



North Ridge Academy Council Meeting Wednesday 3 July 2024 at 13:00 North Ridge Academy

Those Present:	Role:	Initials
Lisa Suter	Executive Regional Director / Chair	Chair
Claire Garbutt	Governor	CG
Sue Kenny	Staff (Support) Governor	SK
Sam Lee	Staff (Teaching) Governor	SL
Sam MacDonald	Headteacher	SMcD
Jim Phillips	Parent Governor	JP
Also Present:		
Jade Soler Alcaraz	Observer (Deputy Headteacher / Deputy Designated Safeguarding Lead)	JSA
Renata Robins	Governance Clerk	Clerk
Apologies:		
Olivia Bennett	Community Governor	OB
Paula Williams	Nexus Executive Regional Director	Chair
Sacha Schofield	Nexus Executive Regional Director	SS

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive apologies for absence</p> <p>Apologies received from SS and PW.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies accepted from SS and PW.</p>	
2. OUTSTANDING ACHIEVEMENT AWARDS	
<p>2.1. Presentation to staff nominee(s)</p> <p>This term's nominee was Sherry Keenan (Medical and Moving/Handling Lead). Sherry attended the Academy Council meeting to accept her award and was congratulated by the Council members. Sherry was nominated by her co-workers for always helping everybody and being very approachable. She had been invaluable in helping new staff settle in.</p> <p>Action: SMcD confirmed that he would be sharing this news with staff.</p>	<p>Action: SMcD 07/07/24</p>
3. ITEMS OF URGENT BUSINESS	
<p>3.1. Chair to determine any items of urgent business to be considered</p> <p>Item noted below.</p>	
<p>3.2. Confirmation of new Community Governor – Olivia Bennett</p> <p>Olivia Bennett was confirmed as a Community Governor of North Ridge Academy Council for a four-year period from 3 July 2024.</p> <p>Action: Clerking Services to facilitate GIAS updates and DBS checks as appropriate.</p>	<p>Action: Clerking Services 04/07/24</p>
4. DECLARATION OF INTERESTS	
<p>4.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda.</p> <p>None.</p>	
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 6 March 2024 were approved as a true record.</p>	
<p>5.2. Review of Action Tracker:</p> <p>6.1. Headteacher Report – Quality of Education – ‘Train a Trainer’ video - SMcD shared an Attention to Autism video (Stages 1 and 2) with academy members. Colin Atkins (primary class teacher) had agreed to SMcD sharing this with governors. SMcD stressed that for children who struggle with maintaining engagement, repetition and building anticipation was crucial. Colin had successfully implemented this approach with his previous class, leading to highly positive outcomes. Consequently, all teachers had</p>	

<p>been trained in this method, as it could benefit both younger and older students. For children who might not seem age-appropriate for this method, there were alternative strategies.</p> <p>SMcD noted that other team members had added new layers to this approach, aligning with the school's teaching model: "I do, we do, you do." This model involved explicitly modelling a task for the children, allowing them to engage alongside the teacher, and then letting them explore independently. North Ridge had also built a robust resource bank for next year, so this approach would be integrated into lessons starting in September.</p> <p>SMcD explained that there were four stages to complete, and Colin would excel in delivering this. He could take the next step and present this approach to families and parents as well; and Colin could become a 'Train a Trainer' which would be an added benefit to the Nexus Trust.</p> <p>CG asked if Colin would be able to deliver this now to other people or would he have to be trained as a Train the Trainer?</p> <p>SMcD responded that to be certified, he would have to obtain a professional CPD qualification, but he could still deliver this. SMcD did comment that there were Attention to Autism trained people within the Trust, especially from schools in Rotherham.</p> <p>6.1. Headteacher Report – Behaviour & Attitudes – possible re-establishment of a Facebook page –</p> <p>SMcD updated the governors that PW had informed him that the school would be able to go back to having a Facebook page. The intention was to close down the Twitter account at the end of the summer term and set up a Facebook page thereafter.</p> <p>6.5. Cabinet Member & MPs' Feedback from Pupil Parliament –</p> <p>SMcD reported that, due to staff absence, this item would be deferred to the Autumn meeting for some 'get to know sessions'.</p> <p>All other 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>	
<p>6. ITEMS TO BE CONSIDERED</p>	
<p>6.1. Headteacher Report</p> <p>Report received and discussed.</p> <p><u>2.1 Leadership & Management</u></p> <p>SMcD informed the governors that there was an error on page 3, in 2.1. Instead of 156 it should read 157 children joining North Ridge in September.</p> <p>SMcD reiterated to the governors that school leaders had updated the SEF to reflect "good" judgements in all areas. This was confirmed by two Trust EAPs who conducted Health Checks in Science and Personal Development.</p>	

