



**North Ridge Academy Council Meeting
Wednesday 03 December 2025 at 13:00
North Ridge Academy**

Those Present:	Role:	Initials
Rebecca Allard	Executive Assurance Partner / Chair	RA
Jim Phillips	Parent Governor	JP
Also Present:		
Jade Soler Alcaraz	Head of School	JSA
Lisa Suter	Regional Director	LS
Apologies:		
Claire Garbutt	Governor / Vice Chair	CG

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive apologies for absence</p> <p>Apologies were received from CG.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted for CG.</p>	
2. BEST WE CAN BE AWARD (OUTSTANDING ACHIEVEMENT AWARDS)	
<p>2.1. Presentation to staff nominee(s)</p> <p>JSA provided a verbal update: 35 staff votes received (out of approx. 90 staff). Two staff members received four votes each and were awarded this term's 'Best You Can Be' award. Feedback themes included professionalism, collegiality, and support for pupils and staff. Action: JSA to encourage greater staff engagement in voting for next term.</p>	<p>Action: JSA 18/03/26</p>
3. ITEMS OF URGENT BUSINESS	
<p>3.1. Chair to determine any items of urgent business to be considered</p> <p>Discussion on how Academy Council members could increase visibility and involvement in school life. Suggestions included linking governors to specific areas, attending school events, and visiting the Bridge site. Action: JSA proposed a schedule of opportunities for governor visits and activities by January 2026.</p> <p>3.2 Confirmation of Resignation - Sue Kenny, Staff Governor</p> <p>The Academy Council confirmed the resignation of Sue Kenny.</p> <p>3.3 Confirmation of Appointment - Amanda Lund, Staff Governor (Support)</p> <p>The Academy Council unanimously agreed the appointment of new Support Staff Governor, Amanda Lund.</p> <p>3.4 Confirmation of Appointment - Christina Lee, Staff Governor (Teaching)</p> <p>The Academy Council unanimously agreed the appointment of new Staff Governor (Teaching), Christina Lee.</p>	<p>Action: JSA 18/03/26</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 02 July 2025 were approved as a true record with one amendment.</p>	
<p>5.2. Review of Action Tracker</p> <p>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><u>Leadership and Management</u></p> <ul style="list-style-type: none"> Executive Head now full-time at Hilltop; JSA acting as Head of School at North Ridge. Two new Assistant Heads appointed: Chris (Bridge site) and Chloe (curriculum lead). Impact: Strengthened leadership capacity and improved QA processes. Two new teachers appointed with strong mainstream experience; induction supported by CPD and sensory integration training. <p><u>Safeguarding</u></p> <ul style="list-style-type: none"> Annual safeguarding training completed for all staff. Strong audit outcome: Section 175 compliance confirmed. Safeguarding systems extended to Bridge site; regular visits by safeguarding lead. <p><u>Staff Well-being</u></p> <ul style="list-style-type: none"> Sound therapy sessions introduced; high staff engagement. SLT-led listening groups and Monday briefings for open dialogue. Well-being practitioners available for confidential support; positive feedback received. <p><u>Premises</u></p> <ul style="list-style-type: none"> Modular building completed at Bridge site; playground redesign approved following pupil voice consultation. Installation scheduled; funded from previous year's budget. <p><u>Attendance</u></p>	

<ul style="list-style-type: none"> • Current attendance: 92.6% (above national average for special schools). • Strategies include proactive parental engagement and flexible reintegration approaches. • Success story: Sixth-form pupil transitioned from part-time to full-time attendance after two years. <p><u>Behaviour</u></p> <ul style="list-style-type: none"> • Incidents recorded via Solar system; weekly moderation ensures consistency. • All staff scheduled for Team Teach Level 1 training in January. • No exclusions recorded this term. • Curriculum and Quality of Education • Grid 3 software implemented; significant impact on pupil voice and independence. • Parent workshop planned for early 2026 to support home use of Grid 3. • Curriculum streamlined for independence and online safety; QA activities ongoing. • Learning walks identified need for clearer learning cycle prompts; immediate actions taken. 	
<p>6.1.1. School SIP</p> <p>It was reported that the SIP has been updated on the Perspective platform, with training scheduled to ensure alignment with the new Ofsted framework.</p>	
<p>6.1.2. School SEF</p> <p>This was circulated for information.</p>	
<p>6.2. Draft School Dashboard Summary</p> <p>This was circulated for information.</p>	
<p>6.3. Budget Report</p> <p>It was reported that the budget is broadly on track, with a noted variance in repairs and maintenance costs due to work on the modular building and boiler repairs.</p>	
<p>6.4. Teaching Staff Appraisal Outcome Report</p> <p>JSA provided an update on the teaching appraisal outcomes. All appraisals have been completed, and UPS applications remain voluntary.</p>	
<p>7. TRUST MATTERS</p>	
<p>7.1. Trust Verbal Update of Key Issues</p> <p>RA explained that merger discussions are ongoing, with Severn Hills School expected to join the Nexus Trust in early 2026.</p>	
<p>8. ANY OTHER URGENT BUSINESS</p>	

<p>8.1. To consider any other urgent business agreed by the Chair</p> <p>Governors are encouraged to increase engagement with the school through visits and participation in school activities.</p> <p>There is a potential venue change for the July meeting, which may be held at the Bridge site.</p> <p>Action: RA to confirm venue change with Clerking Services.</p>	<p>Action: RA 18/03/26</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>	
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<p>Wednesday 18 March 2026</p>	<p>13:00 – 15:00</p>	<p>North Ridge Academy</p>
<p>Wednesday 1 July 2026</p>	<p>13:00 – 15:00</p>	<p>North Ridge Academy</p>

CHAIR	SIGNATURE	DATE