

**Minutes of the Academy Committee Meeting
held on Wednesday 23rd March 2022 at 7.30am in the academy.**

Membership	Initials	Governor category	Absence
Mrs H Ind	HI	Appointed Governor	A
Mrs R Webb - Chair of Governors	RW	Appointed Governor	
Mrs E Shipstone (sabbatical)	ES	Appointed Governor	A
Miss J Lee	JLE	Staff Governor	
Mr J Horsfield	JH	Parent Governor	
Mrs L Crerar	LC	Appointed Governor	
Mr D Morgan	DM	Appointed Governor	A
<i>1 x Appointed governor vacancy</i>			
<i>1 x Appointed governor vacancy</i>			
<i>1 x Parent governor vacancy</i>			

In Attendance	Initials	Position	Absence
Mrs C Saxelby	CS	Senior Principal	
Mrs J Leonard	JL	Principal	
Mrs J Sharp	JS	Assistant Principal	A
Mr M Hoad	MH	Vice Principal	A
Mrs K Dolby	KD	Assistant Principal – Behaviour & Attitudes	
Mrs L Owen	LO	Assistant Principal - Outcomes	A
Mrs F Gilbert	FG	Assistant Principal - Teaching and Learning	
Mrs R Chambers	RC	Clerk and Advisor to the Committee	

Item No	Item	Action/ by who/ when
AC/56/2122	<p>Local response following central training on; How Effective is the Quality of Education/Curriculum in Academies</p> <p>Mrs Webb confirmed she had attended the recent Trust training on the quality of education / curriculum in academies and had been useful to know what the governors can challenge the Walton Academy team with. All governors were advised to watch the training and to let the Clerk know once completed.</p> <p>Mr Horsfield confirmed he had retrospectively caught up Risk Appetite and Ofsted training events.</p>	
AC/57/2122	<p>Apologies for absence</p> <p>Mrs Ind had sent apologies due to IT issues. Clerk to ensure Mrs Ind has access to her emails.</p> <p>The panel were reminded & thanked for approving Mrs Shipstone's sabbatical.</p> <p>Retrospective apologies were received from Mr Morgan due to a change in job.</p>	Clerk

AC/58/2122	Declaration of interest There were no further declarations of interest, either direct or indirect, for any items of business on the agenda.	
AC/59/2122	Minutes of the AC meeting dated 2nd February 2022. The minutes of the meeting that had previously been received were approved and signed by the chair.	
AC/60/2122	Matters Arising <ul style="list-style-type: none"> AC/39/2122 – to note, governors are continued to remember to confirm they have caught up on the training videos if they miss the live events. AC/43/2122 – Mrs Ind is still to complete the GDPR certificate AC/43/2122 – To note link visits will be discussed under agenda item AC/69/2122. AC/44/2122 – Mrs Leonard confirmed to the governors that there are 71 lessons a week out of 720 lessons that are taught by training teachers. This is constantly monitored to ensure it doesn't go over 10%. Mrs Saxelby approved she was happy with this percentage. AC/47/2122 – Mrs Dolby shared the survey results of the latest SV & SH survey with the governors in advance of the meeting. AC/50/2122 – To note, Mrs Leonard sent the admissions policy to LCC. AC/51/2122 – To note the clerk has updated the governance action plan. AC/52/2122 – To note, Mrs Webb has been into the academy and signed the paperwork for the EVC trip. 	HI
AC/61/2122	Governor update Governors were informed that Mrs Cooper has resigned from the committee due to personal circumstances. Following her resignation, she has been thanked for her dedication and commitment and flowers have been sent. Mrs Webb added that this means that there is a vacancy for vice-chair. Whilst this position is not mandatory, it is useful and helps with succession planning. Clerk to ask governors for nominations and election to be on the next agenda.	Clerk / Governors
AC/62/2122	Safeguarding Mrs Crerar asked how well the academy are doing in comparison to other schools. Mrs Dolby advised that it is hard to gauge as safeguarding concerns are not discussed outside of the academy. Mrs Webb questioned if the academy could benchmark the responses to which Mrs Leonard confirmed that safeguarding as an aspect of academy life across all schools has vastly increased over the last 2 years, largely around areas such as mental health. The academy has seen an increase in safeguarding, especially with the growth in numbers and the change of demographic, which has caused an expected increase. Mrs Leonard added that she meets with other Headteachers from Grantham schools where local contextual safeguarding issues are discussed.	