SMcD felt it worth highlighting that since the new school playground - phase 2 had been completed and in use, it has had a very positive impact as no behaviour incidents had been reported. SMcD was hoping to hold an opening ceremony in the new academic year to which parents would be invited to. The aim now would be to replicate that in the phase 1 playground.

CG referred to staff CPD and TAs and time and asked if it was the getting together for the CPD or was it the time that was the problem? If the time was flexible, would that be better?

SMcD stated that the school had explored an early finish on a Monday but this was not seen as a viable option.

CG asked if it was general TA understanding of teaching and learning?

To improve the depth of the teaching, SMcD stated that the school needed to replicate successful methods across all classes. Most of the staff were now adept at these techniques, especially with the shift from Rosenshine to a teaching cycle approach. However, implementing these strategies effectively, and ensuring proper scaffolding and assessment, was very challenging with just one hour per week.

Financial constraints prevent the school from extending contracted hours to two per week, which would be ideal. Even adding just 30 minutes a week, though beneficial, would significantly strain the budget.

A discussion ensued around how to offer CPD and develop knowledge of classroom teaching to TAs, bank staff other assistants

2.1 Quality of Education

JSA introduced this part of the report and confirmed that quality of education had risen from insecure good to secure good and took governors through the report, reinforcing the rationale behind the 'I do, we do, you do'.

CG raised a question regarding the data, asking how the Trust's new moderation model would work for the school in the coming year?

SMcD confirmed that the model did align with the school's practices. North Ridge leaders then discussed the implications of the Trust's growth, emphasising the need for internal assessments to be consistent with the external moderation framework, as they worked within the same framework for both assessment and moderation. It was apparent where North Ridge's students were positioned within this framework.

CG stated that thinking around the data, asked where, in terms of next year, would the Trust's new moderation model work for the school?

SMcD stated that it did align. North Ridge leaders had a discussion about how that looked as the Trust grows on the need to have your own in school if you are moderating against a framework that everybody is and whether that should be what the school assess against, because that's if you're moderating against that, obviously you need to be assessing in that as well. It was very clear where North Ridge's young people sat in that grid.

3.0 Behaviour and Attitudes

SMcD stated that the intervention team were no longer external to classes but now in classes through drive of need. Most classes managed their complex behaviours very well

and only radio when needed. Most children were very happy in school and felt safe, evidenced by the Feeling Safe Survey recently conducted.

SMcD stated that the Behaviour outcomes were about maintaining and sharing best practice. SMcD also pointed out that he felt that there was a need for more specialist support services in the Trust when it came to challenging behaviour as it was becoming very difficult to manage.

CG asked about Team Teach and whether SMcD's view that North Ridge would deliver training at the school, or would staff go out to other schools or would it be delivered at a central location?

SMcD stated that North Ridge would be delivering inhouse training but was very mindful that North Ridge staff had already been asked a lot to go and co-facilitate which impacted on the staff left in school.

