

**Minutes of the Academy Committee Meeting  
held on Wednesday 12<sup>th</sup> July 2023 at 7.30am at Walton Academy.**

<b>Membership</b>	<b>Initials</b>	<b>Governor category</b>	<b>Absence</b>
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	
Mrs L Purcell	LP	Appointed Governor	
Mr J Robertson	JP	Appointed Governor	A
<i>1 x Chair of governors vacancy</i>			
<i>1 x parent 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	
Mrs N Benson	NB	Governance Professional	
Mrs K Hardy	KH	<i>Observing pending appointment</i>	

Quorum required	3	Governor's present	5
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<b>Item No</b>	<b>Item</b>	<b>Action/ by who/ when</b>
<b>AC/70/2223</b>	<b>Apologies for absence</b> Apologies were received from Jon Robertson. The chair introduced Karin Hardy who was in attendance as an observer with a view to joining the Academy Committee	
<b>AC/71/2223</b>	<b>Declarations of interest</b> David Morgan has declared new interest with Walgreen Boots Alliance	
<b>AC/72/2223</b>	<b>Training</b> Feedback from trust-led training  <b>Actions/feedback from link governor visit</b> No actions from the SEND link visit to report Mr Morgan has requested that the IT audit is completed before the next academic year following his Post 16 Link visit. Mr Horsfield confirmed that he will be conducting a Health & Safety link visit on 13 <sup>th</sup> July and Mrs Ind has a visit planned on 20 <sup>th</sup> Sept.	
<b>AC/73/2223</b>	<b>Minutes of the AC meeting dated 17<sup>th</sup> May 2023.</b> The minutes of the meeting that had previously been received were approved and signed by the vice chair.	

<p><b>AC/74/2223</b></p>	<p><b>Matters arising</b>  <b>AC/51/2223</b> Governors to inform the governance professional of any training attended or viewed so that the training record can be kept up to date.  <b>AC/51/2223</b> To note, SEND link report has been circulated.  <b>AC/63/2223</b> To note dates for the welcome evening for Post 16 were circulated.  <b>AC/65/2223</b> NB to arrange a meeting with the principal and vice chair of governors to review the self-evaluation and share the results in advance of the next AC meeting, carried forward NB to send around the skills audit for governors to complete which will feed into this activity.  <b>AC/65/2223</b> It was agreed that the September meeting will start at 5pm and a decision will be made after that with regards the start time for the March meeting.  <b>AC/65/2223</b> to note. AC meeting July date rescheduled</p>	<p><b>NB</b></p>
<p><b>AC/75/2223</b></p>	<p><b>Principals Report</b></p> <p><b>Questions on the ERM (Educational Review Meeting) report</b>  <i>The governors asked</i> what the SEF was and Mrs Leonard explained that it is a self-evaluation document for the academy. The document details where the academy is, as of now. It is reviewed once a year in the summer term and forms the narrative around the academy and should be reflective of the academy. Once results are in and ratified the SEF will be updated.</p> <p><i>The governors asked</i> what the Ofsted November numbers (all 2) means. Mrs Leonard confirmed that an Ofsted 2 is Good. <i>The governors wanted to understand</i> how often the P8 and A8 figures are reviewed. Mrs Leonard explained that the numbers are predictions that change each ERM. At each data point staff input where they are and what they are on target to achieve so every ERM shows the picture taken from the most recent data point. <i>The governors then questioned</i> if there is a particular reason for the decline in the scores. Mrs Owen responded and explained that for datapoint 1 at the start of the year, teachers and students are full of potential and positivity, the more assessment that occurs throughout the year, the more realistic the predictions become and that is a normal picture throughout the year. Year 10 have recently done mock exams and the response from students has shown that it was a useful wake up call for them.</p> <p><i>The governors asked</i> if there had been any take up for languages in September. Mr Hoad confirmed that Spanish will be running with a small group, <i>the governors then asked</i> if psychology was being offered at Post 16 and Mr Hoad confirmed that there has been a significant uptake.</p> <p><b>Questions on Safeguarding</b>  <i>The governors wanted more information</i> with regards the Mental Health Support Team in Lincs. Mrs Dolby shared that she recently had a meeting with the MHST, this team act as an interim between school and CAMHS (Child and Adolescent Mental Health Services). 5 students were discussed, and Mrs Dolby has been sent forms for completion for MHST to triage and hopefully</p>	

