



Beech Academy Council
Friday 22 March 2024 at 10.30 am
Beech Academy, Fairholme Site, Fairholme Drive, Mansfield
NG19 6AH

Those Present:	Role	Initials
Neil Davies	Headteacher, Beech Academy	ND
Bev Cooper	Staff Governor – Non-teaching	BC
Kathryn Johnson	Staff Governor - Teaching	KJ
Lara De Celis	Parent Governor	LS
Sue Elliott	Community Governor	SE
Paula Williams	Executive Regional Director	PW
Sacha Schofield	Chair/Executive Regional Director	SS
Also Present:		
Rebecca Horne	Governance Clerk	RH
Apologies: None		

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence None.	
1.2. To accept apologies for absence None.	
1.3 Confirmation of Vice Chair Confirmation of the new Vice Chair took place. Kathryn Johnson, Staff Governor will become the new Vice Chair.	
2. BEST WE CAN BE AWARDS	
2.1 Presentation to staff nominee(s) Four members of staff EI, KS, SM, and TG were presented with their Best We can Be Awards. ND read out the nominations and all nominees were celebrated and congratulated accordingly.	
3. ITEMS OF URGENT BUSINESS	
3.1. Chair to determine any items of urgent business to be considered Chair to determine any items of urgent business None.	
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. BEECH ACADEMY LOCAL GOVERNANCE MINUTES	
5.1 Approval of the Academy Council meeting held on 8 th December 2023. The minutes from the last meeting were agreed as a true and accurate record.	
5.2 Review of Action Tracker Item 6.1 – How bullying is dealt with and what is the understanding. ND explained this is work still on-going and will still be kept on the Action Tracker. PW added to this by explaining the use of derogatory language will also fit in with this piece of work. ACTION – to be kept on the action tracker.	ND 05/07/24
5.3 Matters arising from the Minutes None raised.	
6. ITEMS TO BE CONSIDERED	

6.1 Headteacher Report

Leadership & Management

ND explained that pupil numbers are the highest they have ever been, with current numbers at 108.

On the Westfield Site they have gone from a provision of 10 pupils to now over 40 pupils.

ND has projected that the pupil figures at the School won't decrease below 108 by September 2024 and may potentially increase further. Currently, the planned places stand at 94. After the October census, this number will be adjusted to reflect the actual number of pupils attending the school at that time.

ND and PW have recently discussed the potential for growth, particularly in relation to planned places exceeding a 20% threshold. If planned places were to exceed this threshold, it would require approval from the Department for Education (DfE). This currently doesn't pose a problem for the school.

PW explained that Nexus, is in preliminary discussions with the Local Authority (LA) regarding the potential increase in pupil numbers at the school. Currently, managing the existing pupil numbers is deemed reasonable. However, if the LA expresses interest in increasing these numbers further, discussions will likely focus on the possibility of extending the school facilities to accommodate the additional students.

ND discussed the support he has been providing to Derrymount School, acknowledging that it has presented some challenges. However, he emphasised that these challenges have not had any negative effects on Beech Academy. As ND is currently not present in the building, KC has taken on the role of acting Head of Beech.

ND outlined the support he has received and the individuals involved in terms of leadership capacity, highlighting the impact this has had on Beech Academy. It appears that despite the challenges faced, efforts have been made to ensure that Beech Academy continues to function smoothly. Additionally, it was mentioned that more support will be made available at Derrymount for ND, and SSc expressed gratitude to ND for all his work.

ND reported during the meeting that plans have been developed for improving the outside spaces at both the Westfield Site and the Fairholme Site. These capital works projects will aim to enhance the outdoor environments of both school sites, potentially including areas such as playgrounds, sports facilities, landscaping, or recreational spaces. ND distributed the plans to all members present for their review.

Quality of Education

ND has received positive feedback from Nexus through three Support and Challenge visits. These visits are aimed at assessing various aspects of the school's operations and practices.

During the Autumn visit, the focus was on Quality Assurance, and ND's Quality Assurance framework was found to be very robust. Additionally, KC and the curriculum leaders were praised by ND for their work in this area.

The Spring 1 and Spring 2 visits focused on the quality of teaching and learning with feedback on this being really strong.

ND discussed the role of Teaching Assistants (TAs) and their development in supporting the academic learning of children. DD at Nexus, is providing support and challenge, and further work will be undertaken in the summer term.

A comprehensive questionnaire has been developed for the Teaching Assistants (Tas) around their current perceived strengths and areas of development. The information gathered by the questionnaire will lead to further working in their practice.

SSc – what are their hours? Can they train after school? ND – at the moment we have two staff meeting evenings on a Tuesday and Wednesday. This is 2 hours per week and a CPD program has been built which is aimed at teaching staff and teaching support staff.

