



North Ridge Academy Council Meeting Wednesday 6 March 2024 at 13:00 North Ridge Academy

Those Present:		
Sacha Schofield	Executive Regional Director / Chair	Chair
Claire Garbutt	Governor	CG
Sue Kenny	Staff (Support) Governor	SK
Sam Lee	Staff (Teaching) Governor	SL
Sam MacDonald	Headteacher	SMc
Jim Phillips	Parent Governor	JP
Paula Williams	Executive Regional Director	PW
Also Present:		
Jade Soler Alcaraz	Observer (Deputy Headteacher / Deputy Designated Safeguarding Lead)	JSA
Renata Robins	Governance Clerk	Clerk
Apologies:		
Rachel Potts	Nexus Director / Governor and Vice Chair	RP

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence Apologise received from RP.	
1.2. To accept apologies for absence Apologise accepted from RP.	
2. OUTSTANDING ACHIEVEMENT AWARDS	
2.1. Presentation to staff nominee(s). SMc confirmed that there were three nominations, and he will promptly distribute this information to both governors and all staff. Additionally, he expressed his intention to extend congratulations to the nominees for their diligent efforts.	Action: SMc 07/03/24
3. ITEMS OF URGENT BUSINESS	
3.1. Chair to determine any items of urgent business to be considered Items noted below.	
3.2. Confirmation of Term of Office <ul style="list-style-type: none"> The term of office for CG ends on 31/03/2024 and the Chair recommended governors confirm her re-appointment for a further four-year term of office, expiring on 30/03/2028. <p>The academy council unanimously approved the re-appointment of CG for a further four-year term of office from 01/04/2024 with one abstention by CG.</p> <ul style="list-style-type: none"> The Chair informed the committee that RP will be stepping down from the academy council upon the expiration of her term on 31 March 2024. Expressing gratitude, the Chair thanked RP on behalf of the Academy Council for her dedicated efforts and valuable contributions throughout the past four years. <p>Action: Clerking Services to facilitate GIAS updates and DBS check renewal as appropriate.</p>	Action: Clerking Services 31/03/24
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	

<p>5.1. To approve the minutes of the following meeting:</p> <p>The minutes of the meeting held 15 November 2023 were approved as a true record.</p>	
<p>5.2. Review of Action Tracker:</p> <p>The outstanding actions on the tracker were reviewed and updated.</p>	
<p>5.3. Matters arising from the Minutes</p> <p>There were no matters arising.</p>	
6. ITEMS TO BE CONSIDERED	
<p>6.1. Headteacher Report</p> <p>The Chair thanked SMc for a very comprehensive report and supporting documents.</p> <p>Report received and discussed.</p> <p>Context</p> <p>SMc updated governors: 96 consultations done - 70 for KS1, rest for Y3+. SMc has no KS1 places only EYFS. Instead of tribunals, SMc suggested targeting consultations for full class offers at £150k to streamline the process. This strategy aims to expedite the process while ensuring efficient resource allocation.</p> <p>Chair - so would that be easy for the one classroom, not for another space to expand?</p> <p>SMc explained the school lacks a sufficient peer group to support expansion. The influx typically occurs in Years 1 and 2. There is a secondary classroom designated as an intervention space if necessary, and another earmarked for potential use should The Bridge programme discontinue, with students reverting to that space. However, SMc has learnt that The Bridge will continue for at least one more academic year at the current site. Importantly, North Ridge did not exceed planned capacity.</p> <p>PW added that Doncaster are reviewing this for next year and she is involved in the ongoing discussions. Doncaster are wanting to ensure that The Bridge continues but they are looking for another site. There is not a discussion about it discontinuing.</p> <p>CG – if there is another cohort and the Bridge children would come back, is there a risk that the Council can't find another building we would be in a similar situation?</p> <p>That will always be a free space. Currently there are two classrooms in the pod. One will be free from September. SMc acknowledged that the school was in an envious position as he could be directed by the LA at any time to take more students.</p> <p>PW reported that ongoing discussions with Doncaster were focused on determining the optimal timing and locations for increasing provision across the Trust, should the need arise. These deliberations also prioritise identifying the most beneficial strategies tailored to the specific needs of individual schools within the Trust.</p> <p>Leadership and Management</p>	

SMc commented that the school was 4 years into a curriculum cycle and now ready to move it on due to the changing cohort and still waiting for an Ofsted visit. Jo Sharpe and the Chair were clear in their advice that reviewing intent would not impact on current day to day practice.

SMc recognised the importance of senior leaders undertaking additional preparatory work to equip stand-in personnel for engaging with HMIs during an Ofsted visit, especially in cases where the designated subject lead may not be available.

The Chair also made the comment that staff are now allowed to take people in with them for support during an HMI discussion and, as a Trust, managers were supporting that process during inspections.

