

## ACADEMY COMMITTEE MEETING

Date: Tuesday 28th June 2022

Time: 6pm

Venue: Hazel Grove High School – New Library

Clerk: N Burgess & C Whitehead

Present: A Bentley, J Butler, S Blades, G Vout, M Stewart, B Vickers, A Phillips, S Warner,  
L Evans for part of the meeting

Action		Initials
1	Governors were asked to report any changes to their Register of Business Interests to the Clerk	All
2	Governors were asked to review the Behaviour Policy and send any comments to SB	All
3	Governors were asked to inform the Clerk of any training they had completed	All
3	Governors were asked to send any content for the report to the Trust Board to the Chair and the Clerk	All
4	Clerk to ensure all Governors have NGA log ins to be able to access training	NB

### Agenda – Part 1

Category	Item	Notes	Action	
<b>1</b>	<b>Governance Arrangements</b>	Apologies	Apologies were received from R Kumar and C Franklin.	
		AOB items	J Butler was introduced as a Governor to the Academic Committee. C Whitehead was introduced as Clerk to the Academic Committee, she will be commencing the role in September 2022.  Governor visits to school were discussed and it was agreed that Governors would summarise the content and outcomes of their meeting in an email to the Head of School.	
		Register of interests	Governors were asked to report any changes in their records held to the Clerk	All
		Code of Conduct	There were no changes to note to the code of conduct.	
		Part 1 Minutes	The minutes of the meeting held 15th March 2022 were approved as a correct record of the meeting and there were no matters arising.	
		Membership: Recruitment Update/Success	Governors Term of Office dates were discussed, with a number of Governors term potentially ending in 2023. Those that wish to stand down should request to	

		sion Planning	discuss this with MS. MS noted that the Academy Committee now has a good number of Governors.	
		Scheme of Delegation	There were no changes to the Scheme of Delegation to note.	
		Trust Board Update	Governors were provided with Trust Board update from the March 2022 meeting. Governors did not have any questions relating to the report.	

2	School Performance & Accountability	School Development Plan Priorities	<p>The SDP for 2021-2022 has now been RAG rated. The Governors were pleased with the outcome of the RAG rating, with particular note to the majority of the plan being on track.</p> <p><u>Sporting Excellence</u>  <b>Q – SB asked what is the next big challenge for co-curricular offerings and is there much in way of resistance from the students?</b>  A - Our enrichment and co-curricular offerings have returned significantly but there is always room for even more, the aim remains to get as many students as possible involved in Electives and to ensure the offer is attractive to them, giving a buoyancy to the whole school experience. Lots of work is done through the departments and also the Heads of House to encourage the students to be a part of the life of the school. The school is very pleased with the direction the Electives are moving in, students as a whole are keen to join into the enrichment offerings and it was noted that there has been a particular an uptake in lunchtime engagement with Electives and clubs.</p> <p>The Governors noted that there could be an opportunity for the school to engage with the wider community and form partnerships with local community projects to grow wider beyond the curriculum. Governors were very pleased to note the wealth of opportunities available to students.</p> <p><u>Leadership and Service</u>  Governors were informed that the School Council has been affected over the last 2 years, due to Covid. Prefects have now been appointed and they will be setting an example leading the school, with the aim for student leadership teams to form into a new council.</p> <p><u>Staff Development</u>  MS advised that there are a number of new staff commencing employment at HGHS in September. All staff are onboard with the School Development Plan and are proactive in undertaking opportunities for professional development. In the recent Ofsted inspection the staff engagement was judged to be a real strength.</p> <p>AP advised the Committee that there are now embryonic links with schools in other countries, such as Germany, with communications aiming to encourage and nurture this link.</p>	
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		<p>Ensure delivery of School Curricula and Assessment is in line with Trust's approach</p>	<p>MS confirmed the school curriculum and assessment was in line with all other schools in the Trust.</p>	
		<p>Review Head of School's Report</p>	<p><u>Y9/11/13 Update</u>  BV presented to Governors - Students have now all sat their GCSE and A-level exams, the first cohorts to do so since 2019.</p> <p>The exams team ensured the smooth running of all exams despite additional guidance and measures being introduced this year. In a recent JCQ (Joint Council for Qualifications) inspection, the school received excellent feedback for the administration of all exams.</p> <p>During the examination season, students sat 42 GCSE and 17 A level exam sessions which took place over 6 weeks. The Y9 students completed their Modern Foreign Language papers during this time also.</p> <p>MS reported to the Committee that there had been a robust recruitment of invigilators, with 13 new staff being onboarded prior to the exam season bringing the total of invigilators to 30 for the school.</p> <p>In the build up to the examinations the school worked incredibly hard to ensure students are able to reach their potential by providing a challenging curriculum with a wide range of bespoke intervention revision sessions including after school, weekends and during the holidays. These sessions were incredibly well attended by the students, with up to 200 being present for the extra holiday revision sessions. Heads of House and key staff ensured students made effective progress, implementing individual study plans, meeting with parents/carers and developing positive study habits.</p>	

