



## ACADEMY COMMITTEE MEETING

Date: Tuesday 25<sup>th</sup> February 2025  
Time: 6.00pm  
Venue: Hazel Grove High School- Library

Clerk: K Warhurst  
Present: M Stewart, E Moroney, B Vickers, C Franklin, M Sackville-Ford, S Blades, G Vout, A Bentley, J Butler, D Browne, Z Dzhumayeva

Action	Initials
Share Suspension Flow Chart with Governors	EM
Update Register of Interests	KW
Governors to complete four mandatory training modules	All
Governors to send training certificates to Clerk	All

Agenda – Part 1			
Category	Item	Notes	Action
1	Governance Arrangements	<p>E Moroney provided an update and information relating to the work taking place within school regarding Behaviour.</p> <p>Priorities are to reduce the number of suspensions and avoid repeat suspensions. Look at a restorative approach and prevent extreme behaviour from happening in the first instance.</p> <p>Teams within school work together to implement plans for students and work with the student, their families and external teams to address behaviour.</p> <p>School have reviewed C and B codes to raise expectations which generally have a positive impact and will reduce extreme behaviour. Work is being done to create an environment based on respect by educating our young people to understand and buy into it.</p> <p>Delivered whole staff professional learning and held assemblies for each year group (along with extended form time on Friday) to reiterate messages regarding expectations on behaviour and to teach students about their own behaviour choices.</p>	EM to share Suspension Flow Chart

			<p>Raising expectations around school generally has a positive impact and will reduce extreme behaviour.</p> <p>Pleased to say the impact is already noticeable:  Half term 1: 66 suspensions  Half term 2: 82 suspensions  Half term 3: 36 suspensions</p> <p>Governors thanked EM for a very detailed presentation.</p> <p><b>Q – Does this approach raise the threshold for suspensions?</b>  A – This approach allows the student to have an opportunity to change their behaviour before it gets to extreme behaviour. This approach can calm the student prior to them making a decision to react further. Expectations remain high for our young people.</p> <p><b>Q – There is a perception that the school has gone ‘soft’ on behaviour and it is out of control.</b>  A – Key point to make is that nobody needs to make physical contact with another student and this will be sanctioned. The message has been made very clear that this kind of behaviour will not be accepted. The changes made have raised expectations of behaviour and therefore the threshold has lowered meaning more low level poor behaviour will be sanctioned therefore reducing escalation to more serious behaviours.</p> <p><b>Q – It would be good to review this within a year to see impact. We can see school have done an enormous amount to prevent PEX/Pupil Disciplinary Committees. There is evidence everyone in the process that school has taken steps to avoid permanent exclusions.</b>  A – Try to get upstream and early identification with certain students is key. If more is done prior to the behaviour taking place, this can avoid suspensions and permanent exclusions. Systems and protocols are in place.</p> <p><b>Q – Nationally the number of permanent exclusions seems to be increasing.</b>  A - After any pupil exclusion, the case is reviewed to see if anything could have been done earlier. School is always learning and making improvements as better is always possible.</p>	
--	--	--	---	--

		<p><b>Q – There is a perception that communication isn't working well in school or further afield. Students unaware as to why they have a detention?</b>  A – There have been teething issues which are being ironed out and we are constantly reviewing systems. Steps have been included to ensure staff must confirm they have told the student and explained why they have a detention and more communication will take place with home.</p> <p><b>Q – Another element in the process is the students' home and communication to get their support</b>  A – They will be kept in the loop. A communication will be sent home to advise what students have been told in assembly and form time. There is an expectation to make a call home if a student receives specific sanctions to discuss the situation.</p> <p>Governors agreed phoning home was excellent and conversations are a better way to communicate.</p> <p>There have already been positive changes</p>	
	Apologies	<p>There were no apologies for this meeting.</p> <p>S Blades welcomed Karen Warhurst, new Academy Committee Clerk</p> <p>M Stewart introduced Emma Moroney, Associate Head of School</p>	
	AOB items	Governance section of school website	
	Declaration of interest in any of the agenda items	None received	Noted
	Register of interests	<p>Governors were asked to check their record on the Register of Business Interests circulated and inform the Clerk of any changes.</p> <p>Z Dzhumayeva employer has changed – to be updated on Register of Business interests.</p>	Clerk to update document
	Part 1 Minutes	The minutes of the meeting held on 15 <sup>th</sup> October 2024 were <u>approved</u> as an accurate record of the meeting and all actions were completed.	Agreed
	Membership: Recruitment Update/Succession Planning	The term of office for G Vout was due for review and GV expressed an interest in continuing to serve on the Academy Committee. His term of office will be duly updated for a further period of 4 years.	
	Scheme of Delegation	There were no material changes to the Scheme of Delegation.	Noted
	Trust Board Update	Governors were provided with Trust Board updates from TB meetings in October and December 2024 and had no further questions.	

