



North Ridge Academy Council Meeting Wednesday 15th November 2023 at 13:00 North Ridge Academy

Those Present:		
Sam MacDonald	Headteacher	SMc
Sacha Schofield	Executive Regional Director and Chair	Chair
Paula Williams	Executive Regional Director	PW
Sue Kenny	Staff (Support) Governor	SK
Sam Lee	Staff Governor	SL
Jim Phillips	Parent Governor	JP
Rachel Potts	Nexus Director and Governor and Vice Chair	RP
Claire Garbutt	Governor	CG
Also Present:		
Renata Robins	Governance Clerk	Clerk
Apologies:		
Jacky Tattershall	Assistant CEO – School Improvements	JT

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence Apologise received from JT.	
1.2. To accept apologies for absence Apologise accepted from JT.	
2. OUTSTANDING ACHIEVEMENT AWARDS	
2.1. Presentation to staff nominee. This month's nominee was Sharon Hartley (Learning Support Assistant). Sharon attended the Academy Council meeting to receive her award. Action: SMc confirmed that the school would continue to award the Outstanding Achievement Awards to staff at each meeting. This was to be reflected on each agenda.	<p style="text-align: center;">SMc</p> <p style="text-align: center;">CLERKING SERVICES</p>
3. ITEMS OF URGENT BUSINESS	
3.1. Chair to determine any items of urgent business to be considered. None.	
4. DECLARATION OF INTERESTS	
4.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda. None.	
5. NORTH RIDGE ACADEMY LOCAL GOVERNANCE MINUTES	
5.1. To approve the minutes of the following meeting: The minutes of the meeting held 5 th July 2023 were approved as a true record.	
5.2. Review of Action Tracker: The outstanding actions on the tracker were reviewed and updated.	
5.3. Matters arising from the Minutes There were no matters arising.	
6. ITEMS TO BE CONSIDERED	
6.1. Headteacher Report SMc was thanked for a very comprehensive report and supporting documents. PW asked for it be noted in the minutes that this was SMc's first report as substantive headteacher of the school since the last academy council meeting. PW would be attending the meetings as SMc's line manager. SMc provided a verbal overview of the report and invited questions:	

RP asked: 2. Leadership & Management – 2.1 Who conducted the Mockstead?

PW confirmed that the Trust had commissioned practising HMI's to complete Mockstead's. Jo Sharpe would be in again on 23 November to complete the Mockstead. The QA team at Head Office oversaw and monitored the process. It was particularly important to get the QA stamp as SMc was the new substantive head and the school's OFSTED window was still open.

RP asked: 2.2 Were the Pupil Parliament involved in the design of the new upper primary and secondary playground renovation and how long would it take to renovate?

SMc stated that the students were involved from inception and it would take two weeks to renovate – one week during the April holiday and one week during May half term.

CG asked: How this was funded?

SMc responded that the school's surplus was utilised for this project. The school had applied for this and were granted it.

Chair asked: 2.4 Was the CPD focused into forming into groups of teachers of specific needs?

SMc confirmed that was the case but bearing in mind that this needed to be balanced against whole school training needs as well, as all teachers needed a baseline level.

CG asked: 500 hours of CPD is a lot of reflective hours. Was there an element of the CPD that was linked to the SIP priorities and what happened with the remaining hours, was that just what staff would like to engage in and, if that is the case, how was that then disseminated across the school?

SMc confirmed that the CPD was linked to the SIP priorities and staff had a whole school training day pledge where 15 hours were gained and they had to do 5 to 10 hours around their subject area and disseminate that during staff meetings. Some of that would happen via emails, in person or some of that would have only impacted their own practice. Things like where we have had one off sessions, eg, Safeguarding, National College and some of this was the school's duty of care to improve pedagogy and knowledge as a whole school drive. Teachers had to do a reflective comment after each CPD session so the school could measure the impact against the SIP.

Chair asked: 2. Quality of Education 2.1.1 Had the school experienced any reluctance to the introduction of teaching across class forms?

SMc stated that they had not really, apart from the initial nerves from some teachers but because the curriculum had been designed by the teachers a lot of them found it quite easy to implement. The aim for SMc was for teachers to be able to teach anywhere at North Ridge.

Chair asked: Had that worked with TAs?

SMc responded that this had not been started yet with but TAs move within the school to cover. TAs always get the option every year to stay in the department they are working in or would they like a change.

CG asked: 2.2.2 Explicit instructions, embedded in most classes? What is most, what are the numbers and what are you doing to address this?

SMc responded that most was 11 out of 15 classes. Three classes did not but these three people have got bespoke support plans but this is also a part of the school's CPD.

PW asked: 3.1 Behaviour and Attitudes - Where SMc talked about the interventions that were in place, they are targeted from looking at behaviour incidents on SOLAR, are there also opportunities for children to perhaps have some of those interventions if they are not having behaviour incidents?

SMc responded that, yes, the school did put interventions in place. The class teacher in conjunction with the Intervention Team puts in place an EMR plan before any incidents are logged on SOLAR which is adhered to on a daily basis, balancing the intervention across school. SMc confirmed that another member of staff (HLTA) had completed a Senior Mental Health First Aid Training. Whilst aimed at adults, it can be applied to children also.

CG asked – 3.1 Behaviour and Attitudes – REACH values and consistency. What are the plans so that they remain consistent? During a previous conversation it was discussed that not everybody was modelling those things, so what support would staff be given?