		<p>It was noted to the Committee that there had been a large effort to support to each and every Y13 and Y11 student regarding their post 16 education plan, with staff supporting Sixth Form students with their UCAS applications and Apprenticeship offers and Y11 students with careers fair and interviews – every student is leaving with a secured place, with the school knowing every offer.</p> <p><b>Q – SB asked if there was a post 16 trend?</b>  A – The majority of our Y11 students will be continuing their education, studying for their A-levels. Most of these students will be attending a local college and we also have more than 30 students taking on vocational qualifications.</p> <p>Governors were informed that results days this year would be held in person. A level is 18<sup>th</sup> August and GCSE 25<sup>th</sup> August.</p> <p>MS informed the Governors that the Y11 students are looking forward to their Prom, which is to be held on Thursday 30th June 2022.</p> <p>LE joined the meeting.</p> <p><u>Attendance and Behaviour</u>  LE reported to the Committee that overall Attendance for the school is 92%. This percentage is higher than Stockport and National figures.</p> <p>The focus will now be on behavioural habits, with work to do to encourage students back in to school and a big push on attendance.</p> <p>LE informed the Committee that truancy is playing a part in the attendance figures, with a sub culture of a very small minority group of persistent offenders for each year group. The school plans to work on a change in response, with a focus on punctuality. Punctuality detentions have been introduced to the school, with students arriving more than 10 minutes late resulting in a lunchtime detention. To ensure this is not an additional burden on staff the Heads of House staff have been leading these detentions. From September the intention is to introduce form time punctuality to the detention process. This change will be communicated to students in assemblies.</p> <p>MS commented to give some context: some of our most disadvantaged students, who possibly did not have a structure to their school day whilst learning from home during Covid, have shown a pattern in these new detentions, but they form a very small percentage of the</p>	
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			<p>whole school picture.</p> <p><b>Q - JB asked do you work with these students so they understand why they are in detention?</b></p> <p>A – Yes, in lots of ways we are getting the support for these students, we have employed a student councillor and have a group of Social &amp; Emotional Mental Health (SEMH) Specialists. We have had issues with extreme behaviour in some year groups but this is a very small minority.</p> <p><u>Behaviour and rewards</u></p> <p>Whilst acknowledging behaviour the school also reward students when excellent examples are seen. Whenever staff see something good from a student they want the students to know we like it, cultivating a culture of students being proud of what they have achieved. The school is making it the norm to celebrate success and achievements with praise and house points. In this half term we have awarded over 500 ‘House Points’ in Year 7, with Y9 &amp; Y10 also getting certificates for their hard work. The house system is working every day and it is showing, as observed by Ofsted. Our Y11 students remain enjoying these celebrations with praise postcards and calls home still being appreciated. Our Badges are strongly supported by students, with many proudly wearing them on their blazers.</p> <p><u>Suspensions and Exclusions</u></p> <p>LE reported to the Committee. The data presented showed a break down of suspensions and exclusions by half term, for the previous 4 years.</p> <p>The pattern of behaviour over a period of time shows us that a number of students have become disaffected and disengaged. Managed moves and permanent exclusions have risen nationally but at HGHS it is just a small group of students.</p> <p>Applications for EHCP’s have been made for most of these students, and an agreed change to the hours of their school day. An example being that the student spends half their time on their normal timetable and half with their SEMH specialist. We have 5 SEMH specialists who work closely with these students.</p> <p>Staff have been provided with De-escalation training and the Trust has employed a Director of Inclusion. The focus will be to assess the new Y7 cohort on arrival. Historically students immediately needing SEMH is apparent in an early years setting or at the start of their High School</p>	
