



North Ridge Academy Council Meeting Wednesday 16th November 2022 at 13:00 North Ridge Academy

Those Present:		
Lisa Suter	Executive Headteacher	LS
Sam MacDonald	Head of School	SM
Rachel Potts	Chair	RP
Claire Garbutt	Appointed Governor	CG
Jacky Tattershall	Nexus MAT Assistant CEO/Officer in Attendance	JT
Sacha Schofield	Nexus MAT Executive Regional Director	SS
Sue Kenny	Staff (Support) Governor	SK
Sam Lee	Staff Governor	SL
Also Present:		
Paula Williams	Nexus MAT Executive Regional Director (observer)	PW
Tracie Lockwood	Governance Clerk	Clerk
Apologies:		
Jim Phillips	Parent Governor	JP
No Apologies:		

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence Apologies were received for JP	
1.2. To accept apologies for absence Apologies were accepted for JP	
1.3 Confirmation of Vice Chair Post meeting addition to the minutes: RP was confirmed as Vice Chair via emails from the CEO and LS on 23.11.22	
2. OUTSTANDING ACHIEVEMENT AWARDS	
2.1. Presentation to Staff Nominee(s) LS confirmed that this item will not be presented at the Autumn and Spring Meetings, as awards will presented to staff at the end of the year. Action: Clerk to amend the amend the future agendas to reflect this	Clerk Completed
3. ITEMS OF URGENT BUSINESS	
3.1. Chair to determine any items of urgent business to be considered. RP announced that she will be handing over the role of Chair to SS – effective from the next meeting on 8 th March 2023. 3.2. RP confirmed that SL has been confirmed and accepted as a new staff governor.	
4. DECLARATION OF INTERESTS	
4.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda There were no declarations received.	
5. NORTH RIDGE SCHOOL LOCAL GOVERNING BODY MINUTES	
5.1. To approve the minutes of the following meeting: The minutes of the meeting held 6 th July 2022 were approved as a true record with no amendments.	
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 LS stated that this report was completed as joint effort.	

SS asked for more information on buses/transport and the subsequent concerns with pupils not getting to school:

LS stated that this is controlled by the local authority and unfortunately sits outside of the school's remit. There are two associated issues:

1. The Bridge: Pupils are picked up from home by LA transport, brought to school and the school then takes them to The Bridge. We are advocating that the young people are brought straight to The Bridge, but the Local Authority can only bring children to their 'home school' and not to an alternative provision.
2. When the driver escort becomes unwell at very short notice, we are unable to get the young people into school. Not all parents are in a position to bring their children to school and taxis have also sometimes been used – although this is not a sustainable, long term option.

This issue will be raised in the next scheduled attendance meeting (23.11.22). LS stated that she has requested that transport issues are recorded appropriately and separately within SIMS (currently being marked as a 'c') in order to evidence the hard data and also identify when it is specifically a transport issue.

PW commented that we need to look at how big a problem this is. PW is currently undertaking work regarding attendance within Nexus schools, so it would be useful to assess the breakdown of data behind the headline figures. In particular when transport arrangements fail, resulting in children being unable to attend school. The Trust will then be in a position to address this directly with the local authority.

SM explained that it had recently cost a parent £100.00 to get their child into school for 2 days. Parents are unable to financially support this.

LS & SM both shared their joint frustrations with the delays in recruitment. As a short-term measure, existing staff have been utilised for relief escorting (which has time and financial implications for the school). This has resulted in 12 additional children being able to attend school. The school's Transport Manager is constantly reminding the local authority that this is their responsibility and that the school requires significant support from them.

LS stated that Joel Hardwick has previously provided the costs to the local authority, but they have chosen not to engage with this.

SM commented that this has been a significant issue since the beginning of the new school year and it's affecting the relationships between the school and some parents.

SS thanked LS & SM for sharing the information and providing the valuable context. PW stated that this needs to be escalated with Doncaster Council on a strategic level.

