



ACADEMY COMMITTEE MEETING

Date: Tuesday 19th March 2024
 Time: 6.00pm
 Venue: CHHS – Laurus Institute

Clerk: N Burgess
 Present: A Jarvis, C Jamison, K Pearson, P Benton, M Kelly, I Castledine, M Turnpenney, D Brown, B Gannon, L Brooks, A Ballard, W Riley and S Rosser

Action	Initials
Governors are invited to send any follow up questions on the Anti Racism Charter to LB	All
Governors are asked to check their register of business interests record and report any changes to the Clerk	All
Review PP outcomes and progress at the next meeting	DB/LB
Review an individual Cornerstone within the SDP at each meeting	DB/LB
Update Governors on the review of the Risk Register	IC
Send completed Link Visit proformas to the Clerk for retention	IC/PB
Complete GDPR training if still outstanding	All
Send certificates for training to the Clerk for retention	All
Provide update on the workload working party meeting	DB/LB

Agenda – Part 1			
Category	Item	Notes	Action
1	Governance Arrangements	<p>S Rosser attended to present the PSHE and Personal Development curriculum at CHHS to Governors.</p> <p>The vision for PSHE at CHHS is that it is every child's right to be equipped with the powerful knowledge that will allow</p> <p>PSHE is taught within the Personal Development curriculum. PSHE curriculum encompasses RSE, Citizenship, Health Education and Finance and Careers. Protected characteristics are a large part of the curriculum.</p> <p>SR informed Governors that she also delivers professional development on protected characteristics to staff. Governors were issued with a copy of the</p>	

			<p>Protected Characteristics Audit which had been completed.</p> <p>Referrals are made, via Heads of Year, for SR to work with individual students to discuss protected characteristics and to be able to move forward and create a culture.</p> <p>PSHE and RS are taught separately at CHHS.</p> <p>The curriculum is planned over the 5 years and topics are revisited in an age-appropriate way. It is a reactive and pre-emptive curriculum. Lessons always end with signposting to information about the topic of the next lesson.</p> <p>Student Voice activities are completed and the data is used to plan relevant and specific lessons.</p> <p>For Sixth Form there is a 7-year curriculum plan with some content revisited and also input from students around relevant issues.</p> <p>Q – How do you engage with parents and carers and are they aware of the curriculum? A – A survey was done with parents and there were no negative responses received or any further questions. SR commented that she does take phone calls from parents to reassure them of the content of certain topics and is able to signpost them to further information.</p> <p>Q – Were there no concerns raised about any particular area? A – No. Sex Education is the main area of concern. We can show parents/carers the curriculum and they can choose to withdraw the student if they wish.</p> <p>Q – So parents are able to withdraw their child from lessons if they wish? A – Only from Sex Education lessons and not other PSE or Personal Development lessons. We also reassure parents that nothing happens in the classroom that they are not already aware of.</p> <p>Q – Why is CHHS different to other schools in the Trust in delivering PSHE and Beliefs and Values separately? A – We took the decision a number of years ago as both are very distinct subjects and we feel are better taught individually. We believe RS is enriching and PSHE is informative.</p> <p>In years 7-11 students have 1 hour per fortnight and in</p>	
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		<p>Sixth Form students are taught in form time. We also have Cornerstone Friday, Drop down day, surveys and assemblies.</p> <p>Q – In year 7 how much RSE is taught? A – 20 hours per year in both RS and PSHE</p> <p>Governors had no further questions and thanked SR for the comprehensive presentation. Governors were pleased to hear the breadth and development of the offer taught to students.</p>	
	Protected characteristics and Rainbow Flag Award	<p>S Rosser also presented to Governors an overview of the Rainbow Flag Award which CHHS had successfully achieved in January 2024.</p> <p>The award is from The Proud Trust and is recognition of the provision of LGBTQ+ events and support available to students.</p> <p>Governors thanked SR for her presentation and SR then left the meeting.</p>	
	Anti-Racism Charter	<p>L Brooks presented the Anti-Racism Charter.</p> <p>The charter has been in place for the last 2 years, and is the result of a working group started in 2020, including school staff and trust wide colleagues. The charter comes from a culmination of work, reading, discussions and training.</p> <p>The charter is proactive and is a pre-emption reaction and is also part of protected characteristics. The charter is not a policy, as it was felt a policy was not needed, it is more about status and what we want to achieve, and what we would like to do better. We are ambitious in what we want to do.</p> <p>The themes of the charter are: Leadership & Professional Learning, Curriculum, Teaching and Assessment, Policies & Empowerment, Wellbeing & Belonging and Community & Voice.</p> <p>There is lots of work being done and many volunteers across school, including teachers, support staff and Heads of Year. This week anti-racism assemblies have been taking place in school.</p> <p>There are critical success factors at the end of each section of the charter to be able to evaluate the impact, to know where we are up to, what needs to be done, and for us to be held accountable.</p>	