	<p>Governors were advised that academies both inside and outside of DAT have seen an increase in vaping issues as well as the mental health aftermath of Covid. Mrs Leonard advised that the academy is advertising for a school counsellor and are looking to increase the staffing team for regulating behaviour which will give more capacity in-house to deal with the issues in which the academy is facing.</p> <p>Mrs Webb noted that the EHCP's are doubling in Yr7 and questioned if this is happening throughout Grantham. Mrs Leonard confirmed that the EHCP and SEND need is increasing, but this is to be expected with the number of students on-role. Currently there are 12 EHCP with another 4 students going through assessments. There are another 11 EHCP's joining in Yr7. The academy has appointed 4 new TAs for the 1-1 plans. Locally, some schools have over 50 EHCPs and it was noted that Walton expect that within the next 2 years this will be a similar picture. Governors were advised that some is due to the aftermath of Covid and that there has been an increase in the number of parental EHCP applications. Mrs Leonard added that in Lincolnshire it is a big issue because of the increase in applications, there are not enough places in special schools which results in mainstream schools being asked to look after students with more needs. By the time the academy has funded additional TA's there is very little resource left. The academy is happy with how they are dealing with it and they continue to do everything they can.</p> <p>Mrs Crerar queried if Walton is being sought out by parents to which Mrs Leonard confirmed Walton is a place of choice for parents, with also becoming widely known for the care given to students especially SEND and LAC. It was added that the academy can say no if they feel they cannot support the children.</p>	
AC/63/2122	<p>Compliance: to inc. SCR, safer recruitment, policy, KCSIE</p> <p>In advance of the meeting, governors were given a safeguarding checklist. Governors were advised that the SCR is continuously looked at and has also been checked with the safeguarding governor and with HR.</p>	
AC/64/2122	<p>Culture: to inc. peer on peer, sexual harassment and violence, mental health, bullying and racism, online safety</p> <p>Governors had received the results from the sexual harassment and violence survey in advance of the meeting. Mrs Crerar noted there is a large percentage that said they were not satisfied with the outcome once an incident had been reported before asking how satisfied are the academy that children know how any reports are dealt with. Mrs Dolby confirmed this was minimal students and all had been spoken to. They are assured that the academy team know where to report and who to report any incidents with.</p>	
AC/65/2122	<p>Identified academy risks inc. education, H&S, staff & pupil well-being, GDPR and complaints.</p> <p>Mrs Leonard advised that there have been no changes to most of the risks. Governors were advised that with the risk on the PAN, the academy have now had it agreed that they can go ahead and get quotes for the classroom block, changing amenities and toilet facilities. The academy has received support</p>	

	<p>from Andrew Wilson and Lyndon Stocks, from DAT, to walk the development and use their expertise and conversations have also taken place with Gary Corban to discuss the process. Governors were advised there is not a requirement to re-present to ELT but once quotes have been received, the academy will need to adapt the front funding agreement, which once approved will be provided to the academy in one payment. Gary Corban and Dave Cotton will then take this to the trustees for them to agree the front funding agreement which will then be paid back over a period of years. It was confirmed that the academy will be continuing to deliver the curriculum whilst the development is happening.</p>	
AC/66/2122	<p>Autumn term evaluation of AIP</p> <p>Mrs Leonard advised the governors that the Autumn term evaluation of the AIP had been completed by the staff in January. After the Easter holidays, the academy will be evaluating the Spring term and will be looking at the priorities for the next academic year.</p> <p>Governors were made aware that the academy has their Academy Improvement Review (AIR) on the 30th of March, which the academy are using as a practice for Ofsted and will be conducted against the outstanding criteria. It was added that the academy will use the process and feedback when looking at the priorities for next year. It was concluded that Mrs Leonard is happy with where the academy is at and the actions which are in place against this year's AIP.</p> <p>Mrs Webb asked how the curriculum reflects community intent. Mrs Leonard advised that the curriculum is based around character, currency, and culture. The curriculum needs to be accessible to all. Following the change in demographics and being co-educational the curriculum has been reviewed with Mr Hoad and faculty leaders in terms of relevance of the curriculum and the intent statements. The intent statements reflect that inclusivity of the curriculum and that all students are exposed to the knowledge rich, broad curriculum offer. All students at KS3 get the national curriculum offer and then then move onto their GCSE's in yr10. This September will be the first co-educational year to into Yr10 so will be reviewed accordingly. Considering this there has been an increased subject offer.</p> <p>Governors were advised that the academy plan to look at the KS5 offer as there has been an increased funding offer where the academy has to offer an additional 40 hours. This will be packaged for all students to choose 3 subjects and then they will choose either an EPQ, Maths or Further Maths. Mrs Leonard added that she feels this will stand the academy in good stead locally as it is not currently offered in Grantham. The governors queried what EPQ stands for to which Mrs Leonard confirmed this was Extended Project Qualification. Miss Lee noted that this is currently only offered to the students whom the academy think can manage it before questioning how staff will help the students who may not cope with the workload. Mrs Leonard advised that the academy would continue to look at each student</p>	

	<p>and their specific pathway. The mixed pathway is completely unique with students being able to combine A level's with BTEC's.</p> <p>Mrs Webb queried if there is a dashboard that the governors can see to ensure that the correct number of hours are being allocated per lesson. Mrs Leonard advised that this can be seen in the CLFP as there is an overview of the timetable within this. For any additional hours, the academy must write a report to the DfE to evidence the additional hours. Mrs Webb requested for this to be shared with the committee.</p> <p>Mrs Webb asked if all students could pursue EBacc, which Mrs Leonard confirmed they can. All students must take either History and/or Geography as well as a language. The academy is also offering triple science to foundation students as well. Mrs Webb noted that it was good to see that everyone has access to an ambitious and challenging curriculum.</p> <p>Mrs Webb questioned if the academy's website can reflect the well-sequenced journey throughout the curriculum. Mrs Leonard advised that the curriculum leads and marketing teams from DAT are working together to ensure this is reflected on the website, like Tuxford Academy.</p> <p>Mrs Webb asked how curriculum CPD has been provided at WA and what quality assurance is there for the staff. Mrs Leonard explained that quality assurance throughout the pandemic was done differently so this will be the first year it has been fully implemented. There are points in each term where there are curriculum reviews which are completed at all levels. This helps the curriculum areas to be RAG rated on how confident the academy is on the narrative which helps to form training sessions for all levels of leadership. With the curriculum quality assurance, the academy now has a 'snagging list' which is areas for development or something that has not quite worked. This document sits as an appendix on the curriculum overview, and then in the summer, the teams will look with Mr Hoad to ensure it is constantly updating. The academy realised that there is a need to streamline the quality assurance to ensure there is a consistency of approach with the leadership links.</p> <p>Mrs Webb queried how the academy utilise support from the Trust, aside from the AIR. Mrs Leonard confirmed that she has constant support from Mrs Saxelby as well as Pat Evans, Strategic Development Lead for English. There are currently concerns with English, so Pat came to the academy and met with the Head of Faculty, walked round lessons, and spoke to students. From there she conducted a debrief session and has confirmed she will continue to come in each half term to support the faculty. English will remain turbulent for the next 12 months due to 2 new members of staff who are new in the profession, as well as 3 maternities. The academy can access support when needed which is how it should work. Through the process of the ERM, ARM and AIR's there is constant support and the academy can establish areas where further support is needed.</p>	JL / MH
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AC/67/2122	<p>Behaviour & attendance/PD update inc. P/Ex, FTEs, persistent absence, and alternative provision in place (no. of days/pupils)</p> <p>In advance of the meeting, the governors received all the information on the behaviour & attendance of the Walton students.</p> <p>Mrs Webb questioned why the Yr9 Achievement Points(AP) : Behaviour Points(BP) ratios are so different to the other years. Mrs Dolby explained that the Yr9's are the first cohort of co-educational students and an impact of this is that they have no role models to compare their behaviour to. To support the students, there has been face-to-face assemblies and meets with parents. The academy has also set some Yr9 students up with sixth form mentors where they can catch up once a week.</p> <p>Mrs Dolby acknowledged the academy are looking into the amount of AP and BP categories and are looking at ways to streamline as there is a lot. Mrs Webb acknowledged that at governor level the snapshot provided reflects unfairly to the efforts being put in.</p> <p>Mrs Crerar queried if the children know why they get AP. Mrs Dolby explained that WeDuc provides this however the access for students has not been commonly rolled out yet. They will get this access so they do know why they have the AP's and who has logged them to help encourage the sense of pride.</p>	
AC/68/2122	<p>Initial budget planning – CLFP/class planners/benchmarking/academy pupil number projections</p> <p>Mrs Leonard advised that the academy is in a strong position with the CLFP and have been improving the comparison against benchmarking figures that they are being asked to work towards. The academy is in a position where Simon Lowe has provisionally signed off the CLFP so Walton has been able to put out job adverts for September.</p> <p>Mrs Webb asked what the labour market for teachers is like to which both Mrs Leonard and Mrs Saxelby agreed it is not great which is the same across the profession. The last 2 years has caused lots of people to leave the profession and student teachers across the MAT is low and next year is even lower. Mrs Webb further asked if there are any retention incentives within DAT. Mrs Saxelby advised there is.</p> <p>Governors were advised that with the average class size, Walton are currently below the target of 25 although this is improved in comparison to previously. There are some subjects which the academy is wanting to support including MFL and Music.</p> <p>The broad leadership costs are at 20% vs a target of 16% albeit an improvement from 23% in 2021/2022. Mrs Leonard added that when you are a smaller academy the leadership percentage costs will always be skewed.</p> <p>The academy is seeking to recruit in the following positions.</p> <ul style="list-style-type: none"> • 1 x science • 1 x maths and ICT teacher (one or 2 separate part-time) 	

