

**Minutes of the Academy Committee Meeting
held on Wednesday 22nd March 2023 at 7.30am via Teams.**

Membership	Initials	Governor category	Absence
Mrs L Crerar (Vice Chair of Governors)	LC	Appointed Governor	
Mrs H Ind	HI	Appointed Governor	
Mr J Horsfield	JH	Parent Governor	
Mr D Morgan	DM	Appointed Governor	
<i>1 x Chair of governors 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	
Mr M Hoad	MH	Vice Principal	
Mrs K Dolby	KD	Assistant Principal - Behaviour & Attitudes	A
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	A
Mrs N Benson	NB	Governance Professional	
Mrs L Purcell	LP	<i>Observing pending appointment</i>	

Quorum required	2	Governor's present	4
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Item No	Item	Action/ by who/ when
AC/48/2223	Apologies for absence Mrs Dolby sent her apologies.	
AC/49/2223	Declarations of interest There were no declarations of interest, either direct or indirect, for any items of business on the agenda.	
AC/50/2223	<p>Governor Recruitment</p> <p>Mrs Crerar noted that the academy committee are currently without a chair and membership is low. Mrs Crerar expressed her regret that she doesn't have the time to commit to the role of chair and told the committee that the trust are considering options to recruit a chair in the coming months. The governance professional confirmed that chairs from other committees are being considered to step in as 'co' chair until a more permanent solution can be found. Mrs Crerar confirmed that she will continue until such an appointment is made.</p> <p>The parent governor nominations closed on Monday. There were no applications. The governance professional suggested that the summer term would provide an opportunity for recruitment with the introduction of the new year 7 cohort.</p>	

	<p>Mrs Crerar stated that as a group we should be looking to recruit more members and a committee of 6 or 7 governors would be a more effective number.</p> <p>Mrs Purcell joined the meeting to observe with a view to becoming an appointed governor and was introduced by the chair.</p> <p>Mrs Crerar asked if there was an update with regards a staff governor. Mrs Leonard confirmed that this is on her list but that the best time to approach potential staff governors will be in the summer term after the easter break with a view to recruit ready for the next academic year.</p>	
AC/51/2223	<p>Training</p> <p>Trust led training Governors were reminded that links to all training events have been circulated and are available to view retrospectively. <i>Governors to inform the governance professional of any training attended or viewed so that the training record can be kept up to date.</i></p> <p>Actions from link governor visit reports Mrs Ind has completed a visit but hasn't yet written up the report due to personal circumstances. <i>The report will be circulated when it has been completed.</i> Mrs Ind also confirmed that she attended a meeting on the SCR and she has been and viewed the register.</p> <p>Mr Morgan confirmed that due to unplanned emergency family commitments, he had been unable to visit the academy but <i>will arrange his link visit as soon as possible.</i></p> <p>Mr Horsfield has been on site for H&S meetings but has not completed a link report. <i>Mr Horsfield will complete a report from his next visit.</i></p>	<p>Governors</p> <p>HI</p> <p>DM</p> <p>JH</p>
AC/52/2223	<p>Minutes of the AC meeting dated 18th January 2023. The minutes of the meeting that had previously been received were approved and signed by the vice chair.</p>	
AC/53/2223	<p>Matters arising</p> <ul style="list-style-type: none"> • AC/24/2223 – To note, a targeted approach to recruiting a staff governor will be progressed in the summer term. • AC/27/2223 – Mr Morgan to complete a link visit – carried forward to AC/51/2223 • AC/39/2223 – To no, SEND training has not been reviewed but is still available • AC/43/2223 - To note the governor action plan has been reviewed, updated and circulated. 	<p>JL / NB</p> <p>DM / Govs</p>
AC/54/2223	<p>Update since the last meeting Mrs Leonard shared an update since the last meeting with positives and things to celebrate.</p>	

