</p> <p>BV: The documents are not rigid and are regularly reviewed.</p> <p>Q. GV: Important to note that results do matter, while the extra-curricular targets are great, if good results are not seen, questions will be asked by governors/parents etc.</p> <p>A. EM: Absolutely, we need both. We need to prepare students for the world, but also get them a brilliant set of grades.</p> <p>A. MS: There will be actions and responsibilities for staff and students but we won't have negativity around target setting. We don't want to set people up to fail. Perhaps in the next meeting we can go into more detail about the sections on the SDP.</p>	
	Check delivery of School Curricula and Assessment is in line with Trust's approach	The Head of School confirmed that the School Curricular is in line with Trust's approach.	

		<p>Head's Report</p>	<p>Deputy Head of School explained the outcome of the CAGS (which were discussed in the last AC meeting). He explained that grades were decided in a professional and organised way and that all deadlines had been met. Only two students appealed their CAGs and these were only stage one appeals (in contrast to other schools who averaged around 20 appeals). Results day brought brilliant grades for both GCSE and A-Level students. Were careful not to celebrate too much due to the nature of the grading system last year, however made sure to celebrate individual successes. BV explained that governors can access breakdown of national figures/destinations etc online. He also informed the governors that one student is now at Oxford University and 28% of students got into a Russell Group University.</p> <p>Q. SW: How are the current Y11s doing?</p> <p>A. BV: There is a wat to go but we know that the quality of teaching, support and extra help is there.</p> <p>A. EM: We are cautious that we don't want to burn them out too soon. Trying to use a wave approach and have ongoing conversations with students. There is a triangulation of data and we are confident that all bases will be covered for this year.</p> <p>A. BV: We will tailor our approach to the students</p> <p>A. MS: It's important to note that these Y11s have missed the most at the most crucial time and will probably be the first year group since Covid to take exams. We are targeting support at a bespoke level and will keep communication going throughout.</p> <p>Q. SW: When are the mock exams?</p> <p>A. MS: December</p> <p>Q. RK: Will you know where they are up to before December?</p> <p>A. MS: The first CASH is in November so we should have an idea.</p> <p>A. BV: We are staring to have conversations already with students about objectives and targets.</p> <p>A. EM: We are covering gaps and communicating with staff and students continually. We want to make sure nothing falls through the net.</p>	
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			<p>A. AP: As a teacher, we can only work with what students should know at this point, and what they might be struggling with.</p> <p>A. MS: Some staff won't have experienced this before, even our most experienced teachers who know the exam system inside out will find this year tough. We plan to use our networks throughout the Trust for support. It's important to note that whatever happens with results this year, they will be comparative with other schools. We are all in the same boat.</p> <p>Head of School explained the final part of the Head's Report focuses on Covid-19. He explained that there is more flexibility with the guidelines this year and that attitudes toward Covid-19 have significantly changed. He informed the governors that he is still in regular contact with Public Health England and that enhanced cleaning is still taking place.</p> <p>Q. SB: How many students have been isolating since being back in September?</p> <p>A. MS: Over 40 since returning to school.</p> <p>A. BV: All students on returning to school in September had a lateral flow test, only two students at this time were positive.</p> <p>Q. AP: What is happening with vaccinations for students?</p> <p>A. MS: There is more information coming on this. Stockport will be offering vaccinations for students and it will be led by nurses. We are also aware of the anti-vaccination narrative (e.g. protests) and police support may be available if needed.</p> <p>Q. RK: What about staff vaccinations?</p> <p>A. MS: Most staff have been vaccinated however we cannot force staff to have this. It has to come down to personal choice.</p>	
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3	Governor Monitoring	Finance Update	<p>Head of School explained that the management accounts are on the agenda every meeting for governor's attention.</p> <p>Q. GV: I noticed that there have been some energy cost savings.</p> <p>A. MS: Yes, our 5-year plan is based on being more efficient. We are always looking for ways to improve efficiency and save costs.</p>	
		Trust Policies	No Trust policies to review.	
		Curriculum Policies (e.g. Behaviour Policy)	<p>Head of School explained that there have been some minor tweaks to the behaviour policy. For example, there have been changes to the responses to students' reactions to receiving sanctions. Furthermore, if a student is removed from a lesson, they will work with a staff member in a separate room but will not be able to just walk back into class the next day. We want to make sure students know that disruption in lessons will not be tolerated.</p> <p>Q. SB: Have there been any exclusions yet this year?</p> <p>A. MS: No permanent exclusions yet this year. I'm going to try and arrange some training for governors around permanent exclusions and we can perhaps analyse attendance/behaviour at the next AC meeting.</p>	
		Safeguarding and SEND Link Governor updates	Meeting have note yet taken place but planning is in motion. CF is going to follow up about this.	CF
		Review educational achievement of looked after/ previously looked after children	CF informed the group that all looked after children in school last year received a Grade 4 or above in English but that maths is a focus area for these students. The teaching and pedagogy style has changed which the school is aware of. There are also a number of staff champions who support these students. CF explained there are only 10 looked after children in school and that their progress is regularly reviewed.	
		Monitor Pupil Premium, Catch Up and Sport Premium Spending	CF explained that a new document about Pupil Premium was published at the beginning of term and advised that she will bring this to the next AC meeting to review.	

4	Governor Develop	Governor training	PW explained that the GDPR training is due by the next AC meeting. All governor training courses can be found on the Laurus Institute site.	
5	Community Engagement	Stakeholder engagement	This has been somewhat on hold due to Covid-19. Head of Schools hopes that throughout the 2021-2022 AC meetings, there will be more to say about stakeholder engagement.	
	AOB		<p>Q. RK: What are your top concerns for this year?</p> <p>A. MS: Main concern would be if Covid was to take hold again and the school had to go back into a lockdown. Another top priority is for this year's Year 11 students and our languages students. On the other hand, we are really proud of how last year went and are excited to hopefully return to some normality.</p> <p>CF also mentioned that Hazel Grove has won the Gold award for young carers. Only 15 schools in the country have this award. This is a great achievement for the school and for the students.</p>	
	Meeting Dates:	Autumn 1 Autumn 2 Spring Summer	21/09/2021 30/11/2021 01/03/2022 28/06/2022	

Impact of Meeting / Key Outcomes	
AB is the new Vice Chair of the HGHS Academy Committee	
Launch of Laurus Institute site with area for governor training	
Focus this year on extra-curricular opportunities for students, as well as excellent grades	