Quality of Education

Upon request from the Chair, SMc was asked to provide a copy of the 'Teacher on a Page' template, as the Chair expressed keen interest in it. SMc committed to action this request and clarified that the template is currently utilised for leadership assessment, with plans to transition to teacher assessment starting next year.

SMc discussed how JSA is assuming responsibility for overseeing the quality of education. JSA then elaborated on the initiatives implemented at North Ridge, which were communicated to all staff during Inset days.

Chair – were the learning walks now based on the EEF 5 a day?

Yes, and JSA emphasized that senior leaders have begun to witness the tangible impact of their efforts. Staff members are now well-versed in concepts such as scaffolding, explicit instructions, and Rosenshine's 10 principles, and are actively incorporating these into their teaching practices. This enhanced pedagogical approach has notably refined the teaching process since last year, as highlighted in the teaching cycle outlined on page 11 of the Head's report.

CG stated there was quite a buzz about the Apprenticeship Programme and a session had been delivered by JSA and CG. JSA has used some of the principles from the Apprenticeship Programme in the teaching cycle which is having a cross school impact.

CG – regarding teacher retention, enquired about if it was specific across school or to ECT recruitment or are there specific circumstances/retention crisis?

SMc provided an update on staffing, noting that two teachers departed for distinct reasons: one transitioned to a role in a Moderate Learning Difficulties (MLD) setting, while the other required a career break due to challenges in teaching. Additionally, a third individual joined but encountered initial difficulties in classroom integration. However, there were no concerns in appointing suitably qualified staff during the Spring term.

CG - the Attention Autism course, was this external training?

Yes, it did take three years to secure the booking, as mentioned by SMc. However, they've been commendable in their approach. If a teacher happened to miss their slot due to illness or other circumstances, they allowed them to participate in another course. Links to 5 a day and Rosenshine principles.

CG - do they do Train a Trainer?

SMc responded that yes, they do both.

Action:
SMc
08/03/24

Action:
SMc

<p>6.3. Budget Report</p> <p>Report received.</p>	
<p>6.4. School Calendar</p> <p>The school calendar was received for the 2024-25 academic year.</p>	
<p>6.5. Cabinet Member & MPs' Feedback from Pupil Parliament</p> <p>SMc provided an update on the minutes shared by the Chair of the Pupil Parliament with the entire school:</p> <ul style="list-style-type: none"> • Basketball nets have been acquired. • Red Nose Day: Participants are encouraged to sport funny hair and wear something red. • A disco event is planned. • Exploring Easter activities for the upcoming Parent Easter Day. • Considering fundraising efforts for an outdoor chalkboard. <p>SMc also confirmed that he would extend an invitation to the Chair of the Pupil Parliament to report on these activities to the governors.</p>	<p>Action: SMc 03/07/24</p>
<p>6.6. Skills Audit – Governor Self-Assessment</p> <p>Chair introduced this item. Skills audit handed out to governors by clerk and to be sent out electronically also, to be completed within a 2-week period. The audit was self-explanatory and the aim of the audit was to prompt governor self-evaluation to gather where the knowledge was across the Trust.</p>	<p>Action: Clerking Services 09/03/24</p>
<p>7. TRUST MATTERS</p>	
<p>7.1. Trust Verbal Update of Key Issues</p> <ul style="list-style-type: none"> • PW shared that the central office had relocated to Enterprise Works, situated opposite Meadowhall. This move signifies a significant development, as Enterprise Works offers ample space and facilities suitable for post-16 provision tailored to young individuals with additional needs. Nexus is actively collaborating with local authorities to explore options for providing this specialized provision, engaging with various stakeholders throughout the process. • Additionally, the Trust is currently in a phase of consolidation, with a focus on integrating a few sponsored academies into the Nexus family. Moreover, several schools have expressed interest in joining Nexus, indicating a growing interest and recognition of the benefits of being part of the Nexus network. 	
<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 will actively engage with the broader community partners and parents to identify potential replacement governors. Effective communication and collaboration with the Chair will be maintained throughout this process and progress reported at the next academy council meeting. Adam Cloney, the newly appointed Governance Manager, is reviewing all aspects of governance to ensure that academy councils are fully compliant with Ofsted regulations. Accountability is embedded within Nexus, while the academy council retains a valuable Community Voice. In preparation for an upcoming Ofsted visit, the Chair has urged governors to thoroughly familiarise themselves with the Scheme of Delegation. Additionally, the Chair has requested the distribution of an aide memoire entitled 'Governance & Accountability Briefing Note', prepared by JH/AC, to all academy council members. 	<p>Action: SMc 03/07/24</p> <p>Action: Clerking Services 08/03/24</p>
<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 3 July 2024</p>	<p>13:00 – 15:00</p>	<p>North Ridge Academy</p>

CHAIR	SIGNATURE	DATE