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			<p>years. To support the transition for these students the school has extra SEND support, with SEMH Specialists. There was an additional transition day with extra SEND support on the day and a smaller cohort inbuilt into these student's timetables. It is a hope that these interventions will see a reduction in the longer term impact that might still to be seen from Covid.</p> <p><u>Highlights of the year</u></p> <p>MS informed the Committee that he is very proud of the recent OFSTED report. Highlights of the year include the Iceland trip which was well received. The Y7 football team has been amazing, all conquering, and we have celebrated lots of sporting successes across the school teams. Performing Arts successes include the school's production of Matilda. There have been great examples of academic enrichment, with the Duke of Edinburgh Award being reintroduced in the spring. Other highlights have been the number of guest speakers who have spoken to our students across all subjects. Staff have shown a tenacious appetite for leading by example and have been enjoying varsity table tennis and a Trust-Wide rounders game, all of which is great for students; seeing staff doing what we want to see from our students and getting involved in school life.</p>	
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3	Governor Monitoring	Finance Update including pupil numbers, bench marking and value for money	<p>The Committee discussed the Management Accounts as shared previously to the meeting. MS updated the Committee on the Sixth Form plans and advised the costs are more now than expected, due to the general increase in materials. The planning committee are looking at ways to save costs without compromising. The Sixth form needs a wow factor to be attractive to students.</p> <p><b>Q – Are there any plans for solar panels on the Sixth Form centre?</b>  <b>A – There are no plans to at present.</b></p> <p>Pupil numbers – we are full in all year groups and are oversubscribed, the school PAN is 270. Y10 is the last year group of 300 students, all others will be 270. The school are aware that some parents have appealed and this process is ongoing.</p> <p>Governors were happy with the Estates report, shared prior to the meeting. Initial work on the Sixth Form commenced 29<sup>th</sup> June 2022 on the campus. Work on the site includes two science labs which will be located in the main school, with the whole school sharing access to these classrooms. The committee were informed that the outside pod in the main school area has been very popular and there is a plan to replicate this for the Sixth Form with a canopy and seating area is in place. The refurbishment is on track to be completed for the new cohort of students in 2023. Marketing have worked hard with visuals of what the building will look like from an CGI perspective and this has been erected across the building site for all to view.</p> <p>LE advised the Committee that in addition to marketing the Sixth Form to our own students, Leaders have recently presented to four local high schools to promote the Sixth Form. The school has interviewed a large number of Year 11 students, as a working group, to hear their ideas. In addition, students had the opportunity to attend university visits, careers fairs and university fair done by HGHS teachers, recounting own experience and stories. Students were also taught an A-level lesson. The Governors agreed the Sixth Form will be an integral part of school. The school is proud to have a Sixth Form, with feedback from students stating that they like the idea of the campus being a separate element from main school with “ the best of both worlds”, staff consistently from KS3 to KS5 teachers whilst having their own grown up, modern and contemporary space. We want students to aspire to join the Sixth Form so starting from upcoming Y7’s and throughout all year groups there will be a</p>	
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			<p>consistent campaign.</p> <p>The PAN for Sixth Form is 100. It is essential that the school get the right students who are on the right courses of study for them.</p>	
		<p>Policies (Undertake school level reviews and note phase/trust level policies)</p>	<p>Governors discussed the Behaviour policy, which had been provided prior to the meeting.</p> <p><b>Q – Do we enforce school uniform to be worn correctly on the entire journey to and from school?</b></p> <p>A – Students are expected to be at all times in the correct uniform, including to and from school, ensuring they are representing the school in the local community.</p> <p>Governors <u>approved</u> the Behaviour Policy and were asked to send any additional comments to the Chair.</p>	SB - All
		<p>Governor Self Review of Impact (Update Annual Report to Trust Board)</p>	<p>The Annual Trust Board report was discussed and is updated following each meeting.</p> <p>Governors were asked to send any contributions they would like to include in the report to the Chair and the Clerk.</p>	All
4	Governor Development	<p>Review governor training plan – GDPR/PDC training/Ofsted training</p>	<p>Governors attention was drawn to the suggested training plan which was circulated prior to the meeting.</p> <p>Governors were asked to report any training they had completed to the Clerk.</p> <p>The Governors reported some training NGA portal issues and asked for a schedule of new modules for 2022/2023.</p> <p>SB advised the Committee that other training aside from the schedule is available and should be undertaken, if appropriate.</p>	All NB

