

MEETING	Academy Council: NINESTILES SCHOOL
DATE	Tuesday 12 July 2016
VENUE	Ninestiles School
ATTENDEES	Vrigu Dey, Gaetano Ferrante, Sheila Huckfield-Powell, Sheran Kaur, Lesley Long, Nadeen Proverbs, Christine Quinn, Joan Spencer
IN ATTENDANCE	Hilary Barber, Jason Bridges, Kevin Hartwell

MINUTES

1. Welcome and apologies

Vrigu welcomed everyone to the meeting. No apologies were received.

2. Declaration of Business Interest - *All councillors are reminded that when receiving this agenda they must consider whether any items for discussion require them to declare a business interest, either personal or of a close family member.*

3. Chair's Actions

Vrigu noted the proposed leadership changes in the trust resulting from Christine's appointment as Regional Schools Commissioner with effect from 30 September. Gaetano commented on the pride felt by the trust on Chris's behalf. Martyn has been appointed CEO and Gaetano as Deputy CEO, Executive Principal Secondary. Sian Hartle returns to Ninestiles as Principal and Jason Bridges moves to Cockshut Hill as Principal. All appointments are interim in the first instance and subject to agreement by Directors.

Vrigu expressed his pride and congratulations to Christine, Gaetano, Sian and Jason on behalf of the academy council. Vrigu reminded councillors that their ongoing responsibility is to support the school and Sian as she returns.

4. Academy Council Review date / new governance arrangements

Gaetano highlighted the annual review being held on Saturday 17 September at which an updated governance document will be presented.

5. Academy Councillors Actions (including feedback from visits)

SEN Lead Councillor

No report was available. Kevin explained that Christa has been appointed as SENCO across the trust and has been very involved in Accessibility Plans over the last few weeks.

Safeguarding Lead Councillor

Two new Child Protection cases have occurred since the last meeting. Staff training on Child Sexual Exploitation has taken place this term and FGM and E-Safety training was provided last term.

Vrigu asked if the training was related to the two new CP cases but this is not so.

The Trust DSLs had met the previous day and the Safeguarding Policy is being re-drafted currently to reflect new DfE recommendations.

Visits/Scrutiny timetable for Academy Councillors

Sheila plans to visit early in September to assess the NEET statistics.

6. Principals Report including

School Profile Update

Gaetano presented the report and noted the following:

- No significant changes
- Teachers reduced by 2 due to early leavers
- FSM down by about 5%
- Pupil Premium numbers are stable
- There have been two Permanent Exclusions – sadly students from the same family
- Persistent Absence – trends are in the right direction and still lower currently than national averages
- Child Protection referrals –two have taken place since the last meeting
- Racist – one incident has been recorded
- Bullying – nine incidents have been recorded
- SEND – one student has been added to the register
- Some movement around starters and leavers

Vrigu asked if the Permanent Exclusions were related to the situation reported around Y7 at the last meeting. Gaetano confirmed that one student was part of the group of 12 identified in the discussion at the last meeting. He said that the exclusion resulted from a very serious incident. **Vigru asked how this exclusion had impacted on the rest of the group** and Kevin said they had mainly settled and behaviour was better with the exception of one young man who is close to losing his place.

SEF

Gaetano highlighted the following headlines from the SEF. He noted that the paper circulated highlighted items of significance and drew attention to the following:

- New school timetable and day started yesterday (Monday 04 July)
- No mobile phones or headphones are now allowed on the school site at any time. 24 C3s were issued on the first day and 22 on the second. (C3s are being issued but students are not required to sit them for this two week period)
- Very positive comments from Sheran and Joan, on behalf of the staff, regarding mobile phone ban
- ASPIRE curriculum will be a five year programme
- A Midsummer Madness event was held recently – a staff family picnic which was very enjoyable
- A Ninestiles EU referendum was held and students participated enthusiastically
- Middle leaders observation training is taking place
- An Events calendar and newsletter will be sent to councillors next week.
- Introduction of Duke of Edinburgh Award from September 2016.

Kevin informed councillors of the introduction of CPoms, a new and innovative assessment tool which will be used across all trust schools and full training is being given. It is very secure and will enable more efficient working. Primaries will also use the software to monitor attendance and behaviour.

HeadStart is being introduced through BEP and Ninestiles is one of 20 Birmingham pilot schools. Kevin has attended an introductory meeting and funding is being sought. It will concentrate on Y7 in the first instance and will be included in their Aspire curriculum alongside the UNICEF project.

Christa Vines is taking up her trust role and Aimee Clay is undertaking training to enable her to become a SENDCO. Other support provision continues.

Nadeen asked how long the Headstart programme would last and Kevin confirmed it was for a year. Gaetano stressed that should funding not become available from the BEP bid, the school would try and support the project independently. Kevin mentioned details of other provision that is in place, eg mindfulness, counselling, resilience training etc.

Gaetano reported that 12 staff are leaving at the end of term. Two staff are retiring, two are moving to Cockshut Hill and a further maths teacher is being seconded to Cockshut Hill for a year. There are 15 new starters which includes 3 salaried SCITT trainees in Science, Maths and English.

SEF

Gaetano focused on three areas of the plan:

1. Teaching observations

- Judgements based are based on lessons, books, learning walks etc. Most teaching performance is judged to be within good or outstanding categories. It was noted that these judgements are not based on exam results.
- Breakdown by staffing groups shows a positive picture
- Subject knowledge is positive
- There is a high expectations of students
- There is a marked improvement in questioning and differentiation

Areas for development

- Marking and feedback; the use of the "yellow box"
- Effective and consistent record keeping by staff

Councillors will seek to know if the judgements noted correlate to the summer GCSE results.

