



Making our best our standard



## Wolsanton High School Academy Council Minutes of meeting held on 12<sup>th</sup> November 2015

Agenda item	Action	When/by whom
1. Members present/apologies:	Mr A Aston, Dr H Chapman, Mr M Street, Mrs H Jackson, Mrs M Jones, Mrs E Postlethwaite, Mr A. Price, Mrs C. Thomas, Mrs R. Wright, Mr J. Kane (SET representative) Guests: Mrs M. Hobson, Mr C. Lakin, Mrs A. Harvey. Apologies were received and accepted by the Council from Dr K. Jones.	
2. Academy Council Matters <ul style="list-style-type: none"> <li>• Membership</li> <li>• Confidentiality</li> <li>• Register of business interests</li> <li>• Declaration of pecuniary interest</li> <li>• Scheme of Delegation</li> <li>• Dates of future</li> </ul>	<p>The Council agreed that guests to this meeting would have participation rights but not voting rights. There had been an extra-ordinary meeting of the Council held in September and there are currently 2 vacancies on the Council. Taking into account the completed Skills Matrix the Chair and Head will investigate the potential of recruiting members with experience in finance and business.</p> <p>Council members were reminded of their code of conduct and that matters relating to the meeting were confidential to it. Members were issued with a Guidance Paper produced by ASCL relating to Social Networking and Social Media and it was agreed that this be an agenda item for discussion at the next Academy Council meeting.</p> <p>None registered</p> <p>Mr M Street declared that he provides pest control advice to Entrust and Walton Hall Academy. The Head asked to speak to Mr Street concerning pigeons on school site at the end of the meeting Copies of this had been circulated to Council Members prior to the meeting. A member of the Shaw Trust Executive is entitled to attend all Academy Council Meetings and with this addition the Scheme was accepted “nem con”. These had previously been circulated. The next meeting of the Resources Committee will need to be brought forward from 10/2/16 to 3/2/16 due to a clash with a parents’ evening. Members of the Council were reminded of the fact that committee days had been rotated to avoid clashes with other commitments.</p> <p>The dates were accepted “nem con”.</p>	<p>Clerk to the Council/ Chair/Head</p> <p>Head/ Mr Street</p> <p>Clerk/Head</p> <p>Clerk</p>

meetings for the Council and committees		
3. Review of committees and nominated/link council members	<p>The Resources Committee is: The Head, Dr Chapman; Mrs Jones; Mr Price; Mr Street.</p> <p>The Education and Standards Committee is: The Head; Dr Chapman, Mrs Thomas, Mrs Wright, Mrs Jackson, Mr Street and Mrs Postlethwaite.</p> <p>Nominated Council Members are: Safeguarding/Prevent: Mrs Postlethwaite SEND/LAC: Dr Jones Pupil Premium: Mrs Thomas (please note that Mrs Thomas has requested support with this) All these appointments are made on an annual basis.</p>	<p>Clerk/Head/Chair</p> <p>Mrs Hobson/Mrs Thomas</p>
<p>4. Reports:</p> <ul style="list-style-type: none"> <li>• Chair's actions</li> <li>• Education and Standards</li> <li>• Resources</li> <li>• Nominated/link members</li> </ul>	<p>There are no actions to report. Council members acknowledged that they do receive "notes" from the meetings held between the Chair and Head.</p> <p>Minutes from this meeting had been circulated and the Council were informed that there had also been another meeting to look at the summer examination results from Wolstanton High School prior to it becoming an academy.</p> <p>Verbatim notes had been circulated and the minutes of the meeting will be taken to its next meeting for signing.</p> <p>The Council's attention was drawn to the fact that there will be a Budget Deficit over the next several years. This is concerning for the Academy and the Council. Following much discussion and debate it was agreed that there will need to be careful planning of consequences to address the shortfall and that this will be monitored through the Resources Committee.</p> <p>Council members were assured that the school is 6% better off financially with the Academy than they would have been if remaining with the authority.</p> <p>Both reports from the committees were accepted by the Council.</p> <p>There were no reports to this meeting</p>	<p>Clerk/Mrs Harvey</p>
5. Headteacher's report	<p>The Headteacher's report is normally addressed through the School SEF and the School SIP.</p> <p>As the School has recently converted to Academy status the Shaw Education Trust has carried out a Baseline Assessment as to where the School is at the current time. This Baseline Assessment will, consequently, become the School SEF. This document had previously been circulated to Council Members.</p> <p>Prior to explaining the Baseline Assessment the Head told council Members that he had taken the decision to retire at the end of the autumn term and that a new Headteacher had been appointed by the Shaw Education Trust.</p> <p>The Shaw Education Trust have recruited Ms Jo Morgan as Chief Executive. She will take up her</p>	

post from 1/12/15 and will be based in The Lodge. The schools currently in the Shaw Education Trust are relatively local and this means she will have a base within easy reach of them all. The new Head is Ms Tessa Thomas, currently Head of an 11-18 school in Bristol and she will take up her post from 1/1/16.

The Head felt it was important to explain this background so that a more informed discussion could take place with regard to the Baseline Assessment and the resulting action plan which will serve as the School SIP.

Mr Kane explained the purpose of the assessment. Both the hypothesis and the action points had been previously circulated to members.

The hypothesis had been shared with school staff on their recent INSET day (2/11/15) and this had been a hugely positive day. The feeling of the Trust is that the staff will be that they want the next Ofsted judgement to be at least Good.

The Baseline Assessment had been unannounced in the hope that this would give a true picture of where the School is currently.

It was clear that some restructuring within school would be necessary in order to move it forward. When questioned by a member of the council the Head explained that twilight time will be used before the end of this term to explore more effective use of line management and data input and that dates for these will be issued to staff.

The Chair feels that the action plan clearly sets out what is required.

A council member was concerned about the size of the problem and challenged the Head with regard to this and how SLT staff will be able to manage this on top of their existing workload. Questions were also asked about the support that the Trust would be putting in place.

Council members were assured by the Head, Mr Kane and the Chair that radical change is not required. Mr Kane explained that there is growing confidence from staff that they will be involved, especially at Middle Management level.

Teaching and learning needs to be moved forward with Middle Leaders being more accountable. It was reported to Council Members that this has already started with regular visits to lessons; revisits where necessary; scrutiny of marking; support for staff who need it and improving student attitudes to learning across the school.

Mr Kane explained that there was a lot of good practice across the school but it needs to be shared better and implemented and that both the inspection team and the Trust acknowledged the potential of the School.

When challenged about the mini school system, the Head shared his thoughts about its successes and areas that could be improved. Mr Kane explained that much of the work for the action plan had been in the process of being looked at prior to the inspection and that the SLT had been fully involved in the drawing up of the plan.

When challenged by a member of the council on the time line for these changes it was explained that this would be done with the new Head.

The over-riding fact is that there needs to be an impact on pupil outcomes for July and the Shaw

	Education Trust will work closely with the new Head to make sure this is achieved.	
6. School term and INSET dates	These had previously been circulated to council members and were accepted.	
7. Safeguarding/Prevent	A member of the SLT has attended external training around Prevent and is also booked to do further training. Members of the school staff have received Prevent training. If any staff were absent for the training arrangements have been made for them to attend this training elsewhere. The school now has software in place to monitor students and staff. Issues that have arisen have been linked to coursework requests and the school is working on the filtering systems in place. No causes for concern have been raised.	
8. HR <ul style="list-style-type: none"> <li>• NQTs</li> <li>• HR advice</li> </ul>	There is currently 1 NQT member of staff in school. Training is in place as part of the Teaching School programme Council Members were informed that the school is now using INSIGHT for HR advice. This is a private company but using staff who have had previous associations with the school.	
9. Policies and procedures	Council members were informed that some policies will be brought to the next meeting of the Council as they need to be approved by the Trust Board in the first instance. The Safeguarding/Prevent Policy was taken to the Resources committee and approved by them. This policy will be circulated to Council Members prior to the next meeting for their adoption.	Mrs Harvey
10. Information items <ul style="list-style-type: none"> <li>• Service children</li> <li>• School website</li> <li>• SEN &amp; Pupil premium</li> <li>• Assessment</li> </ul>	Staffordshire expect an increase in numbers Council member details and register of interests need to be on the website and up to date. Members will be requested to do this. Information relating to pupil premium is on the website and has been scrutinised by the Resources committee. Council members have been updated on this through minutes of the Education and Standards committee.	Mrs Harvey
11. Any other business	As this is the last meeting of the Council which the Head will attend he thanked members for their work and support of him and the school over the past several years. He will be informing parents and the local community of his retirement in the near future. On behalf of the Council, the Chair thanked the Head for all his work and long service to the school and indicated that Council members will be meeting with him again prior to his retirement date. There being no other business the meeting closed at 7.45pm	

**Please note that the date of the next Academy Council meeting is: Thursday 3<sup>rd</sup> March 2016 at 6pm**

Approved and signed by the Chair:

Dr H. Chapman: \_\_\_\_\_

Date \_\_\_\_\_