ND identified four colleagues who are currently undertaking the Level 3 apprenticeship route, and the work they are producing is of high quality. This excellent work is set to be shared Trust-wide as an example of good practice. In response to this success, ND plans to offer the opportunity for a new cohort of apprentices to express their interest in joining the program from October of the current academic year.

ND identified assessment as an area that requires improvement based on their Dashboard. Colleagues at the Westfield Site are engaged in an action research project focused on formative assessment. Formative assessment involves ongoing assessment during the learning process to inform instruction and improve student learning outcomes. Trials are currently underway to implement formative assessment strategies, with the intention of linking these efforts with curriculum leaders.

PW – this was recently discussed at the Scrutiny Board and this requires a move from requires improvement to insecure good. ND – yes, I feel that is fair.

Behaviour & Attitudes

ND expressed satisfaction with the behaviour and attitudes observed within the school environment. This sentiment is supported by the low incidence of suspensions, with only two occurring throughout the entire academic year.

PW explained there is very good practice in the school around behaviour and attitudes.

SSc – can I ask? You have three students on reduced timetables and you have had placement discussions. Are those progressing fast enough? ND – No. This has been escalated through PW.

ND reported attendance continues to be good across the school and is above the national average.

ND explained Matt???, is collaborating with a company called Behaviour Smart, which offers an analysis software package focused on behaviour. ND became aware of this software through work with Derrymount. This software differs significantly from what is currently being used at the Beech site, but ND believes it has the potential to be very useful. As a result, ND plans to explore this further.

<p>PW has discussed with the Senior Leadership Team the idea of creating a project tool to track where schools are trialling the Behaviour Smart software.</p> <p><u>Personal Development</u></p> <p>ND discussed the Gatsby Benchmarks with the members, outlining their significance in the context of careers and enterprise within school. The Gatsby Benchmarks represent key areas that schools are expected to meet to demonstrate compliance in career guidance and preparation.</p> <p>PL, the Assistant Headteacher, holds the responsibility of being the school's Senior Leader for careers.</p> <p>ND explained the school is nearly 100% compliant across all Gatsby Benchmarks, with the exception of 'experiences of workplaces'. To address this gap, ND mentioned that they are exploring further development opportunities to enhance workplace experiences for students.</p> <p><u>Community Voice Report</u></p> <p>SSc explained how bullying is dealt with was discussed earlier at the beginning of the meeting. ND is working alongside Matt Heartfield on a piece of work in relation to bullying.</p> <p><u>Staff Survey</u></p> <p>ND shared positive feedback regarding the staff survey with the members.</p>	
<p>6.2 School Dashboard Summary</p> <p>ND reported this was sent for information only.</p>	
<p>6.3 Budget Report</p> <p>ND reported this was sent for information only.</p>	
<p>6.4 School Calendar</p> <p>This was sent for information only.</p>	
<p>6.5 Cabinet Member & MPs' Feedback from Pupil Parliament</p> <p>Two students, one from Year 9 and one from Year 11, attended a meeting to provide feedback on the process of the Pupil Parliament. The Pupil Parliament meets fortnightly to review the work of its members. This parliamentary role holds significance within the school, as the students frequently engage with visitors to the school. During the meeting, the students shared that a charity has been selected with the support of Nexus MAT: The Alzheimer's Society.</p> <p>The Trust Olympics will also take place on the 26th June.</p>	

<p>SSc- are you enjoying it and feel like you are making a difference? Students – yes.</p>	
<p>6.6 Skills Audit – Governor Self-Assessment</p> <p>SSc explained the Skills Audit is a new Skills Audit that needs to be completed by each member. Clerking Services, Nexus will send this via email to all members. ACTION – Clerking Services to send Skills Audit to members via email.</p>	<p>CLERKING SERVICES 05/07/24</p>
<p>7. TRUST MATTERS</p>	
<p>7.1 Trust Verbal Update of Key Issues</p> <p>SSc explained we are continuing to expand and are in conversations with other schools to possible join the MAT.</p> <p>ND's current role within Derrymount School has evolved over time. Initially, ND was tasked with providing support to the Headteacher starting in November 2023. This arrangement continued until the beginning of the current term. However, since February 26, 2024, there has been a significant change in ND's responsibilities. With the departure of the previous Headteacher, ND was appointed to provide executive leadership to Derrymount School, serving as the interim Headteacher.</p>	
<p>8. ANY OTHER URGENT BUSINESS</p>	
<p>8.1. To consider any other urgent business.</p> <p>None.</p>	
<p>9. CONFIDENTIALITY</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>	

Friday 5 th July 2024	10:30-12:30	Beech Academy Council
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Minutes approved

CHAIR	SIGNATURE	DATE