2. Surveys

- 643 students took part in a survey in February. Councillors were invited to scrutinise the data and Gaetano detailed the work that SLG had done to identify and address issues, eg where students strongly agreed/disagreed about a given area they were invited to meet with 2 SLG members to ascertain the reasons for their answers. **Christine queried whether the option to "neither disagree/agree" gives effective data.**
- Gaetano reported on the Bully Buddying initiative set up in response to the questionnaire.
- **Nadeen asked who had devised the questionnaire.** Gaetano informed councillors that it was based on Ofsted questions and **Nadeen questioned whether a survey compiled by SLG with a greater student focus would elicit more information around, for instance, bullying.**
- Christine explained that the question about bullying needs to be asked but the qualifying question is about whether students have been bullied themselves. This would highlight the difference between experience and perception. There seems to have been a problem with bullying related to social media and the school has acted to try and minimise this problem by its ban on mobile phones in school.
- **Vrigu asked if the group of students who expressed views of "strongly disagree" had changed their views after the meetings with SLG.** Gaetano said that many students suggested they "didn't mean" what their answers suggested.
- The questionnaire will be reviewed next year.

The Y11 exit survey which 161 students completed was noted. Gaetano suggested that responses would be analysed by Pupil Premium groups and Higher, Level, Middle band to identify groups of students and see if their perceptions of school correlate to their results.

It was noted that in their Leavers' Assembly, students had nominated Maths as being their favourite subject with the Heads of English and Maths nominated as their best teachers.

3. Staff questionnaire

Gaetano reported that 115 staff had completed this survey in July. He presented the headlines and reported that further analysis will be carried out. It was noted that issues around behaviour always divide opinion. Staff were encourage to add comments to their responses and the following points were highlighted during discussion:

- The need for a photo board to raise the profile of academy councillors was agreed. This could include their names, responsibilities within the academy council and a synopsis of their work or external activities in which they are involved.
- The survey provides an opportunity to dig deeper and see what actions are needed to address the concerns raised.
- It gives Sian, as the incoming Principal, a useful insight into staff perceptions as she takes up post.
- Behaviour provoked the most negative comments; this would probably be reflected in any other school.
- **Sheila noted the comments around staff not attending briefing and suggested this should be mandatory.**
- It would be interesting to identify which groups of staff represent the view that behaviour has declined over the last five years. Kevin said that whilst sanctions **are** consistent, students have individual needs and contexts, eg statements for behaviour, ADHD diagnoses, very difficult family contexts etc. Staff must understand that there are no easy options or provision for students excluded from school so Ninestiles works hard to arrange managed moves to other schools in a reciprocal arrangement where we bring in students from other schools. Chris suggested that staff should be specific in their responses rather than commenting on what are perceptions (“I have heard of”) rather than evidence. This is their responsibility. Chris highlighted this by using the example of a number of staff responding that “BMT are fantastic” but “behaviour is bad” which is contradictory.
- Staff comments are overwhelmingly positive; however negative comments will be investigated and concerns addressed where possible.

Gaetano reported that the results of the survey will be presented to staff before the end of term.

School Improvement Plan update

Gaetano explained the new format of the Trust Improvement Plan which details the Trust priorities followed by each school's priorities within the Ofsted headings also referencing the UNICEF articles.

7. Attainment and Progress Outcomes End of Year Outcomes 2015-16

Gaetano noted the following predicted outcomes:

Progress 8:	0.11
Attainment 8:	C grade
Basics:	64.4%
Ebacc:	30.7%
PP gap for Progress 8:	+0.21

Gaetano highlighted the breadth and variety of intervention support offered to Y11.

8. Feedback to Directors

No feedback was noted.

9. Reports from Committees (Directors – 17th May, Finance & General Purposes – 13th June)

The reports from these meetings were received.

10. Policies – for information

Charging & Remissions Policy

Whistle Blowing Policy

Gifts & Hospitality Policy

The policies circulated with the papers were received.

11. UNICEF Rights Respecting Schools Award

Gaetano circulated the document reporting that all schools have met the first recognition stage and are working towards Level 1. The Trust steering group met yesterday and assemblies are being planned around the articles. Katie Oliver has been asked to give a presentation to encourage other Birmingham schools to move as quickly as the trust schools have done,

12. Pupil Advocacy

Sheran reported that nominations for the Student Innovation Group are being received and elections will take place in September when the new tutor groups have been agreed.

Sheran reported on the big launch event for UNICEF taking place for all schools at the Botanical Gardens on 26 September 2016. A celebration is also being planned for next July. School to school visits will continue with a focus on the UNICEF project. Kate will be asked to publish activities on the trust website.

13. Minutes and Matters Arising from last meeting

The minutes of the last meeting were accepted as true and accurate record:

Proposed: **Nadeen Proverbs**
Seconded: **Sheila Huckfield-Powell**

14. Any other business

The academy council wished to note their congratulations and best wishes to Christine.

Date	What?	By whom?
15/09/29/03	Investigate possibility of commissioning an Ofsted inspector to present CPD on what progress over time looks like in work books	Chris (ongoing) Gaetano
16/26/04/02	Conduct review of Y11 interventions after the summer results	
16/26/04/03	Commission behaviour review to take place if possible before the May half term	Gaetano
16/26/04/04	Bring representatives of SIG to meet councillors in the new academic year	Sheran
16/12/07/01	Send events calendar and newsletter to councillors	GF/HB
16/12/07/02	Analyse further the Y11 exit survey to see if responses correlate to GCSE results	GF
16/12/07/03	Display photo board to raise profile of academy councillors	GF/HB/KP
16/12/07/04	Share the results of the staff survey with staff before the end of term	GF
16/12/07/05	Publish UNICEF activities on the school website	KP