	<p>Since the last meeting in January, there has been a lot going on at the Academy:</p> <ul style="list-style-type: none"> ○ Year 9 options event was held for students and parents, there was a very positive atmosphere and feedback was good. There are still areas for improvement with regards increasing attendance. ○ The academy hosted the Rotary Club Child of Courage awards. All local schools nominate students that have overcome adversity. One Y10 student at Walton was nominated and was thoroughly deserving of that award. ○ A musical event, Singstation, with local feeder schools was held at the academy involving a performance from one of the professional singers from Strictly Come Dancing. ○ The number and diversity of trips and visits is improving, there were 2 trips abroad in this half term, a very successful ski trip to Italy and the maths trip to Disney Land Paris. ○ The Academy has joined forces with ATTAC who train medical professionals and have been working with them on training weekends, becoming their casualties. ○ Some students were invited to attend Languages Kick Off at Lincoln Utd football club and were able to watch a match. ○ The school received a fantastic visit from author Ella McLeod on World Book Day, the author was extremely inspirational, and the students were very engaged which was lovely to see. ○ The local bakery Lovely Loaves has been in school working with DT students. ○ The academy hosted the Maths feast which is a competition involving students from 5 local schools. ○ Current school show, Into The Swamp, is now ongoing in the theatre. ○ Y11 & 13 have been working very hard with recent mock exams, there has also been a round of BTEC exams externally. ○ Around 35 students have applied to University from Y13 and they have already received some great offers. ○ The SLT are currently interviewing prospective students for P16, this year has seen applications from over 30 external students which is a very positive point to note. ○ There is a lovely piece of work going on around the cultural calendar with P16 students and staff around Afghan cultural celebrations. ○ Jo Green is a new member of the team for marketing and is working hard to raise the profile of Academy events with students, parents and the wider community. <p><i>Mrs Leonard will send a comprehensive list of diary dates for upcoming events that the governance professional can circulate to the committee.</i></p> <p>ERM report Mrs Leonard invited questions from the governors on the ERM report. <u>The governors asked</u> what Mrs Leonard's thoughts are on the performance figures. Mrs Leonard responded that the educational landscape has shifted hugely over the last 2 or 3 years and whilst this year things have moved back towards pre covid measures, predictions are still very difficult and there is an</p>	<p>JL</p>
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	<p>element of caution within those figures. All subject and year leaders are feeding into student passports to identify areas where additional support is needed. All students studying at alternative provisions are absolutely there for the right reasons but this does have an impact on the figures. Additional revision sessions are taking place and there will be an alternative timetable to assist students with final preparation for exams. All faculties are working hard around Y11 and Y13 to ensure that everything is being done to support them moving towards their exams.</p> <p>Mr Hoad added that Walton is in line with the national picture. Mrs Leonard noted that attendance data is lower than previously but in line with the national picture. Suspension data is higher than previously but this is for all of the right reasons as standards at the academy are high and must continue to remain high. The SLT are currently doing a piece of work to analyse the attendance data, taking the suspensions and AP away to look at the critical mass attendance in order to identify the real picture in terms of attendance. The academy have 2 attendance officers that work with students and alongside EBSA support services.</p> <p><u>The governors asked</u> how many students are currently on alternative provision. Mrs Leonard confirmed that there are 7 students on alternative provision, 2 on managed moves and 18 students working with part time timetables which are alternative learning packages. These are reviewed on a fortnightly basis and are time limited. The aim is always to get these students back onto mainstream timetables. <u>The governors wanted clarification</u> on the number of students on alternative provision at Grantham college and if this a permanent solution for those students. Mrs Leonard confirmed that there are 5 students at Grantham college which focusses it's teaching as a pathway into the world of work and is only available to Y11 students. They study a vocational course as well as maths and English (not necessarily at GSCE). The SLT are currently looking at 3 or 4 Y10 students who may benefit from this approach in the autumn but are considering keeping their maths and English study at Walton.