			<p>LB was thanked for the presentation and questions were invited.</p> <p>Q – Are you able to ask questions at interview or when candidates are applying? A – Candidates complete an equal opportunity form as part of the application process but this is not seen by the panel.</p> <p>We have confronted our own unconscious bias and acknowledge to make sure we are always being inclusive. Our staff body here at CHHS has increased in diversity.</p> <p>Q – Do you ever get feedback from people who apply to get their view of their experience? A – This is not something we have done. We sometimes get candidate’s anecdotal feedback. HR are looking at our charter in line with where we advertise. One of the critical success factors is that we are consistent across the Trust and to see if we have work to do.</p> <p>There is variety at the different schools in terms of Professional Learning and the Curriculum. The result is the same but we are all delivering slightly different.</p> <p>At CHHS our work is more around staff and development. We are comfortable discussing with each other and challenging where necessary.</p> <p>There is also lots of work going into curriculum resources for the benefit of our students.</p> <p>Q – How do you share with parents/carers? A – We haven’t done so yet and are still working to decide how best this would be done. Parents/carers will have access in the future via a signpost.</p> <p>Q – Are students aware of the charter? A – Yes, we have done some work with Sixth Form to create a student version, a summary document, which has been passed to the Student Council.</p> <p>We have also shared with form groups and have delivered in assemblies.</p> <p>Governors were invited to direct any follow up questions they may have to LB following the meeting.</p> <p>Governors were pleased and very supportive of the charter being in place.</p>	All
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	Apologies	There were no apologies for this meeting.	
	AOB items	There were no other items of business raised which were not covered by the agenda for this meeting.	
	Register on Business Interests	Governors are asked to check their record on the Register of Business Interests circulated and inform the Clerk of any changes.	All
	Part 1 minutes	The minutes of the meeting held 5 th December 2023 were <u>approved</u> as an accurate record of the meeting. All recorded actions are in progress and there were no further matters arising.	
	Membership: Recruitment Update/Succession Planning	There are no updates to report at this meeting.	
	Scheme of Delegation	Governor attention was drawn to the updates to the finance section of the Scheme of Delegation following the meeting of the Finance and Resources committee.	
	Trust Board update	<p>Governors received the Trust Board report from the November 2023 meeting.</p> <p>DB highlighted to Governors the discussions which had taken place, including Crown Street Primary School to open in September 2024, Hazel Grove Primary School to join Laurus Trust in September 2024 and admission numbers – CHHS is full in year 7 for September with a long waiting list.</p> <p>CHHS is staffed for September for 10 forms in each year group of 270. It was noted that movement issues are a concern for SLT at times of lesson changeover or break and lunchtimes and it may be possible to look at some potential changes from September.</p> <p>Q – Can schools say how many students we can accept on appeal? A – No. We submit a detailed report to the appeals panel regarding capacity and corridor widths and classroom sizes.</p> <p>Q – What about SEND students? A – It is normally decided earlier for SEND students who have an EHCP and is done by parental choice. There have been occasions where we have had to specify that may not be able to meet the needs of a student.</p> <p>IC commented that he had recently attended the GO&S meeting of Trustees to discuss the work of the Academy Committee.</p>	