	<p>they will be working with these students from September which is positive. Mrs Leonard added that this is a pilot scheme in Grantham and the academy is very lucky to have access to 3 mental health professionals for free. Mr Hoad added that there is a similar model for P16 to receive funding for a mental health support worker to work specifically with P16 students being considered.</p> <p><b>SEND update</b> Mrs Leonard explained that the ‘SEND in a nutshell’ document that had been shared with governors is a document produced termly in school and shared with the teaching staff. She suggested that it is a useful document to share with governors for review prior to meetings. Mrs Leonard asked if there were any questions in relation to that document. There were no questions from governors, but they agreed that it was a useful and interesting document. Mrs Leonard will invite the SENCO into one of the meetings in the Autumn term to give a presentation to governors.</p> <p><b>Pupil Premium</b> Mrs Leonard asked if there were any questions with regards the information shared for pupil premium. <i>The governors asked</i> when the pupil premium funding runs to, and Mrs Owen confirmed that it runs to 2024. Mrs Owen went on to explain that documentation has changed, and the policy has been amended to ensure use of PP funding is reported consistently across all schools. It is very prescriptive in the way that funding can be applied. The EFF (education endowment foundation) offers guidance on how to utilise funding (for more information <a href="https://educationendowmentfoundation.org.uk/">https://educationendowmentfoundation.org.uk/</a>) Mrs Owen explained that a communication is sent to all families in each term to tell them how to find out if they are eligible and how to access and receive pupil premium.</p> <p><i>The governors asked</i> if the prescriptive nature impacts on the offer that can be provided. Mrs Owen explained that it has had an impact on the academy’s ability to provide school trips and on occasion teachers will ask for help for some students that she is unable to provide. Previously a 10% discount was offered on trips, but the rising cost of trips means that 10% is not enough of a discount. The most important element for pupil premium funding to support the students has to be teaching.</p> <p><i>Mr Horsfield suggested</i> that there are charities that will help to fund pupils to attend trips in the form of grants or sponsorships and he can provide further information. Mr Hoad added that he has been considering developing a hardship fund at Walton. Mrs Owen added that there are creative ways that funding can be managed and the <i>governors wanted to understand</i> if funding is available for music lessons. Mrs Owen confirmed that the academy is paying for one student this year. Mr Hoad added that funding may be available on request but is not something the academy can afford to advertise.</p> <p><i>The governors wanted to know</i> how pupil premium students are performing academically and Mrs Owen replied that Walton Academy is doing amazingly, and students are performing well above the national average.</p>	<p>JL</p> <p>JH</p>
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	<p><i>The governors asked</i> if there had been any approach to the local Rotary Club to ask for support in funding any special projects. Mrs Leonard confirmed there are connections with the Rotary Club already so she will look into this.</p> <p><b>Evaluation of AIP &amp; priorities for next year</b> Mrs Leonard explained that the AIP is a live document, in the summer terms a final valuation is done to review priorities. The academy vision and values sit at the heart of that piece of work. The focus is on enabling students to be the best version of themselves. It is also important that staff are well looked after, happy staff enable happy students.</p> <p>The 2 key priorities to continue to provide the best provision are Aspiration and Belonging. The wellness of staff is important and the workload charter for staff enables the focus on staff to be reviewed constantly by the leadership team and staff themselves. It has been in situ for around 7 years and will continue to be developed and updated. When looking at the AIP and reviewing progress all other development plans play a role in driving in the same direction. The Ofsted results also feed into the review. What has been apparent through the exercise is that all staff are focussed on the same key priorities. The Ofsted areas for improvement:</p> <ul style="list-style-type: none"> <li>- PDP curriculum to be developed and embedded. This work is well underway and comes through all key stages.</li> <li>- Quality of Education – ensuring challenge for all across curriculum areas in particular looking at lower prior attainers as there is now a larger proportion of lower prior attainers. It is important to offer challenge and aspiration for these students but there is a need to ensure there is not too much challenge. This work continues alongside a continuation to push the higher attainers to achieve as well.</li> </ul> <p><b>Behaviour and Attitudes</b> It is important to ensure that recognition is first before rewards to embed a culture amongst students of pride in themselves. Young people and parents value hearing from teachers about the positive aspects of their schooling. This is already happening, but we continue to look for ways to do it better. <i>The governors were keen to know</i> if this had an impact on the numbers of suspensions etc. Mrs Leonard explained that this is a new piece of work that the academy is embarking on and said that she was expecting it to have a positive impact going forwards and went on to explain the leadership and management team are working to embed a sense of community, identity and belonging and will focus on engagement with the most important stakeholders. The student voice work is vitally important with this.</p> <p>Mrs Leonard told the committee that work to improve connections with Primary schools is underway. The academy is oversubscribed but this does not mean that ties with primaries should be cut and it is important to reach out to build community connections with these schools. The Theatre space in school is a significant asset and can be utilised better for the local community, a recent example was the BEATBOX event held in the theatre which has been a huge success. <i>The governors wanted to understand</i> how that had come</p>	<p>JL</p>
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	<p>about. Mrs Leonard said that it has come about as part of this years PP plan in terms of raising aspiration in arts and culture.</p> <p>Mrs Leonard told the committee that site improvements and developments are ongoing although there are not the number of large-scale summer projects scheduled this year as opposed to last summer. <i>The governors asked</i> what was being done to address concerns about exam space. Mr Hoad confirmed that work is ongoing to find a long-term solution and he will present an update at the next meeting. Currently 137 students can be housed in the gym which means that 43 students have a different experience of exams. <i>The governors wanted to know</i> what the Local Authority were doing to assist with this issue. Mrs Leonard explained that the only thing that the LA can do to help is to accept that Fair Access requests can be rejected by Walton. <i>The governors went on to ask</i> if the PAN can be reduced. Mrs Leonard explained that the academy has a PAN of 180, a curriculum analysis review agreed that Walton is full to capacity. The agreement reached is that Walton can decline fair access requests which is unusual. The LA did come to site to look at how they can support, the result being that they can't support. Mrs Saxelby added that the PAN cannot be reduced because of placements across Grantham. Mrs Leonard explained there is a boom now hitting the secondary schools whilst a dip is hitting primaries which will flow through eventually.</p> <p><i>The governors asked</i> if there is anything in terms of the 4 priorities that feels out of control for the academy to achieve. Mrs Leonard said that she is a huge believer in setting actions that are achievable. Any risks and challenges to achieving the priorities will be tackled with staff, the leadership team and also with the support of the trust.</p> <p><b>Behaviour &amp; attendance update</b> Mrs Dolby presented an update on behaviour and attendance. The Middle Leadership conference will be looking at rewards, the house system, student leadership etc. Plans across year groups will be similar but each will have specific elements. Extended tutor time next week will look at recognition and students will be asked what they would like to see/experience in terms of recognition. Celebration events will be planned (at least twice a year) to open up to parents and hopefully encourage parental engagement. There will be a review and restoration of badges moving forwards and reward slips for all staff to have on hand to catch and make note of positives as and when they happen.</p> <p><b>Quality of education update</b> Mr Hoad explained that middle leaders are treated equally (pay etc) across the academy in terms of Heads of Year and Heads of Faculty. Historically QA of teaching has been presented in percentages but there has been a change to assess quality of education through middle leader meetings, sharing of best practice etc. There are interesting results coming out of some ongoing work by speaking with students and obtaining the contextual responses, a summary of outcomes will be shared in future meetings. The Academy has taken on a new cover supervisor to provide back up for supply as that has been difficult to obtain.</p>	
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<p><b>AC/76/2223</b></p>	<p><b>Governance Housekeeping</b></p> <p><b>Appoint committee chair and vice-chair for 2023/24 (with effect from autumn term meeting)</b></p> <p>Mrs Crerar explained that she does not feel that she has the time to commit to continue in the role of chair of governors into 2023/24 and asked if any other committee members might be interested in taking the role forwards.</p> <p>Mr Horsfield suggested that the committee could support one another better and perhaps more than one vice chair or a facilitator to run the meetings might lighten the load for the chair.</p> <p>All committee members agreed to think about their roles on the committee and whether they might be interested in supporting the chair or nominating themselves to take on the role with support from the committee and the trust.</p> <p>It was agreed that this would be revisited in the Autumn meeting.</p> <p><b>Appointment of Link roles for 23/24</b></p> <p>Link roles were discussed and all current Link governors were happy to continue with their link roles. Mrs Crerar listed a number of other possible areas of interest and it was agreed that the governance professional would share the details for discussion in the autumn term meeting.</p> <p><i>The governors asked</i> if the number of requests for discipline panels is normal and Mrs Saxelby explained that the number of complaints and disciplinary panels has increased everywhere. <i>The governors then asked</i> if parents get an</p>	<p><b>NB</b></p>

