

Academy Council Meeting
Held Tuesday 20th September at 5.30 pm at City Academy, Bristol

Minutes

Present: Laura Donovan (LD) [Chair], Dan Nicholls, (DN), Jon Angell (JA) - Academy Principal, Sherrie Eugene-Hart (SEH), Jendayi Serwah (JS), Peter Jefferies (PJ)
Other: Ben Tucker (BT) – Vice Principal, Lucy Ware – Acting Clerk

	Item	Minute	Action by
1	Welcome and apologies for absence	<ul style="list-style-type: none"> i) Open and welcome by Laura Donovan. ii) Apologies for the change of date iii) Apologies were received from Ruth Pickersgill, Ryan Castle, Anna Klimczak, Azmina Mitha and Adrian Dunkley. 	
2	Declarations of Interest	<ul style="list-style-type: none"> i) LD declared that Laura has a new job at the Department for Education, which LD will complete a Declaration of Interest form ii) There were no further declarations. iii) LD will ask Wendy Hellin, CLF compliance officer for the annual process and forms, which the Academy Council will need to complete 	LD
3	Minutes of previous meeting	<ul style="list-style-type: none"> i) The final minutes of the Academy Interim Board have been approved. LD will look for notes from the previous Academy Council training session 	LD
4	Student Outcomes 2016	<ul style="list-style-type: none"> i) Academy Council members were previously sent a copy of the 'Black Box' and were given paper copies at the meeting. ii) Best ever Basics up from 45% to 55.2% - the first time it has been over 50%. The number shown on black box has increased due to some successful remarks received. iii) Numbers getting 3 other good GCSEs presently at 40%, waiting for some results from Computer Science. iv) Very strong progress in English, with those making expecting progress (3 levels) is at 85.4% and exceeding expecting progress (4 levels) at 48%. v) Strong progress in Maths with 71.6% making expecting progress and 33% exceeding expected progress. vi) Progress 8 for English at 0.37 and Maths at 0.46 vii) Improved Curriculum that is more Progress 8 compliant; Bucket 2 slots filled up from 1.43 to 2.16 ... still much to do. Bucket slots at 2.67 also needs improvement. viii) There is no negative gap for disadvantaged students in the basics measure – the only academy in CLF to achieve this. ix) LD asked if this is the same for progress. BT confirmed that this varied by subject. BT will investigate further by subgroups. x) Areas of real concern were science and humanities xi) JA explained how it demonstrates clearly that disadvantaged pupils do much better under high quality teaching xii) BT aims to ensure that the message to students is clear that maths and English are very important, but so are the other subjects too. BT to arrange a meeting with Ryan Castle to discuss pupil premium and the sharing of best practice xiii) SEH asked if the teachers in other subjects are not good enough. BT explained about the leadership changes that have taken place in science and humanities due to prior poor leadership. BT is working with those leaders to ensure that teaching expectations are met. BT will be ensuring that the model in Maths and Science are followed in the rest of the faculties. xiv) JA confirmed that fundamentally the teaching was not good enough in humanities and science, and lots of that was due to poor leadership, however the changes are already showing real improvements just 3 weeks into the school year. Staff are very aware of the increased expectations. 	BT RC