2	School Performance & Accountability	Review Head of School Report	<p>The IDSR circulated prior to the meeting is based around the results for the last academic year and is used as inspection data. The document allows leaders to prepare for inspection and to compare against national average. Governors noted that due to the sensitivity of the data contained within the report it was not a public document.</p> <p>W Riley presented a brief summary of the report to Governors.</p> <p>Governor attention was drawn to the prior attainment of year 8 and 9. These cohorts received TAG grades and not formal SATs and therefore there will be no Progress 8 recorded for these cohorts.</p> <p>In terms of staffing the school has a low staff turnover and staff absence figures provide a good indication of staff happiness and wellbeing. It was noted that a lot of staff movement is usually within the Trust.</p> <p>KS4 outcomes in most subject areas were in the highest 20% in the country. MFL outcomes show as low as the year 9 outcomes for this cohort were TAG and are therefore not included.</p> <p>Areas highlighted in the report for outcomes will be a focus for review for Leaders and Governors in the future and will include PP and FSM. PP students do really well at CHHS but Leaders note that better is always possible.</p> <p>A big focus this year has been on English Literature following a slight dip in outcomes last year.</p> <p>Potential changes in government were discussed and the potential effects this could have on schools.</p> <p>Governors were then presented the data for the current year 11 and year 13 cohorts.</p> <p>There is lots of work and interventions being done with year 11. Predictions for outcomes 9-5 including English and Maths are promising and leaders are cautious but optimistic. There is significant work being done with our PP students to try to raise their progress to where we would want it to be. A real strength of the staff is that they know the students really well.</p> <p>It was agreed that at the summer term meeting Governors would look closely at PP outcomes and progress.</p>	DB/LB
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			<p>Governors thanked WR for his presentation and he then left the meeting.</p> <p>Governors reviewed the updated attendance data. It was noted that attendance was not quite back to pre-pandemic levels but was improving. Although attendance at CHHS is high at 94.8%, and is above national average, it is still not at the level leaders would expect. Significant amounts of work is being done to increase attendance and it is monitored weekly, including targeting specific groups, working to identify the barriers to attendance for some students. Governors had no further questions relating to attendance.</p> <p>Suspensions and exclusions data was reviewed by Governors. Comparison data is now available for 2021/2022 which shows CHHS suspensions and exclusions were lower than both Stockport LA and national figures. The most common reason for exclusion remains as persistent or general disruptive behaviour. It was commented that on walkabout around school there was a calm and purposeful learning environment and that students are very clear around the sanctions for disrupting the learning of others.</p> <p>Q – Do we have a managed transfer figure? A – Not at present. We have many successes in students who have come to us on a managed transfer from another school.</p> <p>Q – Do we have any students who have come on a managed transfer from another Laurus secondary school? A – Yes there have been some and they were successful.</p>	
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		<p>Review School Development Plan priorities</p>	<p>Governors received copies of the School Development Plan which detailed the individual Cornerstones, the targets for 2023-2024 and the actions in place to achieve those.</p> <p>It was agreed that SDP would be a standard agenda item and that a different Cornerstone would be the focus for each meeting.</p> <p>Q – As a Leadership Team how do you bring the SDP to life? A – We format the plan as an SLT and then each Department Development plan feeds into this.</p> <p>The SDP is regularly reviewed throughout the year and members of the Leadership Team have their own areas of focus. We RAG rate the plan and work out the actions we need to complete to achieve the outcomes. Departments are currently reviewing their own plans with their SLT Link.</p> <p>Governors had no further questions and looked forward to reviewing the plan in future meetings.</p>	DB/LB
		<p>Ensure delivery of school curricula and assessment in line with the Trust approach</p>	<p>DB confirmed the delivery of the school curricula and assessment in line with the Trust approach.</p>	
3	Governor Monitoring	<p>Finance update including pupil numbers, bench marking and value for money</p>	<p>Management accounts to 31st January 2024 were circulated prior to the meeting.</p> <p>Budgets are challenging and being constantly reviewed. We are setting our budget to ensure we sustain the quality in our schools, whilst taking into account amended funding and unknown pay awards. Governors will be kept informed and we will review again at the next meeting.</p>	

		Risk Register – review risks and any significant changes in risk levels/mitigating actions	An additional meeting, outside of this meeting, will be arranged to review the Risk Register. This will then be fed back to Governors at a future meeting of this committee.	IC
		Policies – undertake school level reviews and note phase/Trust level policies	There were no policies for review at this meeting.	
		Ensure curriculum policies are in line with statutory guidance	DB confirmed that all curriculum policies are in place in line with statutory guidance.	
		Safeguarding and SEND link Governor updates	<p>Governors are asked to complete a record of any visits undertaken and send to the Clerk for retention.</p> <p>IC updated Governors on his recent Safeguarding Link visit. The visit had included reviews of the Single Central Register, Low level concerns, safeguarding training in schools and risk assessment for trips and visits.</p> <p>PB confirmed there had not been a SEND visit this term but a meeting was scheduled for the summer term and this would be fed back to Governors at the next meeting.</p> <p>Thanks were offered to PB for her work on risk assessments for school trips and visits.</p>	IC/PB
4	Governor Development	Review Trust Training Plan	<p>Governors were reminded to complete the GDPR training if still outstanding.</p> <p>The training plan will be reviewed over the summer term and relaunched in September.</p>	All
		Minute any training undertaken by Governors since the last meeting	Governors are reminded to send any certificates for training completed to the Clerk for retention.	All

5	Community Engagement	Stakeholder engagement	<p>The School Performance of Sound of Music had recently taken place and there had been soon excellent feedback from parents and carers.</p> <p>The recent staff survey was discussed. The results had been positive and leaders now have some points to work on. Workload was raised and this is a national issue. A working group will be set up in the summer term to discuss. Leaders are not complacent and are always looking for ways to assist and improve. Staff wellbeing is a big priority for the Trust.</p> <p>Governors asked for an update from the working party meetings at a later date.</p>	DB/LB
6	AOB		There were no other items of business to raise at the meeting which were not covered by the agenda.	
7	Meeting Dates:	To note	Tuesday 25 th June 2024 at 6.00pm	

Impact of Meeting / Key Outcomes	
Governors received a presentation on the Personal Development and PSHE curriculum	
A presentation was given on the Rainbow Flag Award which the school had been awarded in January 2024	
LB presented the Anti Racism Charter to Governors	
Governors reviewed the Head of School Report	
School Development Plan was reviewed	
Governors reviewed the Management Accounts	
Safeguarding Link Governor gave a verbal update of the recent link visit to school	
Governors reviewed the results of the staff survey which had been completed	

Meeting closed at 19.55



I Castledine
Chair of Academy Committee
25.06.2024