5	Community Engagement	Stakeholder Engagement – Verbal Update (Staff/Parents/Students/Governors)	<p>MS informed the Committee that there had been two consultations since the March meeting. The first was for the proposed changes to the school day. It was reported that there has been a positive response from all within the school and local community. There had been some questions raised, which had been clarified during the consultation. HGHS website has full details of the consultation. It was confirmed that the changes would take place from September 2022.</p> <p>A consultation regarding the Sixth Form was conducted at the time of planning permission, the school received a good response to this consultation. The consultation is now closed and the school are waiting to hear the final responses.</p> <p><b>Q – SB asked how parents evenings were to be conducted next year, online or in person?</b></p> <p>A- MS asked the Committee for their response. All agreed both formats work well depending on the circumstance. It was agreed that a specific plan will be put in place whereby the parents evening events will either online or in person with an opportunity for parents/carers and students from each year group to come into school at least once in the academic year. It was agreed that it is important for in person events to still occur as it is a good opportunity to visit the school to see all the good things that have been happening and improvements to the fabric of the building. This will then be reviewed at the end of the year.</p>	
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	AOB	Food – as requested by A Bentley at ACM3	<p>The new catering menu had been circulated prior to the meeting. Our inhouse provision is now coming to an end, with the Head Chef retiring. An external provider has been appointed to provide school meals to all schools within the Trust. All of our current catering staff will TUPE over to the new company. There is a great range of food on offer, with enticements such as taster menus to encourage students to try new foods. The Governors were informed that the current payment system for parents will remain the same. Menus will be available on the school website. Governors were impressed with the offer and will look forward to an update at a future meeting.</p> <p><b>Q – Will there be a link to the food provision and classroom teaching?</b> A – Food and nutrition is interwoven in the curriculum for all year groups, in particular Beliefs &amp; Values and PSHE.</p> <p><b>Q – With the rising costs how will this impact students who are FSM?</b> A – There are daily meal deal offers which are accessible and are covered by the cost of the FSM allocation.</p> <p><b>Q – How will the rising costs of supplies affect the offer of food the catering company can provide?</b> A – There is a dedicated person within the Trust who has responsibility for liaising with the catering provider and who will also be made aware of any issues as they arise.</p> <p>MS asked the Governors if they would be interested in inviting students to the meeting to present to the committee. It was agreed that from next year students and staff will be invited to present to the committee during the meetings. An example of the type of presentation will be Y10 Apertura students coming in to present their research and talk about what they have been doing. This will be open to students and staff for perspectives to be presented to the Committee. The school will look for opportunities to showcase to the committee.</p> <p>AP advised to the Committee the school is looking to do more about environmental recycling and plans to have an elective or ask the student council to set up paper collections. There is already a provision under the Eco Team within the school’s Eco team and they are already tasked with litter collects. This could raise the profile of</p>	MS
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			<p>the whole school.</p> <p><b>Q- SB asked if there is a Trust Sustainability Policy and if so how is this cascaded down?</b></p> <p>A – A request will be made to the Trust to see if there is already a policy in place.</p> <p>Governors were asked to provide information to the Clerk to produce a Photo ID badge to be used from September onwards whenever visiting the school.</p>	
	<b>Meeting Dates:</b>	Meeting dates to note:	<p>Tuesday 20th September 2022 at 6.00pm</p> <p>Tuesday 29<sup>th</sup> November 2022 at 6.00pm</p> <p>Tuesday 28<sup>th</sup> February 2023 at 6.00pm</p> <p>Tuesday 27<sup>th</sup> June 2023 at 6.00pm</p>	All
	<b>AOB</b>		No other business was raised.	

<b>Impact of Meeting / Key Outcomes</b>	
The recent exam season was very smooth	
The Sixth Form consultation is now complete with structural works commencing	
The consultation to the new school hours has been met with a positive response	
MS to seek opportunities for students and staff to showcase a presentation to the Committee for the next meeting	

Meeting closed at 8.10pm