	<p>xv) SEH asked who conducted visits. BT replied that faculty heads, SLT, CLF science lead Louisa Aldridge and the AP for Teaching and Learning are regularly going into classrooms with rigour.</p> <p>xvi) BT has presented a clear analysis of results to all staff and heads of faculty have presented their analysis to SLT.</p> <p>xvii) JA stated that it will become clear which staff members are on board, and difficult conversations will be taking place.</p> <p>xviii) SEH asked about the performance of higher prior attainers (HPA). BT answered that all HPA made 3 levels of progress in English and Maths, but CAB is still behind other schools levels of progress for HPAs. There were only 11 HPA out of the 125 cohort.</p> <p>xix) LD asked if BT and JA thought that all staff understood the importance of progress. JA answered that levels of progress had always been talked about but Progress 8 concept may not be fully embedded, work will continue on this. Students need to understand the importance. BT held an assembly for year 11 today.</p> <p>xx) LD asked for Heads of Faculty in science and humanities (underperforming areas) to attend the next meeting. JA agreed that it would be. LD to add to next agenda</p> <p>xxi) The Academy Council discussed marketing and communication. JA updated the Council with his current strategies – radio appearances, banners being put up, visiting primary schools to talk to pupils and their parents, leaflet in production, appearing in Up Our Street publication, Dean Blake from CLF promoting and in other CLF academies the Principals will be encouraging parents to come and look at CAB. JS stressed the importance of community meetings, which JA agreed. SEH to consider a slogan to publicise our results and perhaps showcase the lack of PP gap. JS asked about student involvement and JA updated that he had held a whole school assembly showcasing the results and some of the success stories of well-known students who had achieved despite adversity.</p> <p>xxii) LD asked about attendance levels of the previous year 11. JA responded that it was 93% at the end of term 5 (national average is 94.8%). BT had shown a visual of attendance/results correlation to Year 11.</p> <p>xxiii) LD questioned if SEN was an area of concern. BT explained the value added figure had dropped, but this may be due to the better assessing methods used to identify SEN. James McKitterick has been undertaking specific SEND walks and Pippa Whittaker has put together an extensive SEND training programme which all teaching staff are required to gain a certain number of credits by attending. It is also identified in the Academy Improvement Plan.</p> <p>xxiv) LD asked if the curriculum was fit for purpose. BT replied that the vast majority of students were undertaking 3 subjects in 'bucket 2' and 'bucket 3' in the adjusted curriculum.</p> <p>xxv) The results for community languages were superb. SEH asked which subjects. BT replied that any subjects where a GCSE was available could be taken.</p> <p>xxvi) The Academy Council discussed 'first entry' and how this was no longer used as a strategy.</p> <p>xxvii) DN asked BT what he thought of the results. BT replied that he was delighted with the Maths and English results but upset with the Science and Humanities.</p> <p>xxviii) Noted that CABs value added score had dropped from 1030 to 988.</p> <p>xxix) CAB have increased the science teaching hours to 4, added 1 hour a week for students to complete the EDCL course, and are raising the profile of science.</p> <p>xxx) DN stated the importance of raising the 5 A*-C (incl Eng and Maths) for students so that the destination choice for students is widened.</p> <p>xxxi) LD asked about contingency planning for staff absence. BT responded that SLT are teaching, and this is modelling to staff.</p> <p>xxxii) JA updated that the workforce reform, including the change of leadership has improved the level of teaching overall, it is much improved.</p> <p>xxxiii) SEH asked about science and that it had always been an issue and was it a national issue. DN explained that it was difficult to recruit scientists and this is a trait across CLF. JA responded that we do have a team of scientists that need to be turned into a team of good teachers, with close monitoring.</p> <p>xxxiv) Academy Council discussed the change in English to 100% and the likely impact of headline figures for all schools to drop drastically.</p>	<p>LD</p> <p>SEH</p>
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5	Principal's Report and AIP	<ul style="list-style-type: none"> i) JA shared copies of the Academy Improvement Plan (AIP). JA explained that the AIP is used to drive line management meetings with SLT and Dan Nicholls. There are 14 areas with an SLT member who leads on that area. ii) CD asked about whether independent learning related to independent learning in classrooms – JA clarified that this meant away from the classroom. iii) DN emphasised the importance that attendance needs to improve to show to Ofsted that the students want to be here. iv) LD asked about a weekly attendance report. JA stated that DN sends a weekly attendance black box. LD asked if the Academy Council would like to see this. The Academy Council decided that LW should share the next one and then can decide if they would like to see it each week. v) It was noted that the small text and coloured text was difficult for some members to read. vi) JA suggested that Academy Council could focus on sections that were 'red' i.e. that the target was not being met and to question why. vii) LD asked if there was anything in the original Ofsted report that was not being addressed. JA answered no. viii) LD asked about the SEF – JA will share with the Academy Council once complete ix) JA updated about staffing. There is an English teacher who is not teaching due to his DBS not having come through due to being stuck in a waiting list in London. There are 3 maternity covers – for Pippa Whittaker and 2 HOH. x) JA updated that there are 124 year 7s which is down from the budgeted 159. Some year 7s appear on our roll but have not arrived and it is our responsibility to track them before they can be removed from roll – which will have a short term effect on attendance – but this will correct itself once we can remove them. 7 students are starting next week with a further 13 applications to join being processed. DN asked if this process can be speeded up. JA understood it may be the capacity of the pastoral team – JA to check. BT confirmed that 135 year 11s left last year. There have also been an increase in students joining other year groups. xi) SEH suggested using year 7s to take back to their old primary school and to be mindful of representation, and suggested strategic planning such as taking interpreters 	<p>LW</p> <p>JA</p> <p>JA</p>
6	Other Items	<ul style="list-style-type: none"> i) Risk Register – to be reviewed next meeting – LD to add to agenda ii) Pen Portraits will be needed for Academy Council Members iii) Ofsted Preparation – JA confirmed that strategies are in place. LD asked about the school's own positioning. JA stated that our position is that we are a RI school with good Leadership and Management and PDWB. iv) Community Forum – JS and SEH to meet v) JA confirmed there are no safeguarding concerns. LD will arrange for Ruth Pickersgill to meet Aisha Thomas vi) Training will be taking place for Academy Council members across the CLF on the morning of 8th October. 	<p>LD</p> <p>LD</p> <p>JS/SH</p> <p>LD</p> <p>ALL</p>
7	Date of Next Meeting	<ul style="list-style-type: none"> i) Monday 7th November 	
8	Any Other Business	<ul style="list-style-type: none"> i) Academy council wished to offer their congratulations to Adrian Dunkley on the birth of his baby ii) SEH wished to discuss the case of an ex student – outside of this meeting iii) JS asked about school involvement for the 100th birthday – JA to talk to Aisha Thomas iv) LD updated that the CLF are advertising for a permanent Clerk to the Academy Council 	<p>JA</p>
		<p>The meeting finished at 7.40pm</p>	