	<p>induction into the academy. Mrs Leonard explained that there is an induction meeting and parental engagement at Walton is as strong as anywhere, unfortunately there is always a minority of issues.</p> <p>Mrs Leonard went on to thank governors for their support at events recently and confirmed that it is helpful for parents, staff and the community to have visible governors.</p>	
<b>AC/77/2223</b>	<p><b>How has the AC held senior leaders to account?</b></p> <ul style="list-style-type: none"> <li>- Challenge on P8 scores</li> <li>- Discussion around mental health support for students</li> <li>- Discussion on improving the exam space for students</li> </ul>	
<b>AC/78/2223</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/79/2223</b>	<p><b>Complete report to Trustees</b> AC members discussed the report and agreed to add:</p> <p>Offer of Spanish and Psychology for post 16 students is a positive step Pupil premium students at WA are above the national average MHST are supporting 5 students</p> <p>Mrs Crerar agreed to continue as interim chair of governors however she cannot commit to continue in the role of chair of governors into 2023/24. All committee members agreed to consider nominating themselves for the role or offering additional support to the chair. It was agreed that this would be revisited in the Autumn meeting.</p>	
<b>AC/80/2223</b>	<p><b>Determination of Confidentiality</b> <b>Equalities Act consideration</b> <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> Autumn - Exam Results <b>Wednesday 13<sup>th</sup> September</b> <b>08:00 - 08:45 ONLINE VIA TEAMS</b></p> <p>Academy Committee meeting <b>Wednesday 20<sup>th</sup> September at 5pm at Walton Academy.</b></p> <p>The meeting closed at 9.10am.</p>	

Signed by Chair: *L Ocran*

Date: 13/09/2023