LS relayed that a number of scheduled meetings had been cancelled by Doncaster Council.

CG provided an update re: section 2.7 of the report. School visits have been undertaken and linked to the Ofsted Inspection Framework. The focus this term is curriculum.

The initial visit (half day) was really positive and resulted in 'top level' conversations with senior leaders. CG returned again today and met with subject leaders. Two confident leaders modelled the process, which was impactful for all involved. CG worked with four leaders in total and also provided coaching in subject leadership. The key feedback is that the strand running from senior leadership to middle leadership and the classroom is really positive. This also supports the school's self-evaluation judgements. CG is looking forward to completing this work.

RP asked how the four subject leaders felt about the process?

LS relayed the conversation about how the process is to prepare the teachers for questions and it's also about how we all work as a team.

SM stated that Jade (Soler-Alcaraz) as the subject lead, has observed the process via CG and then transferred this to the others in a collective effort.

RP asked for clarification on role of Phase Leaders (section 2.3 of the report) and are they equivalent to subject leaders?

SM confirmed they were different and explained the school's hierarchy and associated roles. SM further explained that this hierarchy has streamlined the communication through the school.

RP questioned how the recently received coaching will this be implemented?

LS responded that it will develop the leadership team (styles/behaviours), which will then filter down through the school.

JT enquired about Harmony House. Conversations last year focused on purpose and function.

LS provided initial context to explain that due to the building being unoccupied, the fencing had been vandalised. Palisade fencing will therefore be erected. A recent site meeting was productive with new ideas being presented. LS confirmed that another meeting is planned next Tuesday (22.11.22) following a meeting to discuss SEND/out of authority provision with the local authority. It's their building (but maintained by the school) and they have shown an interest. The school are intending to renew the lease, but it needs to be in a good state of repair as it's an asset and a key resource.

SM commented that due to a rapidly changing cohort, it was becoming less appropriate and accessible for learning and independence. There were also restrictions on the lease. Possible update on this at the next meeting.

CG asked about 2.17 of the report. The Phonics Lead is due to start maternity leave, so this is a risk to mitigate.

SM responded that Dawn Heneghan (Outreach and Interventions Lead) is a phonics specialist and will be covering the post. The transition and hand over process has already started and Dawn will be covering the subject leadership aspect.

PW requested more information on 4.6 re: Children on roll but not attending school (reporting as 2).

<p>SM confirmed that the first child is Post 16. He was kept on roll under local authority, but NR is not the correct placement to meet his needs. Currently awaiting confirmation that he will be coming off roll.</p> <p>The second child is currently receiving two full days of home tuition with an aim to transition him back into school. However, due to a number of difficulties, Elective Home Education is currently being discussed with parent, although school are working hard to keep the child in school.</p>	
<p>6.1.1 SIP</p> <p>LS stated that this will be RAG rated each half term with a termly commentary. The intention is to make SIP reporting more succinct.</p> <p>SM shared that it has helped with the implementation across the wider school. CG agreed that it is clearer.</p> <p>RP asked about CPD.</p> <p>SM stated that CPD is always SIP focussed. Currently adopting a 'team around a teacher approach'. considering in house/internal options to mitigate costs. Also looking to implement focus groups.</p> <p>LS reiterated issues with staff recruitment. The preference is for staff to have achieved/attained a GCSE Grade C/level 4. The school has previously used funding to support staff to work through an NVQ programme. Whilst maintaining high standards, new job descriptions could possibly be adjusted and any new support staff would be supported to attain the required entry level qualifications. This process is currently being trialled.</p> <p>In response to SS's question, LS & SM confirmed the school are looking at equivalent functional skills for GCSE's.</p> <p>CG suggested talking to Jo and Lana following recent conversations on apprenticeships. LS is keen to not only recruit staff, but retain staff.</p> <p>RP queried why some comments are highlighted in red.</p> <p>LS responded that QA is still outstanding, but matters are ongoing and will be addressed.</p> <p>PW suggested possibly highlighting relevant data in blue to annotate if it's yet to be started or is ongoing?</p>	
<p>6.1.2 SEF</p> <p>JT commented positively on the format of the report, but requested that only the applicable grade is displayed at the top and to delete the rest.</p> <p>Action: The Self-Evaluation Form is to reflect the appropriate grade only</p> <p>RP commented on the positive work carried out with key messaging and wording within the SIP & SEF reports.</p> <p>LS stated that it's useful to be able to show and tell the full story – particularly when presenting to an Ofsted inspector</p>	<p style="text-align: right;">LS 08/03/23</p>

<p>SS agreed and seconded.</p>	
<p>6.2. Community Voice</p> <p>RP felt the document was very positive and energising.</p> <p>JT commented that parental engagement comes across really strongly. SM explained that the focus for this year is engaging in around us and home locations. We want to return to being an outward facing school.</p> <p>JT further commented that it was really heartening reading about the school's community response e.g. food banks, uniform centres.</p> <p>SS reiterated the importance of the story in respect of parents now actively engaging with the school.</p> <p>SM confirmed that 45 pupils have been to the cinema today, which was a sourced donation. £50.00 is budgeted per student from pupil premium, which will also support future subsidised trips when necessary.</p> <p>RP requested details on the Staff Workload Survey and the outcome of the meetings.</p> <p>SM responded that it was important for us to follow up and listen. We're constantly striving on being smarter in respect of workload.</p> <p>LS stated that wellbeing also needs to mean resilience, as there are some demands on teachers that cannot be removed. We invest in the staff and Westfield Health are able provide additional support options.</p> <p>PW noted that staff appreciate clear expectations e.g. what is expected/what is negotiable.</p> <p>CG commented that the assumption is that wellbeing equates to workload reduction, but it is also about the climate that we create– the ethos and environment of the school.</p> <p>SS commented on the effects on staff during Covid and afterwards, particularly as the pace has significantly increased since the start of the new academic year. LS is considering introducing an initiative to close the school earlier on certain nights of the week, encouraging staff to go home.</p>	
<p>6.3. Budget Report</p> <p>LS stated that careful planning this year will safeguard the school for upcoming harder times ahead. Looking at 'offsetting' to use finances wisely. The budget is tight but not detrimental.</p> <p>SS commented that the transport issues need to be key in this, as it's drawing finances away. LS to liaise with PW to progress the transport issue together. PW to be kept involved of the situation.</p>	

<p>Action LS to include PW in the transport email communications. LS is considering prudent timings for the heating and also using equipment/machines appropriately.</p> <p>MS is mindful that any changes do not adversely affect staff wellbeing or the quality of teaching. MS also stated the need to be smart with funding.</p> <p>SS asked about supply and is this being reviewed? MS confirmed that only agency staff are used and that these are funded posts.</p>	<p>LS ASAP</p>
<p>6.4. Teaching Staff Appraisal Outcome Report.</p> <p>Enhanced v Standard pay was to rectify an error from a previous year. JT identified five enhanced pay increases. LS confirmed that should only read as one. Five have progressed on the pay scale.</p>	
<p>7. TRUST MATTERS</p>	
<p>7.1. Trust Verbal Update of Key Issues</p> <p>PW confirmed that a meeting has been scheduled to discuss attendance and the associated figures.</p>	
<p>8. ANY OTHER URGENT BUSINESS</p>	
<p>8.1. To consider any other urgent business agreed by the Chair</p> <p>None.</p>	
<p>9. CONFIDENTIALITY & RISK</p>	
<p>9.1. To consider the confidentiality of any items discussed during the meeting</p> <p>That pupils cannot be identified.</p>	
<p>10. DATES OF NEXT MEETING</p>	

Wednesday 8 th March 2023	13:00 – 15:00	North Ridge
Wednesday 5 th July 2023	13:00 – 15:00	North Ridge

Minutes approved

CHAIR	SIGNATURE	DATE