</p> <p><u>The governors questioned</u> whether this approach is in line with other schools. Mrs Leonard explained that some schools use alternative provision, tutored seats and a wide variety of other support. In terms of the numbers that Walton currently have accessing alternative packages, the numbers appear high as historically it hasn't been needed however the educational landscape is changing and these numbers are not higher than other schools. Schools nationally are all finding that young people need that level of support, the challenge is that there isn't an awful lot of external support available for students and schools are having to be very creative. Mrs Saxilby added that Walton's numbers are low on alternative packages across the board but that utilising this approach is vital to prevent exclusions and help those students that are not best suited to mainstream school.</p> <p><u>The governors asked</u> if there is a specific group or category that are causing concern. Mrs Leonard confirmed from reviewing the data that there is no</p>	
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	<p>particular group that stands out and in comparison to trends from recent years there's no obvious gap.</p> <p><i>Mrs Crerar acknowledged</i> that the academy is still performing above national average and this is very positive. Mr Hoad wanted to express that it is important to note that students at Walton are considered as individuals and worked with depending upon their specific needs which helps bring up overall performance.</p> <p><i>The governors were keen to understand</i> the view that the academy has taken as a result of the recent student protests and what follow up action has been taken. Mrs Leonard confirmed that a series of assemblies have been given to all cohorts about the protests with the exception of Y11 who are yet to be spoken to. The assemblies have delivered careful and clear messages to students and have aimed to encourage open dialogue between students and staff on topics such as student voice, leadership, uniform and catering to name a few. Direct actions have been put in place around the toilet facilities. KS4 will have access to the SEN block toilets in the summer term and new signage will be going up around the main corridor toilets to make clear which cubicles are for male / female students. Cleaning has been reinstated and the sanitary station has been moved to provide more privacy.</p> <p>A number of suspensions were put in place during the period of disruption, a number of reintegration meetings have now been held. There has been one exclusion which was upheld by the panel and is now in the appeal phase of the process where the parent has 15 days to challenge the decision if they so wish.</p> <p>Parent community meetings started in the autumn term and are ongoing, these meetings are to discuss developments moving forwards and won't be specifically about the protests.</p> <p>Mrs Leonard stated that it is important to note that during that time the majority of the students were exceptionally well behaved and supportive, as were the majority of parents and other local schools. The event was exacerbated by local press which caused the disruption to last significantly longer than it should have done.</p> <p>Mrs Crerar wanted it noted that a positive outcome has been that some of those students with a genuine concern have been listened to and feel that their concerns have been dealt with.</p> <p>Safeguarding; culture & compliance inc. online safety (template) Mrs Ind attended the most recent SCR check.</p> <p>Any academy specific items including policy appendix ratification, breaches/SARs/FOIA/Police requests), complaints, claims (no's/overview) audits & any Cat C trip review</p> <ul style="list-style-type: none"> ○ Italy Ski trip and Disney trip were both a success 	
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	<ul style="list-style-type: none"> ○ DofE expeditions are planned for the summer term with Y9 which was relaunched at the options evening last week. ○ MFL trip to Yorkshire (location mocked up to appear like France) in the autumn term. ○ Leads are already looking to plan another Ski and Disney trip for next year ○ The Geography department are looking to arrange a trip to Iceland. <p>All staff organising and running trips have appropriate training and all residential trips have a DSL on them.</p> <p>Mr Horsfield informed the committee that he has been to Iceland numerous times and is more than happy to assist with any planning.</p> <p>Mr Hoad told the committee that transport costs continue to be an issue. A trip had been planned to London however the quote for the coaches came in at £5k for a day trip.</p> <p>Pupil number projections <i>The governors asked</i>, as the mixed cohort are moving towards post 16 how will this impact on projections. Mr Hoad explained that some elements will be covered in staff recruitment but the plan is to bring post 16 class sizes up to where they should be.