2	School Performance & Accountability	<p>Review of Head of School Report including:  Attainment  Attendance  Hazel Grove  Sixth form</p>	<p>MS presented the HoS report to the Governors.</p> <p>An update was given with regards to building work which is progressing well. The brand new hard tennis courts have been completed whilst the foundations for Laurus Grace are well underway. The tennis courts provide a great space for PE and social time and has been positively received by students.</p> <p>MS informed the Academy Committee that the school production of Bugsy is coming up soon and Governors are invited to attend.</p> <p>MS provided an update on staffing, with EM joining the school in January and there has been a request for a member of staff to take a sabbatical from September 2025.</p> <p><u>Attainment</u></p> <p>B Vickers explained this year there are no Progress 8 statistics as students didn't sit SATS in primary school therefore there is no data. The school determined grades by conducting Year 7 assessments. The new approach will include a more detailed overview and focus on Maths and English.</p> <p>Year 11 - there is a significant amount of work to be done, especially with certain students, to ensure all students have the best opportunity to do well. School provided intervention sessions during February half term and these will continue before and after school and during Easter break.</p> <p>Mock exams for Maths and English will be taking place next week along with internal assessments. Priority is what is happening in the classroom to prepare them for the exams.</p> <p><u>Attendance</u></p> <p>Attendance looked good in September, especially with Year 7. The biggest cause for concern is with Year 11 therefore there is a big drive on this as a school and leadership team.</p> <p>Autumn saw attendance reduce due to the snow week. School is driving a focus on positive attendance and recognising 100% attendance with rewards.</p>	
---	-------------------------------------	--	--	--

			<p>For attendance below 90% - pastoral teams are working to identify why students are not engaging and attending school. Parent meetings are taking place and there have been interventions where necessary. There will be more face-to-face meetings with parents/carers and school will be tightening up on absences especially those that go further than 2,3 or 4+ days. There will be conversations after the second day of absence and look to build relationships and ensure students get a sense of belonging in school.</p> <p><b>Q – How does the school attendance data sit in comparison to other Laurus Trust schools?</b>  A – Slightly less than the other schools but still above the national level. School aim to build it back up to pre-covid levels.</p> <p><b>Q – Does attendance vary by year group?</b>  A – School expects this dip in attendance to start improving especially from Year 7 and future years. Year 7 &amp; 8 attendance is positive but some students having repeat absences, so school look to stop this before it becomes an issue.</p> <p><b>Q – Can school do more with transition?</b>  A – Have transition teachers to assist with this. There is data that tracks students from Primary through to Secondary school and can predict what happens in primary school can have an impact and school can look to intervene.</p> <p><u>Sixth Form</u></p> <p>School have received a lot of strong applications (increase in applications from last year) and will be hosting an offer holders open morning for external applicants on 1<sup>st</sup> March 2025.</p> <p>Year 13 students are getting ready for university and high-level apprenticeships. Their predicted grades look strong and in line with Cheadle Hulme Sixth Form which is well established Sixth Form within the Trust.</p>	
--	--	--	--	--