Under 3.2, SMcD highlighted to governors that the school was now suspending much more regularly and has had one permanent exclusion upheld. All those children in the table were out to consult for independent provision but not one of the independent provisions were saying that they could meet need. School was working with the LA (Local Authority) over provision with the Trust. SMcD had been asked to cost for bespoke packages which may potentially result in an additional build on the school site to keep these children and the rest of the school community safe.

SMcD stated that North Ridge was a school for children with severe disabilities. The school's primary skill set was in adapting a curriculum for children with severe needs. Autism was not North Ridge's specialism. However, the young people that were coming through have a primary need of autism first, so North Ridge were having to become up-skilled in that.

Under 3.3 SMcD touched on attendance which he stated was usually really strong. North Ridge generally did not dip below 90% and when this did happen, it was usually due to colds and flu type sickness bugs. One student was home educated with a home-study package delivered by a teacher in school he knew and his attendance had risen dramatically.

4.0 Personal Development

The Pupil Parliament had made a significant impact on the school this year, with students leading the initiative to improve the playground. SMcD informed governors that the Eco Council had been awarded the Distinction level, and this achievement would be communicated throughout the school to ensure everyone was aware. SMcD also extended special thanks to the expedition and residential leaders, SK and SL, who exemplify the values of North Ridge.

5.0 Community Voice Report

SMcD referred governors to the Community Voice Report which highlighted that the vast majority of parents were very positive and happy with their young people attending North Ridge. There had been a huge push on upskilling parents and was very positively received. Also the EHCP annual review process was a huge success. Shout out was given by SMcD to Amy in the office who oversaw the EHCP process.

The Chair and governors thanked SMcD for a very comprehensive report and supporting documents.	
6.1.1 School SIP Report received.	
6.1.2. School SEF Report received.	
6.2. School Dashboard Summary Report received.	
6.3. Budget Report Report received.	
6.4. Next Year's Budget and Staffing Structure Report received as part of the Headteacher's report.	
6.5. Cabinet Member & MPs' Feedback from Pupil Parliament SMcD referred to the minutes of the Pupil Parliament and stated he would email out again. Action: SMcD undertook to reissue the minutes from the most recent Pupil Parliament meeting to governors.	Action: SMcD 03/07/24
6.6. Skills Audit Feedback The document was circulated in advance and was self-explanatory. The Chair noted that it was created to facilitate shared learning through Governor Hub, including web links to relevant training. In September, the Governor Hub portal would expand its resources and training opportunities. Governors were encouraged to visit the portal and engage in self-directed learning to improve skills in areas identified during the audit.	
7. TRUST MATTERS	
7.1. Trust Verbal Update of Key Issues <ul style="list-style-type: none"> • The formal opening of Enterprise Works to take place on Monday, 15 July, with dignitaries in attendance to mark the occasion. • The Chair reminded governors that in the autumn term there was an informal governor meeting where the Headteacher shared the SIP and the SEF. Since this fell outside the regular meeting schedule, the Chair encouraged governors to consider when they would like to meet. Action: SMcD took to reach out to governors and arrange a date in the autumn term to meet before the next meeting.	Action: SMcD 04/12/24
7.2. Register of Interests – Annual Review	

Guidance notes were circulated in advance to help governors make their declarations of interest and other confirmations online via Governor Hub. The Clerk demonstrated to the governors how quick and easy it was to complete this process.	
8. ANY OTHER URGENT BUSINESS	
8.1. To consider any other urgent business agreed by the Chair None raised.	
9. CONFIDENTIALITY & RISK	
9.1. To consider the confidentiality of any items discussed during the meeting None.	

10. DATES OF NEXT MEETING	
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Wednesday 4 December 2024	13:00 – 15:00	North Ridge Academy
Wednesday 12 March 2025	13:00 – 15:00	North Ridge Academy
Wednesday 2 July 2025	13:00 – 15:00	North Ridge Academy

Minutes approved.

CHAIR	SIGNATURE	DATE