



Beech Academy Council Friday 7th July 2023 at 10.30 At Beech Academy

Those Present:		
Sacha Schofield	Executive Regional Director - Chair	SS
Neil Davies	Headteacher, Beech Academy	ND
Bev Cooper	Staff Governor – Non-teaching	BC
Kathryn Johnson	Staff Governor - Teaching	KJ
Lara De Celis	Parent Governor	LDC
Paula Williams	Executive Regional Director	PW
Susan Elliott	Community Governor	SE
Also Present:		
Vicky Hawksley	Governance Clerk	VH
Apologies:		
Jacky Tattershall	Assistant CEO – Quality Assurance	JT
Mandy Simmons-Achapero	Parent Governor	MS-A
No Apologies:		

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive apologies for absence</p> <p>Apologies were received from JT and MS-A.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted for JT and MS-A.</p>	
2. BEST WE CAN BE AWARDS	
<p>2.1 Presentation to staff nominee(s)</p> <p>Four members of staff, Georgia Baker, Mollie Baker, Natasha Ingleby and Torbin Morton, were presented with awards for their hard work across specific areas of the academy.</p> <p>SS thanked these staff on behalf of the entire Academy Council.</p>	
3. ITEMS OF URGENT BUSINESS	
<p>3.1. Chair to determine any items of urgent business to be considered Chair to determine any items of urgent business.</p> <p>None.</p> <p>3.2 Confirmation of new Community Governor – Sue Elliott</p> <p>Sue Elliott was confirmed as the new Community Governor for Beech Academy and was warmly welcomed onto the Academy Council.</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 to declare.</p>	
5. BEECH ACADEMY LOCAL GOVERNANCE MINUTES	
<p>5.1 Approval of the Transition Board meeting held on 27th April and 9th May 2023</p> <p>The minutes were approved.</p>	
<p>5.2 Review of Action Tracker</p> <p>Actions were reviewed and the action tracker updated.</p>	
<p>5.3 Matters arising from the Minutes</p> <p>MS-A will not be continuing as Parent Governor on the Academy Council. An advert is now in circulation to recruit a new Parent Governor.</p>	

6. ITEMS TO BE CONSIDERED	
<p>6.1 Headteacher Report</p> <p>Main points to note are:</p> <ul style="list-style-type: none"> • ND gave an update on the recent inspection at which the school had been awarded a Good grade. SLT are now looking at the school's priorities for the next academic year and will be looking to work towards Outstanding at the next inspection. ND acknowledged that work still needs to be done to consolidate the Good grade and actions are underway to achieve this. • Lots of work has been done this year on culture and ethos and we are in a strong position in terms of our values which are well embedded within the school. • ND is pleased with the progress made on the safeguarding culture. The school's practice has developed significantly, and we have a strong safeguarding team. • From next year, M Hartfield will take on the role of DSL from ND. This will involve a careful transition into this role to ensure this is managed properly and supported and supervised appropriately. • Leadership and Management – the academy is growing and planned places for next year are 91, although we expect actual numbers to be 105 or 106. ND explained that this growth in numbers will be incorporated into a new group and Westfield and rearrangement of groups to allow for the increased numbers. • From September 2024 there will be potential to add another post-16 group at Westfield. • The school will not require capital funding this year but is likely to require this for next year. Overall, the school buildings are in a good state of repair, but we may need to look at possibly extending the school in future. • Parent view – a parent view activity was carried out yesterday as part of our regular Parents' Evening and responses were positive overall. • Capital works – new boilers have been installed at Westfield and this has made a huge difference. A modular building is being installed over the summer on this site. This work is being done following a staff voice exercise in which staff felt that there was little space for them to work. This building will therefore be for staff only and a conference room will also be available in the same building. • New catering provision will be in place from September – we are moving to a new supplier – Relish – who are already being used by most schools within the Trust. • Sickness absence is very low at Beech and no concerns to raise. <p>Provision mapping – What provision mapping is required in school? ND explained that this relates to looking at specific children whose needs exceed what Beech is able to provide.</p> <p>Beech Academy T&L Playbook – when this has been developed, could a copy be shared with the AC? KJ showed the AC a sample of the work being done on this and further samples will be shared in due course.</p> <ul style="list-style-type: none"> • Quality of Education – lots of work being done on curriculum planning at KS3, 5-year Schemes of Learning, progression overviews etc. • The focus for this term has been around the Teaching for Excellence model. Part of this is the T&L Playbook which sets out techniques for teachers and other colleagues that are most effective in the classroom and offers suggestions as to how these might be used. 	<p style="text-align: right;">ND 08/12/23</p>