</p> <p>Update on staff recruitment Mr Hoad shared his presentation on staff recruitment and made it clear that the situation was a live, continuously changing one. Option choices will have an impact on recruitment planning as the focus is on providing the curriculum and staffing needs to be built around the curriculum and not the other way around. latest updates are highlighted below:</p> <ul style="list-style-type: none"> ○ Core RE and IT is coming into KS4 ○ Business and sociology coming into KS4 for year 9s ○ Psychology is a potential subject for KS5 ○ French and / or Spanish in post 16 <p>The academy is looking at whether group numbers can be increased in year 9 to reduce the class sizes. This is a targeted approach and can not be expanded further into other year groups. Consideration is also being given to a slight increase to non-teaching allocation to protect staff workloads and an expansion of the HUB offer for next year for year 9 as they may need a different provision.</p> <p>There have been no reductions in staffing. The academy will welcome new staff in science, geography, and a head of history after Easter which will help reduce the number of supply staff and cover lessons.</p> <p>Recruitment is currently ongoing for staff in ICT, MFL and Humanities/RE and an advertisement will be going out for a HUB specialist / SEN specialist / TA.</p> <p><i>The governors asked</i> if the issue with English teaching has now been resolved. Mr Hoad confirmed that the academy have a full quota in English now for the first time in a while. There are a couple of lessons that sit outside of the team</p>	
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	<p>due to timetabling clashes but these students are being picked up going forwards.</p> <p><i>The governors commented</i> that there is a lot of work in progress on the improvement plan <i>and asked</i> if there is anything that governors should be concerned might not get completed.</p> <p>Mrs Leonard confirmed that following the recent Ofsted visit the SLT have worked with the feedback from Ofsted, to develop the 4 year strategic plan that has already been shared with staff and will be shared with parents as part of upcoming meetings. This will also be shared with governors in the summer term.</p> <p>All improvements that the academy are working towards are focussing on a long term strategy rather than knee jerk or short term. There are no concerns that things will not get done, however some activities/plans will roll over into the next year. There are three clear elements to the 4 year plan which are loosely categorised as immediate (ASAP), next academic year (September ready), plans that will take longer to develop.</p> <p>Following a recent review of the governance action plan which has been updated and circulated, <i>Mrs Crerar asked</i> what additional data is available for the governors to be reading, would it be useful to explore what else is available and also with regards governor engagement with the community, what are we trying to achieve by that engagement and therefore what can we do.</p> <p>Mrs Leonard commented that in recent years there appears to more of a barrier between parents and schools. Walton are looking at bringing back more face to face events for parents and offering many more opportunities for parents to come onto site. Governor engagement with that would be a very positive thing. It would also be beneficial for more members of staff to get to know who the governors are. If governors were to attend the parent community meetings (1 each term), parents would see governor engagement and the academy would welcome feedback and ideas as this will only help move things forwards.</p> <p><i>The governors asked</i> if it would be useful to have a stand at the next open evening and also asked how much opportunity parents have to visit the academy when considering the school for their children. Mrs Leonard explained that as part of transition all year 6 parents are invited onto site to give them the opportunity to look around. There doesn't tend to be the need to offer more events as the academy is so heavily over-subscribed.</p> <p><i>It was agreed that Mrs Leonard would share a comprehensive calendar of upcoming events at the academy to the governance professional for onward distribution to the committee and that events will be included in future agendas for discussion and to encourage governor attendance.</i></p>	<p>JL / NB</p>
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	The governance professional informed the committee of the upcoming Leadership and Governance conference to be held on 5 th July 2023 and asked the committee to consider topics/content they would like it to include and the best time of day and length of the event to enable attendance. <i>The governance professional will circulate a separate email to governance to canvas responses.</i>	NB
AC/55/2223	How has the AC held senior leaders to account? <ul style="list-style-type: none"> - Challenge on performance figures - Challenge on number of students with alternative packages - Challenge on response to recent student protests - Challenge on progress against the improvement plan 	
AC/56/2223	How have the VMV of the Trust / Equality been upheld? <ul style="list-style-type: none"> - It was agreed that the VMV of the Trust & Equality has been upheld 	
AC/57/2223	Complete report to Trustees AC members discussed the report and agreed to add: <ul style="list-style-type: none"> - Great to see the full range of activities available to students 	
AC/58/2223	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 17 th May at 7.30am at the academy. The meeting closed at 8.50am.	

Signed by Chair:

Date: