

**Minutes of the Academy Committee Meeting  
held on Wednesday 18<sup>th</sup> January 2023 at 7.30am via Teams.**

<b>Membership</b>	<b>Initials</b>	<b>Governor category</b>	<b>Absence</b>
Mrs H Ind	HI	Appointed Governor	
Mrs R Webb - <b>Chair of Governors</b>	RW	Appointed Governor	A
Mr J Horsfield	JH	Parent Governor	
Mrs L Crerar	LC	Appointed Governor	
Mr D Morgan	DM	Appointed Governor	
<i>3 x appointed governor vacancy</i>			
<i>1 x parent governor vacancy</i>			
<i>1 x staff governor vacancy</i>			

<b>In Attendance</b>	<b>Initials</b>	<b>Position</b>	<b>Absence</b>
Mrs C Saxelby	CS	Senior Principal	
Mrs J Leonard	JL	Principal	
Mr M Hoad	MH	Vice Principal	
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	A
Mrs J Sharp	JS	Assistant Principal – Personal Development	
Mrs R Chambers	RC	Governance Professional	
Mrs N Benson	NB	Governance Professional	

Quorum required	3	Governor's present	4
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<b>Item No</b>	<b>Item</b>	<b>Action/ by who/ when</b>
<b>AC/36/2223</b>	Mrs Webb had sent her apologies due to work so Mrs Crerar agreed to chair the meeting.  <b>Update since the last meeting – <i>taken out of order</i></b>	
<b>AC/37/2223</b>	<b>Apologies for absence</b> Mrs Webb sent apologies due to work commitments. These were accepted.	
<b>AC/38/2223</b>	<b>Declarations of interest</b> Both Mrs Webb and Mr Morgan had advised the Governance Professional of a change in job. The website has been updated in advance of the meeting to reflect this.  There were no further declarations of interest, either direct or indirect, for any items of business on the agenda.	
<b>AC/39/2223</b>	<b>Training</b>  <b>Actions from link governor visit reports</b>	

	<p>It was noted that there had been no link governor visits since the last meeting. Mrs Ind and Mr Morgan advised they would conduct one and their reports to be shared in advance of the next meeting.</p> <p><b>SEND Training.</b> Governors in attendance at the meeting had been unavailable for the SEND Trust training session. All agreed to watch retrospectively and to let the Governance Professional know once reviewed for the training logs.</p>	<p><b>NB</b></p> <p><b>Govs</b></p>
<b>AC/40/2223</b>	<p><b>Minutes of the AC meeting dated 16<sup>th</sup> November 2022.</b> The minutes of the meeting that had previously been received were approved and signed by the chair.</p>	
<b>AC/41/2223</b>	<p><b>Matters arising</b></p> <ul style="list-style-type: none"> <li>• AC/24/2223 – To note Mrs Leonard’s shared her presentation with governors.</li> <li>• AC/24/2223 – Send out staff nomination forms for a staff governor.</li> <li>• AC/27/2223 – Mr Morgan to complete a link visit – this is planned before the extra meeting.</li> <li>• AC/30/2223 – To note the feedback from Ofsted has been shared</li> <li>• AC/30/2223 – To note the Admission 24/25 local appendix has been sent to LCC.</li> </ul>	<p><b>JL / NB</b></p> <p><b>DM</b></p>
<b>AC/36/2223</b>	<p><b>Update since the last meeting – <i>item taken out of order</i></b></p> <p><u>Quality of Education</u> Mrs Leonard advised that the academy has conducted the first round of formal assessments for Y11 and Y13 which proved successful. Afterwards, the academy obtained student voice which highlighted that students appreciated the support received from staff in lessons beforehand but also from staff on the day of the mock exams. The academy is going through part 2 of the data cycle. From this, the academy can analyse the data and then action any areas within the critical cohorts. Y9 options evening will happen after half term which will be an on-site event where parents can go across the academy site to speak to staff in the relevant faculties. There has been one parents evening so far, and there is another coming up. Mrs Leonard advised the academy are currently trialling a hybrid system with some appointments being online and some on-site. The academy is also looking at the process of booking appointments and rather than it being reliant on parents booking, looking at allowing students to book appointments directly with staff to see if this increases the uptake. Within the academy, a work scrutiny was conducted prior to Christmas and this has now been analysed and discussed. The academy is now on the next cycle of learning walks with a focus on making sure there is a consistent approach across all faculty teams.</p> <p><u>Personal Development</u> Across this half term there are several events in the cultural calendar and the academies next life skills and choices day.</p> <p><u>Behaviour and Attitudes</u> Mrs Leonard advised governors that prior to the Christmas break, the academy conducted celebration assemblies which were a huge success.</p>	

	<p>Across the academy there has been some work on ensuring Heads of Year are working more strategically and there has been a shift in the way the pastoral team are line managed to ensure the best support is in place for the students. There has also been additional training sourced for the pastoral team in safeguarding and trauma informed practice. Walton is also embarking on a partnership with Think For The Future as part of an additional alternative learning practice. As part of this programme a mentor is assigned to the school and will work with up to 50 students per week on areas including anxiety, resilience and self-belief. The students who will take part will not only benefit from the course but it will help with behaviour around the academy and attendance.</p> <p><u>Leadership and Management</u>          Prior to the Christmas holidays, there were several events including Christmas lunch, staff entertainment and the Christmas fair which were well received and attended.          Mr Hoad and Mrs Bagnall have been working hard to fill any vacancies across the academy. It was acknowledged that recruitment is difficult and the academy continue to cover as best as possible inhouse. The academy has managed to recruit the vacancies in Science and History which is a positive step forward.</p> <p><u>Post16</u>          Mrs Cluley has worked hard with the P16 students to send their UCAS applications off. There has been successful offers returned for those students applying for university. There is a new examinations manager who has been a great addition to the team. Mrs Leonard advised that the academy will be interviewing any Y11 students who want to join Walton's P16 offer. The academy has also joined PiXL P16 which is in addition to the membership for Y7 – Y11.</p> <p><u>Strategic response to Ofsted</u>          Mrs Leonard advised that the academy have completed the communication to all stakeholder's stage. Further communication to parents will happen as part of the next parent community meeting. Mrs Leonard and Mr Hoad have completed review meetings with the leadership team and the Heads of Faculties who were involved in the deep dive process. The academy is now in the action planning stage and looking at the areas for improvement.</p> <p><u>The governors noted</u> the academy's struggle with recruitment <i>before asking</i> which positions are outstanding and is the academy receiving support from the Trust. Mrs Leonard advised the 2 positions were History and Science however these have been filled this week. There are other positions which the academy is about to advertise for including Computer Science and another Humanities position. The academy has also recruited an additional casual teacher which would be used rather than external supply. The Trust have been very supportive in advertising and doing so creatively. The recruitment issues are across the sector and all academies are struggling which DAT are looking into. Mrs Saxelby added that the turnaround from the team at Walton and HR is great however the market as a whole is not great.</p>	
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<p><b>AC/42/2223</b></p>	<p><i>The governors further asked</i> if the vacancies are advertised nationally to which Mrs Saxelby confirmed vacancies are posted in as many places as possible.</p> <p><i>The governors noted</i> the great behaviour work which the academy are doing <i>before questioning</i> if there is an issue around funding. Mrs Leonard advised that the academy made a decision to invest in this area however it is not an endless pot of money. With behaviour, the academy does have access to external agency support through the LA but with the lack of staffing and funding difficulties within the LA, actually getting the support is very difficult. Because of this, the academy made the decision to add another level that was within Walton’s control and that students could be referred too.</p> <p><i>The governors discussed</i> student feedback following some changes to the end of term before Christmas <i>before asking</i> if these restrictions are Trust led. Mrs Leonard advised that a decision had been made through the poverty proofing agenda to not do non-uniform days as they are non-inclusive. Other events may not have been done due to the school being bigger. Any decisions on the changes including non-uniform, finishing at lunchtime and activities have all been made at academy level and not stipulated by the Trust.</p> <p><i>Mrs Saxelby and Mrs Leonard left the meeting at 8.02am.</i></p> <p><b>ERM report</b> There were no questions on the ERM report.</p> <p><b>Safeguarding</b></p> <ul style="list-style-type: none"> <li>o <b>Compliance: to inc. Single Central Record (SCR), safer recruitment, policy, Keeping Children Safe (KCSIE)</b></li> <li>o <b>Culture: to inc. peer on peer, sexual harassment and violence, mental health, bullying and racism, online safety</b></li> </ul> <p>There were no questions on the safeguarding checklist report.</p> <p><b>Risk Reports</b> There were no questions on the risk reports report.</p> <p><b>Health &amp; Safety, staff &amp; pupil well-being, Data Protection (breaches/SARs/FOIA/Police requests), complaints, claims (no’s/overview)</b> There were no questions on this section of the report.</p> <p><b>Confirm determined admission arrangements &amp; approval of local appendix</b> The governors determined the admissions policy for the 24/25 academic year and Mrs Leonard to ensure they are sent to the LA for inclusion on their website.</p> <p><b>In-year admissions – all year groups</b> Mrs Dolby advised that Mrs Green joined the admissions department before Christmas and has been a great addition. Since September there has been 25 students join Walton across Yrs7-11 with an additional 3 joining next week. There have been 11 students leaving for a</p>	
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	<p>variety of reasons including moving counties, elected home education and changing schools. Mrs Dolby advised that the academy is still working to a PAN of 180 in Yrs7-10 and 150 in Yr11. The LA have updated the Fair Access Protocol and has been a big impact on Grantham Schools. If Walton do get to PAN then they can reduce students however the pressure is being felt by the LA. Communication has been sent to all parents on the waiting list for places at Walton which allows for the academy to have ownership on filling any spaces if they become available.</p> <p><b>Behaviour and attendance/PD update inc. P/Ex, FPEs, persistent absence and alternative provision in place (number of days/pupils)</b></p> <p>Mrs Dolby shared her screen with governors. It was advised that the ratio of achievement points to behaviour points is 29:1 which is positive. In September, Walton made the decision to change the weighting of points as following;</p> <ul style="list-style-type: none"> <li>• 3 points - Defiance / disruption / bullying.</li> <li>• 2 points - Mobile phone / unstructured time</li> <li>• 1 point - All other incidents including uniform.</li> </ul> <p>By making these changes it allows for the pastoral team to pick up any spikes in behaviour much sooner.</p> <p>Governors were highlighted to the fact that Yr10 and Yr8 have more behaviour points however 9 students in Yr10 equate to 35% of the total for the year. In Yr8 there are 9 students which take up 62% of the total. Most of these students are on current intervention plans and sanctions.</p> <p>The suspensions rate for Walton are at 6.88% is in line with the Trust however Walton is looking at ways to combat this behaviour as it is higher than the academy is used too. The suspensions are being used fairly and when the need is there. There are 12 students who have multiple suspensions with the main reasons behind them being persistent disruptive behaviour and physical assault to another student.</p> <p>Attendance at the end of the Autumn term was at 90.75% and whilst this is slightly above national, again Walton is not used to it being this low. Mrs Dolby explained that the academy is reviewing the systems and interventions around attendance to ensure this percentage is higher. There have been high levels of illness which is expected at this time of year. Across the academy, it is acknowledged that it is everyone's responsibility to monitor attendance and to support the students coming back in. Mr Hoad added that aspiration and belonging is an academy priority and the data is now backing up the reason for this.</p> <p><u>The governors noted</u> that there may be some Covid related illness which is no longer taken into account. Mrs Dolby advised that any dips in attendance was mostly down to illness rather than unauthorised absences. Mr Hoad added that the term dates also had an impact as Walton was the only academy in Grantham to open on the last 3 days before the Christmas holidays. <u>The governors added</u> that it did not help that a bus company did not run either and may have limited students access to the academy.</p>	
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	<p><i>Mrs Dolby left the meeting at 8.30am.</i></p> <p>Mrs Sharp shared a presentation on personal development across the academy and governors were highlighted to the fact that Walton has over 150 student leaders across the academy including Waltonian editors and the prom committee. In September, the academy also launched a fresher's fair to heighten awareness of Walton's extra-curricular activities. The student council is now completely student led and meets twice per term.</p> <p>Governors were advised that the Oxbridge programme continues to be successful across the academy. There were 13 students last year who were involved in the programme of which 12 remained at Walton for P16. This has now increased to 16 students.</p> <p><u>The governors asked</u> if there is any suggestion on numbers for P16 in September. Mrs Sharp explained that the interviews are occurring in February and will be unable to know until these have happened. Mr Hoad added that the P16 offer has been expanded further and languages will now be on offer as well as the expansion of the performing arts offer.</p> <p><b>Any academy specific items including policy appendix ratification, audits &amp; any Cat C trip</b></p> <p>Mr Hoad advised that the Cat C trips of which the governors were previously made aware of are happening soon including the ski trip and the Maths trip to Paris. There is also the addition of the annual Geography field work trip and the Duke of Edinburgh expeditions. The P16 team are looking at a residential in the summer term and the Language department are also looking at trips to France and Spain for the students who have chosen those subjects for GCSE.</p> <p><u>The governors questioned</u> if there are any concerns within the school with the potential upcoming strikes. Mr Hoad advised that as an academy, they will not know until it is confirmed who will take part. As a leadership team, the academy will provide as much of an offer as possible.</p> <ul style="list-style-type: none"> <li>• <b>Local policy updates</b> <ul style="list-style-type: none"> <li>• Anti-bullying appendix</li> <li>• Online safety appendix</li> <li>• Behaviour appendix</li> </ul> </li> </ul> <p>The above appendices have been updated by Walton Academy and are available on the Academy website. Governors were informed of this update on the 11<sup>th</sup> of January 2023 and was ratified in the governor meeting.</p>	
<p><b>AC/43/2223</b></p>	<p><b>Review of governor action plan from self-evaluation</b></p> <p>It was agreed that the new Governance Professional will pick this up as part of her handover and will be brought to the next committee meeting.</p>	<p><b>NB</b></p>
<p><b>AC/44/2223</b></p>	<p><b>How has the AC held senior leaders to account?</b></p> <ul style="list-style-type: none"> <li>- Staffing</li> <li>- Absence</li> </ul>	

	<ul style="list-style-type: none"> <li>- Behaviour / funding</li> <li>- Strikes</li> </ul>	
<b>AC/45/2223</b>	<p><b>How have the VMV of the Trust / Equality been upheld?</b></p> <ul style="list-style-type: none"> <li>- It was agreed that the VMV of the Trust &amp; Equality has been upheld</li> </ul>	
<b>AC/46/2223</b>	<p><b>Complete report to Trustees</b></p> <p>AC members discussed the report and agreed to add:</p> <ul style="list-style-type: none"> <li>- Nothing to report back at this time.</li> </ul>	
<b>AC/47/2223</b>	<p><b>Determination of Confidentiality</b></p> <p><b>Equalities Act consideration</b></p> <p><b>7 Nolan Principles</b></p> <p>AC members considered whether anything discussed during the meeting should be deemed as confidential. It was resolved;</p> <ul style="list-style-type: none"> <li>• There were no confidential items discussed</li> <li>• There had been no Equalities Act implications</li> <li>• Attendees were content that all decisions made adhere to the 7 Nolan Principles.</li> </ul>	
	<p><b>Date and time of next meeting:</b></p> <p>Academy Committee meeting Wednesday 15<sup>th</sup> March 2023 at 7.30am at the academy.</p> <p>The meeting closed at 8.44am.</p>	

Signed by Chair:

Date: