

Academy Council Meeting
Tuesday 4th October 2022 – 16:00

AC Members		Attended	Apologies
Diane Owen (DO)	Sponsor 1 (Chair)	✓	
Gary Pine (GP)	Sponsor 2	✓	
Sonia Tibbatts (ST)	Sponsor 3	✓	
Vacancy	Sponsor 4		
Liz Gregory (LG)	Sponsor 5	✓	
Adele Rice (AR)	Student Advocate	✓	
Sonny Richards (SR)	LA Representative		✓
Katherine Ogden (KO)	Principal	✓	
Wayne Baker (WB)	Parent Councillor	✓	
Deda Odutola (DO)	Parent Councillor	✓	
Sabrina Marie-Anais (SM)	Staff Councillor (Primary)	✓	
Lucy Jacobson (LJ)	Staff Councillor (Secondary)	✓	
Dan Nicholls (DN)	Executive Principal	✓	
Charlotte Seavill (CS)	Clerk	✓	
Invited attendees			
Emma Watts (EW)	Head of Middle School	✓	
Andy Marshall Ohern (AM)	Head of Upper School	✓	
Susie Weaver (SW)	Executive Principal	✓	
Jon Jones (JJ)	CLF Senior Principal	✓	

1.	Introduction, Administration & Apologies	Action
1.1	DO welcomed everyone to the meeting and introductions were made. It was noted that this was an additional meeting as it had been felt that the first scheduled AC meeting (November 9 th) was too long after the start of the academic year. The focus of this meeting, following a training session, would be on feedback from the Academy Review Visit which had taken place that day, review of the AIP and next steps in order to ensure robust governance.	
2.	Declarations of Interest	
2.1	None to declare	
3.	Ofsted training for Governors with Jon Jones	
	<p>JJ gave a presentation (slides available in Teams) around Ofsted Inspections generally, what to expect and the role of governors during an inspection. Councillors discussed some new Ofsted language and the key questions and foci for a visit and the DfE Guidance for Governance. Councillors discussed their delegated responsibility, as well as the areas of responsibility held by the Executive Team and or CLF Board.</p> <p>Councillors discussed the various methods and processes in place to ensure they can hold the academy to account, and reflected the effectiveness of these mechanisms at KOA and how they each play a key role. Councillors carried out activities together to discuss key areas of governance, ensuring knowledge & documentation is up to date and everyone is using the right version.</p>	
3.1	<u>ACTION: KO to bring breakdown of PEX and Complaints to the next meeting for analysis of trends.</u>	KO
3.2	<u>ACTION: DO to raise PEX training for Councillors at COAC</u>	DO
4	Academy Review Visit (ARV)	
4.1	<p>KO shared details of the ARV, the process, those involved and the initial feedback from the team. There was a focus on the AIP and SEF strands of literacy and numeracy and the School Improvement Team carried out learning walks and book looks to confirm that what leaders say is happening in lessons, is actually happening in lessons. DO had joined the team during the day. The ARV focused on culture at the academy also, which is noticeably different and more positive this term. DO noted that this was the first significant visit she had been able to make into classrooms since the start of the pandemic and spoke positively about the calm and purposeful atmosphere she had observed. Councillors discussed feedback about the appearance and purpose of books, oracy, the quantity of work being completed in some cases and the purposeful and respectful atmosphere around the academy. Councillors discussed the need to ensure older children especially, are working in the challenge zone and are pushing for higher outcomes, so staff are helping them to engage and develop their thinking skills. Where there are bright spots in the academy, best practice sharing is being done with other staff and departments. Councillors also discussed wider development opportunities such as FNN and subject networks.</p> <p>Although not directly included in the ARV, councillors also discussed attendance and the improvements necessary for both PP & non-PP groups.</p>	
4.2	<u>Will the outcomes of the ARV be updated in the AIP?</u>	
4.3	<u>ACTION: Yes, the AIP will be updated over the next week or so and can be brought to the next AC meeting for review.</u>	KO

4.4	ACTION: Councillors to speak to staff about how they are supporting good attendance and how they are ensuring students have everything they need to catch up following an absence, during their link visits.	ALL
4.5	What are the next steps following the ARV today?	
4.6	We will share key messages with staff and update the AIP and provide feedback to specific staff as needed. There will be an Academy Review Meeting in Term 2 where progress from this ARV will be reviewed. If we feel we need a further review of a specific area, such as attendance for example, then the Executive Team can arrange that.	
5	Academy Improvement Plan	
5.1	The academy gets a lot of support from the central teams, how is that managed and how are you able to measure the impact of the support and hold them to account?	
5.2	We have taken some time to ensure we get the right feedback from and to the right people. We plan the order of communications and speak to the School Improvement Lead weekly to ensure we understand the priorities and have consistent messaging from school improvement colleagues to KOA staff. In terms of accountability, the Director of Education is accountable to the Trust Board and reports to them termly. The School Improvement Lead is held to account by the Director of Education and ensures that the team is having the desired impact in schools.	
6	Culture	
6.1	How do we action feedback from staff/parents/students?	
6.2	We collate regular feedback from various stakeholders, action appropriately and share outcomes.	
6.3	Councillors discussed the strength in attendance so far this year and how much it shows an improvement and buy in into the new culture expectations. The level of engagement in lessons and the behaviour statistics show that needs are being met in classrooms and students have a sense of belonging.	
6.4	What impact has the change in uniform had?	
6.5	It's been interesting how the change in uniform has helped to change habits. For example, compliance around the use of mobile phones has improved. We've had few difficult conversations around ties and shirts and skirts, so we can focus on more important things. There does seem to have been a positive impact on ethos and culture.	
6.6	How has the academy supported families financially with the new uniform?	
6.7	Any family who has contacted the academy about support for uniform costs, has been supported with any items they need, without question. As the term moves on, we will revert back to our usual policy of supporting families in receipt of PP first.	
6.8	How much are SLT visible and support the staff body in embedding the desired culture?	
6.9	Staff councillors discussed their experiences in different areas of the school and agreed that SLT are visible, especially during duty times. There have been changes to the physical spaces used this year and this has had a positive impact on behaviour.	
6.10	Councillors discussed staffing changes and recruitment at the academy.	
7	Planning for the year	

7.1	Councillors discussed the areas they would like to focus on this academic year through AC and committee meetings including: SEND strategy, English leadership, the literacy strategy, baseline assessment data, attendance, behaviour and culture, PP funding and how it is being spent, ECT support and culture.	
8	Policies	
8.1	<u>ACTION: Councillors discussed the policies shared in Teams to be noted and approved. All councillors to read and provide feedback to DO & CS by Tuesday 11th October.</u>	ALL

Meeting closed at 6pm

Approved

Date:

Diane Owen

Chair King's Oak Academy Council