<ul style="list-style-type: none"> • Reading in the community – BC explained this initiative which started just before the pandemic. The school held a World Book Day for the wider community, to encourage parents, staff and children to read more. We restarted this initiative after the pandemic and our students have recently visited the care home close to the school to read to the residents. This was a very successful event and was beneficial to our students and to the care home residents. PW feels that it is important for the school to celebrate the way in which we are developing our young people through community events and enabling them to learn key life skills for the future. BC to report back on this initiative in due course. • Behaviour and attitudes – excellent progress has been made this year. Despite Beech being a special school with some pupils with SEMH needs, behaviour is generally very good and pupils are settled and calm. The CPOMS system will be used to incorporate behaviour reporting next year. • The pastoral provision has been developed further and is working well. • Attendance is positive this year in comparison to last year – attendance is 7% higher and is above national and regional figures. <p>Are there any students whose needs we feel we cannot meet? No. We do monitor our students closely and it was noted that the school’s figures for Persistent Absence (PA) are significantly better than other special and mainstream schools nationally.</p> <p>6.1.1 Appendix 1 – Updated SIP – for information. The SIP will be rewritten and shared with the AC early next year.</p> <p>6.1.2 Appendix 2 – School SEF – for information – this document will be updated and shared with governors early in the Autumn.</p>	<p style="text-align: center;">BC 08/12/23</p> <p style="text-align: center;">ND 08/12/23</p> <p style="text-align: center;">ND 08/12/23</p>
<p>6.2 Community Voice Report</p> <p>This report has already been circulated to members of the AC and is listed in the heads report also. No questions were raised.</p> <p>This report will no longer be a separate item on the agenda and will be included in the Headteacher’s report in future.</p>	
<p>6.3 Budget Report</p> <p>For information. SS explained the current situation relating to NEU strikes and the pay and review body which is recommending a pay increase of 6.5%. We are waiting for confirmation of whether this will be accepted or not. If it is 6.5% strike action will be averted with the caveat that the pay rise is part funded by the Government. The budget therefore includes 3% funding for the pay increase.</p> <p>Support staff unions have rejected their pay offer of £1925 per annum and there is still uncertainty as to what will happen on these issues. To this end, the Trust is forecasting a range of different scenarios and the budget is indicative at this stage with the possibility that this could change significantly in September.</p> <p>The school has been largely unaffected by strike action but if other unions agree to strike then this could have a bigger impact on the school. However, we are hoping for a resolution that will ensure the viability of schools into the future.</p>	

<p>SS explained that the school is forecasting a slight deficit for next year. Increasing numbers on roll at Beech could have a positive impact on the academy.</p> <p>Will there be an impact on staff if the pay award goes ahead? ND feels this would have a stabilising impact on staff if the award were agreed, particularly amongst support staff.</p> <p>Recruitment of staff continues to be a challenge, again, particularly within support staff roles.</p> <p>PW noted however, that Beech is a strong school in terms of staffing in comparison to other schools and against the external challenges being faced by most organisations.</p>	
<p>6.4 Next Year’s budget report and staffing structure.</p> <p>Copy circulated of structure on staffing – for information. ND explained the structure and the main points to note are:</p> <ul style="list-style-type: none"> • From next year we will have 12 classes (an increase from 11) and our model continues to be built on 10 pupils per class with 3 adults supporting – one teacher and 2 Learning Assistants. From September we expect to have the greatest capacity of staffing at Beech that we have ever had. • There is one vacancy in school now and plans are underway to fill this post. We have placed an open-ended advert on our website, and we also work with a recruitment agency with the option of temp. to permanent roles, so we avoid any release fees. We are aware of two colleagues from this agency who could be considered to fill this vacancy. • We will have two apprentices in school next year. 	
<p>7. TRUST MATTERS</p>	
<p>7.1 Trust Verbal Update of Key Issues</p> <p>SS explained that the Trust continues to expand. The Willows School will be joining the Trust from 1st September 2023, and we have been named as a sponsor for Holgate Meadows school in Sheffield which was judged as Inadequate at its last inspection. Bents Green School have also started a consultation process with a view to joining the Trust.</p> <p>The Central Trust team has increased in anticipation of this growth, and we are keen to ensure that the offer we give to new schools does not dilute the support we are able to give to our existing schools.</p> <p>PW reported that we have appointed two new Executive Assurance Partners with specialisms in Maths and SEMH.</p> <p>Bids have been placed for Alternative Provision (AP) and Free Schools and the outcomes should be known in November. We are also looking at working with mainstream primary and secondary schools.</p> <p>ND stated that joining Nexus has been transformational for Beech Academy and the school is very fortunate to have been given this opportunity.</p>	

7.2 – Register of Interests – Annual Review (verbal reminder) Governors were reminded to send their completed documents to Clerking Services by 14 th July.	
8. ANY OTHER URGENT BUSINESS	
8.1. To consider any other urgent business. None raised.	
9. CONFIDENTIALITY	
9.1 To consider the confidentiality of any items discussed during the meeting. None.	

10. DATES OF NEXT MEETING	
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Friday 8 th December 2023	10:30 – 12:00	Beech Academy Council
Friday 22 nd March 2024	10:30 – 12:00	Beech Academy Council
Friday 5 th July 2024	10:30 – 12:00	Beech Academy Council

Minutes approved

CHAIR	SIGNATURE	DATE