SMc said that they audit why the awards were given. The audit that SMc would be doing this half term would be asking if staff know what the REACH values are? The adult has to model the REACH values all the time. A lot of it comes from when they hashed out what that was, what was fed back what REACH values are what are looking for us. At the same time children get this on a Friday, support staff will be awarded then as well. The nominations are linked to REACH. It needs to be lived and breathed. RP stated that it is how you keep on top of this and embed it to ensure it is not left on a shelf and remains modelled by staff.

JP asked – There are three people who are Mental Health First Aid trained, are they all for adults?

SMc stated that the Assistant Head who leads on behaviour and attitudes had Senior Mental Health First Aid Training for Children and the three others are for adults. The school was looking to expand the children one through Becton who delivered the training for the Assistant Head.

CG asked – 3.4 Attendance Report 2022-23 Clarification on the headline figure on the report?

SMc confirmed that the headline figure was from Bromcom 91.3%, 85% is present marks for morning and afternoon present authorised and unauthorised marks. The narrative further down confirmed the codes.

CG asked – 4.2.2 North Ridge 13 – Was every experience a trip? How was this funded?

SMc responded that this information was shared with governors at the end of last year but essentially each key stage had a number of things to achieve and not everything would go under North Ridge 13. Parents were asked for contributions and school funds were used from the trips school budget.

CG asked – Did the school use any of the PP award?

SMc stated that PP students got £50 towards school trips.

Chair asked – 6.1 Overall effectiveness and looking to the next Headteacher's report – That the word 'some' be removed from the sentence 'with some outstanding features' to read 'North Ridge remains a good school with outstanding features'.

**SMc
16.11.23**

<p>Governors agreed with the Chair's assessment. SMc to action.</p> <p>RP asked – Talk has centred around those on the bus, a handful getting off the bus and those that are happy on the bus, how do they feel? What do they say?</p> <p>SMc responded that as headteacher he was slightly removed from the 'pitter patter' and it was about filtering the information. At the moment, there was a bit of unsettledness around ?? workload but the consensus was that staff were in school and general wellbeing seems well supported. At the end of this half term SMc will do a survey on teachers only on workload and well/safe being, as classroom teachers line manage their staff and have a much more solid understanding if every support staff member of staff is happy. Support staff survey happens once a year on workload and wellbeing. In special schools there are peaks and troughs and SMc and his leadership team are focusing on getting happiness back to where it needs to be. A little bit of rumbling due to some people leaving and this leads to unsettling. It's a balancing act. SMc stated that he felt very supported by PW and the central Nexus team during his first half term as substantive headteacher.</p> <p>Chair asked - SMc future headteacher's reports to be summarised into action points. Just as the leadership team were worried about teachers' workloads, they worried about SMc and the leadership team workload too.</p> <p>SMc asked Chair – in the next round, if the first meeting could be scheduled further into the first term.</p> <p>Chair asked PW who confirmed that this had already been raised.</p>	<p>PW/ Noted by Clerking Services</p>
<p>6.1.1 School SIP</p> <p>Report discussed. Last year's SIP provided as an aide memoire for governors due to the overlap during the summer.</p>	
<p>6.1.2 School SEF</p> <p>Report received.</p>	
<p>6.2. School Dashboard Summary</p> <p>Report received.</p>	
<p>6.3. Budget Report</p> <p>SMc informed the governors that the actuals were expected by the end of next week but confirmed that North Ridge was in a deficit position.</p>	
<p>6.4. Teaching staff appraisal outcome report</p> <p>Report received.</p> <p>Chair asked – Why had those eligible to progress to UPS not done so?</p> <p>SMc stated that none applied.</p>	

<p>CG asked – If there were any of those M6 teachers that SMc was not surprised that they did not apply for UPS, but identified them as having leadership potential? If so, would SMc be having conversations with them? SMc confirmed yes and that he would be talking to those individuals.</p>	
<p>7. TRUST MATTERS</p>	
<p>7.1. Trust Verbal Update of Key Issues</p> <p>PW informed that the Trust was continuing with its growth and from September:</p> <ul style="list-style-type: none"> • The Willows are coming onboard, Nexus has been named as a sponsor for Holgate Meadows and Bents Green are in consultation. • Pennine View – extension of two classrooms for post 16. • New EAP – Rebecca Allard starting in January 2024. • A number of applications have been put in for AP free schools. • Derrymount in Nottinghamshire. • SEMH Club with McAuley to be set up. • Central Trust team are expanding to be able to accommodate the new schools and provide support. • New Finance system has been brought in over the summer and as with any new software system there are issues which are being rectified. 	
<p>8. ANY OTHER URGENT BUSINESS</p>	
<p>8.1. To consider any other urgent business agreed by the Chair</p> <ul style="list-style-type: none"> • SMc informed the governors that the local authority confirmed that North Ridge would grow by 8 and that the new class starts in January and the school is already preparing for transition. • Tribunals – two pending in Spring and SMc would keep the governors updated. 	
<p>9. CONFIDENTIALITY & RISK</p>	
<p>9.1. To consider the confidentiality of any items discussed during the meeting</p> <p>None.</p>	

<p>10. DATES OF NEXT MEETING</p>		
<p>Wednesday 6th March 2024</p>	<p>13:00 – 15:00</p>	<p>North Ridge Academy</p>
<p>Wednesday 3rd July 2024</p>	<p>13:00 – 15:00</p>	<p>North Ridge Academy</p>

Minutes approved.

CHAIR	SIGNATURE	DATE