3	Laurus Grace	Review of Head of School Report	<p>M Sackville-Ford presented the HoS report to the Governors.</p> <p>Since opening in September, the number of students has grown to 21 out of a possible 24 places. The LA asked the school to take a large cohort of KS4 students.</p> <p>The school have received very positive feedback from parents/carers with students improving on previous attendance levels and working towards GCSEs.</p> <p>The school have a strong relationship with the Pendlebury Centre and have had success with students with complex additional needs who attend placements there and this provided a good transition between their mainstream school and Laurus Grace. School have had to continually refine the transition process to support these students to settle into school.</p> <p>There have been issues with attendance linked to transport issues due to students travelling some distance to get to Laurus Grace but school now have two minibuses which is helping with attendance. Some students have personalised attendance plans to work with families to improve attendance.</p> <p>School have experienced challenges in accurately identifying the profile of students that will most benefit from attending Laurus Grace.</p> <p>Work is well underway on the main Laurus Grace building. The main site is now closed to HGHS and Stockport MBC constructed the road opening off Jacksons Lane and contractors now have a separate entrance which means the building work should have less impact on HGHS. Work is on schedule for staff and students to move into the building at Easter 2026.</p> <p><b>Q – What is the Governance structure for Laurus Grace?</b></p> <p>A – HGHS Academy Committee provide the governance for now. A new school can work with an established Academy Committee for a year whilst building our own team of Governors. We currently have 1 Governor.</p> <p><b>Q – Is there opportunities to work with universities / researchers so they can see the work being done in order to help others open similar schools?</b></p> <p>A – This isn't something the school is currently doing but it may come in time. What school is doing is an innovative approach and we currently work with</p>	
---	--------------	---------------------------------	--	--

			another Trust who have a similar behaviour approach and we visit similar schools.	
		Policies (undertake school level reviews of relevant policies)	Governors <u>approved</u> the following policies: Attendance Policy Collective Worship Policy First Aid Policy Mobile Device Policy PSHE Policy Relational Behaviour Policy Safeguarding Policy Teaching and Learning Policy School Uniform Policy	
4	Governor Monitoring	Finance update including pupil numbers, bench marking and value for money	Governors reviewed the financial accounts for December 2024 and had no further questions.	
		Policies – undertake school level reviews of relevant policies	Governors <u>approved</u> the Safeguarding policy.  Clerk advised Governors the Intimate Care Policy has been removed with immediate effect	Noted
		School Risk Register – review risks and any significant changes in risk levels / mitigating actions	MS talked through the HGHS Risk Register explaining school work out risk and put measures in place. Various areas were highlighted including: HG Sixth Form capacity – impact of increasing numbers and want to become an established Sixth Form with consistently right number of students. Laurus Grace on site and moving next to HGHS moving forward Reduction in funding for schools means school is in a more financially challenging situation and have to be more financially prudent. Staff retention is challenging as there is a recruitment crisis at all levels nationally but we have strong HR support, clear lines of people management, recruitment and work to retain our staff. Health & Safety and Compliance – well documented in the press of critical incidents in school which is a growing risk so school ensure we are well prepared for this, as much as possible.	

5	Governor Development	Review Trust Training plan	Governors were asked to complete the four compulsory training modules.	All
		Minute any training undertaken by governors since the last meeting	Governors were asked to notify the Clerk of any training undertaken and provide certificates.	All
6	Community Engagement	Stakeholder engagement – verbal update (Staff/parents/students/Governors)	There are no updates for this meeting.	
	AOB		SB noted that the Governance section of HGHS website requires updating – website was updated following meeting.	
	Meeting Dates:		Tuesday 20 <sup>th</sup> May 2025 at 6.00pm	

Impact of Meeting / Key Outcomes	
Governors received a presentation on Behaviour updates	
Head of School report for HGHS was reviewed, including attainment, attendance and Sixth Form	
Head of School report for Laurus Grace was reviewed, including student numbers, attendance and progress with building work.	
Governors approved 9 policies for Laurus Grace and 1 policy for HGHS	
Governors reviewed the Management Accounts for December 2024	
Governors received update on HGHS Risk Register	

Meeting closed at 8pm



Steve Blades  
Chair of Academy Committee  
20.05.2025