	<ul style="list-style-type: none"> • 1 x social science which will help develop P16. <p>Mrs Leonard added that within the local area, there is a lot of employment in care and the NHS. Mrs Webb added that naturally these sectors are in the forefront of students minds now.</p> <ul style="list-style-type: none"> • 0.2 humanities • Internal Head of Year <p>Governors were also made aware that following internal interviews for the P16 leader post, the academy has been unable to appoint anyone so this will be going to an external advert.</p> <p><i>Mrs Dolby left the meeting at 8.42am.</i></p>	
AC/69/2122	<p>Link governor updates / reports</p> <p>Mrs Crerar advised she has completed a GDPR visit and her report is to follow. She raised that following some training she noted that GDPR should be on the risk register however Katie Bagnall did not think it would be. Mrs Leonard advised that now the risk register has changed, she is not sure if it had to be. Katie Bagnall to check. Mrs Crerar added that it is not an issue but wanted to highlight.</p> <p>Mr Horsfield added that he has a H&S link visit planned on the 24th of March and will send his report through prior to the next meeting.</p>	<p>KB</p> <p>JH</p>
AC/70/2122	<p>February management accounts</p> <p>Mrs Webb questioned the funding for the Afghan students and what the funding is being spent on. Mrs Leonard noted that the academy has 6 Afghan students in P16 who are settling in well. The funding has been spent on mentoring and resources for them including clothing, books, and electronic devices so they can study. The academy will also use the funding to help with trips and visits so they are able to join in.</p> <p>Governors were also made aware that Mrs McKeown had celebrated Nowruz for the students which had blown the students away. Mrs Leonard added that the academy is planning a literacy support conference for the students and parents in the summer term. Mrs Saxelby added that this is good for the whole community.</p>	
AC/71/2122	<p>Any academy specific items including policy appendix ratification, audits, and Cat C trip approval</p> <p>The governors were made aware of 2 planned trips. One is to Mapleton & Hornsea which is a second trip from the one that was approved in the last meeting. The second is to a Duke of Edinburgh exhibition to which Mr Hoad is the visit leader for. Governors approved both trips. Mrs Webb to go into the academy to sign the relevant paperwork.</p> <p>Other policy updates</p> <ul style="list-style-type: none"> • Mental Health and Wellbeing principles • Accessibility Policy • Covid 19 appendix to Safeguarding and Child Protection Policy • Risk Policy 	RW

	<ul style="list-style-type: none"> • Risk management operational guidance • Risk Management Policy Statement <p>The above Diverse Academies policies were updated by the Trust on the 9th of February 2022 and are available on the Trust website. Governors were informed of these updates on the 2nd of March 2022.</p> <p>It was also noted that the Trust Admissions Consultation has now been completed.</p>	
AC/72/2122	How has the AC held senior leaders to account? <ul style="list-style-type: none"> - The results from the SV and SH survey - Retention offers for staff to limit recruitment - The curriculum reflecting community intent - Curriculum CPD and QA 	
AC/73/2122	Complete report to Trustees AC members discussed the report and agreed to add: <ul style="list-style-type: none"> - The academy celebrating Nowruz for the academy's Afghanistan students in P16. This shows how the academy continuously strive to include all students and ensure they feel safe within the academy setting 	
AC/74/2122	Determination of Confidentiality Equalities Act consideration 7 Nolan Principles AC members considered whether anything discussed during the meeting should be deemed as confidential. It was resolved; <ul style="list-style-type: none"> • There were no confidential items discussed • There had been no Equalities Act implications • Attendees were content that all decisions made adhere to the 7 Nolan Principles. 	
	Date and time of next meeting: Academy Committee meeting Wednesday 8 th June 2022 at 7.30am in the academy. The meeting closed at 8.50am.	

Signed by Chair:
Date: