

MEETING	Academy Council: NINESTILES SCHOOL
DATE	Wednesday 27 January 2016
VENUE	Ninestiles School
ATTENDEES	Martyn Collin, Vrigu Dey, Gaetano Ferrante, Sheila Huckfield-Powell, Sheran Kaur, Lesley Long, Nadeen Proverbs, Christine Quinn, Khalida Quershi, Christine Quinn
IN ATTENDANCE	Hilary Barber, Jason Bridges, Kevin Hartwell

MINUTES

Martyn opened the meeting with training on Raiseonline..

Welcome and apologies

Vrigu welcomed all present to the meeting. Apologies were received from Joan Spencer.

1. Declarations of Business Interest

None were declared.

2. Chair's Actions

3. Appointment of Lead Councillors

All lead appointments have been made.

4. Academy Councillors' Actions

SEN lead Councillor

Safeguarding lead Councillor

Visits/Scrutiny timetable for Academy Councillors

Please see any other business for the report from the SEN lead councillor.

5. Principal's Report

Attainment and Progress Outcomes for 2015

School Profile Update

SEF

SLG & Staffing Structure Update

Update of School Improvement Plan

Councillors welcomed the Curriculum Assistant Principals to the meeting as follows:

Steve Aylin	Discovery	Jade Beetison	Creativity and Performance
Dan Giles	Globality	Alex Hughes	Maths
Christa Vines	Inclusion	Jenny Wilkie	English

Gaetano explained the background to the CAPs presentation, ie the Peer to Peer review undertaken last year that resulted in new strategies being implemented as follows:

- Learning work books – Jason explained that a comprehensive learning workbook scrutiny was completed in November 2015 and each CAP reported back on the outcomes within their area highlighting “what went well” and “even better if”
- Jason presented the “School Action” plan that was compiled as a result of the review and highlighted some of the other strategies in place to support the plan.

Vrigu thanked the CAPs for their presentation and invited questions:

- **Martin asked if the use of 5 minute lesson plans had diluted the quality of planning.** Jade explained that the plan had been compiled after cross faculty consultation. Jenny commented that it is much more “user friendly” and allows for a more consistent observation process. **Martyn asked if the 5 minute plan is successful because of the high level of good practice that already existed at Ninestiles and is it transferable to other trust schools.** Steve suggested that its success is built on previous success and Alex suggested that it worked because it was constructed *by* Ninestiles *for* Ninestiles. Jade reported that it is already being trialled at Cockshut Hill both with some adaptations but also some non-negotiable aspects.
- **Vrigu asked if the workbooks are helping students to take more pride in their work.** Steve answered this was the case and initially had been significant. Some standards have dropped slightly but generally there is still increased pride – sometimes from students that you would not expect. It also has had a knock on effect of encouraging students to bring their own pens into school.
- **Chris thanked the CAPs for their presentation and asked Dan about his comments relating to watching real and sustainable lessons.** Dan responded that teachers recognise the value of the plans and feel supported by the use of learning walks and lesson drop-ins. They are confident about other staff being in their lessons. Teachers did not mind that they were not choosing their lessons for observation and the process facilitated a more realistic and natural observation of the day to day standard experienced by students. Alex commented that this process accentuates the need for teachers to take responsibility for their progress.
- Gaetano commented on the fact that 60 teachers have sought student voice feedback this week which evidences their confidence.
- Steve reported that anecdotally within the Discovery department, it was suggested that the most recent round of observations had resulted in the best and effective feedback teachers had ever received because it wasn’t centred around a judgement. **Vrigu asked if this was helping to “close the gap”** and Steve responded that teachers saw the process as a positive one in the vast majority of cases and one which would support progress.

Gaetano noted that the presentation provided the main focus of his report. He suggested that this presentation represents the living “day to day” of the school. **Chris commented that this is what Ofsted want to see, ie the gap between the best teaching and learning and that which is not as good, to be as little as possible, and academy councillors should feel reassured that this is what is happening on a regular, consistent and sustainable basis.**

Student information sheet

Gaetano commented that since the report was compiled one student has been permanently excluded. He noted that the criterion by which Persistent Absence is reported has increased from 85% to 90% which accounts for the increase compared to last year.

SEF

Gaetano reported that the few changes made from the last report were noted in italics for easy reference. The following points were highlighted:

- Data shows that Y11s' progress is on track and the focus needs to be concentrated on the progress of high achievers.
- Y10 data is very current. There is a response to each new set of data to ensure appropriate actions are being put in place.
- **Vrigu commented that the data and commentary shows that outcomes are on track.** Gaetano said this was due to the quality of teaching and learning demonstrated by the CAPs' presentation and a number of other strategies and interventions including after school clubs, the PGL weekend revision trip, the significant rise in the use of the Achievement hub, Easter School etc. Jason noted the importance of ensuring that interventions are identified for all year groups to negate the need for "crisis management" in Y11.
- **Martin commented that the Ninestiles SEF is based on the criteria for "outstanding" and each trust school is using the criteria which relates to the Ofsted judgement above their current status. Martin asked how the quality of teaching and learning over time is judged. As individual observations are not given a judgement, Martin asked how councillors can get a view of the overall standard of teaching and learning across the school.** Gaetano suggested that overall judgements are made from a triangulation of data with the other aspects of book scrutinies, lesson observations etc. **Martyn asked if this overall judgement should be reflected in the SEF** and it was agreed it could be included in the Leadership or the Teaching and Learning section. Jason added that he reviews Teaching and Learning twice a year and forms a judgement using a number of contributing factors. **Martyn suggested that this issue should be discussed with the other secondary Principals.**
- Gaetano noted that there are currently no staff views and reported that results of staff surveys will be reported at the next meeting along with student feedback.
- **Martyn said that in future it may be only be necessary to report on the SEF twice a year;** this will be discussed further.

6. Attainment and Progress Outcomes

Raiseonline

Gaetano drew attention to the SWOT analysis which adds greater detail to the information noted in the earlier training.

Pupil Premium

This report was circulated with the minutes. No questions were raised.

7. Feedback to Directors

There was no feedback.

8. Reports from Committees

These reports were circulated for information and received. Chris noted that the end of year accounts for 2015/16 were approved at the Directors' meeting on 15 December 2015.

9. Policy Updates

Complaints policy 2014

Data Protection policy 2014

Expenses policy 2014

Sickness Absence policy 2014

Support Staff pay policy 2014

Grievance Policy 2015

Social Media Policy 2015

Gaetano explained that the Social Media Policy is in draft form and currently part of a consultation exercise with staff.

All other policies, agreed by Directors at their last meeting, were noted.

Kevin noted that the Safeguarding Policy has been amended in line with the guidance issued to Birmingham City Council. Key changes have included guidance around who to contact should staff be accused of wrongdoing, FGM and radicalisation. The updated policy is on the website.

Vrigu asked about the current situation regarding bomb scares that have taken place around the country.

Gaetano commented that he was clear about what the strategy would be in the event of a bomb scare and the process will be discussed at SLG tomorrow evening and at the Principals' meeting next week. Kevin suggested that there could be a reciprocal agreement with Oaklands and Yarnfield to provide a safe place in the event of an emergency evacuation.

10. Pupil Advocacy

Sheran reported on a busy few months during which the following activities have taken place

- Sheran has met with other advocates at an event hosted at Ninestiles
- New student advocates from other trust schools are joining the group
- Rights Respecting UNICEF project – discussions have taken place on how activities across the trust can be linked
- Meeting dates have been agreed for the rest of the year, the next one being at Yarnfield on 25 April
- Martyn has been asked to attend the next few meetings to advise on finance
- Katy Oliver has attended a meeting with SIG to discuss how the Rights Respecting values can be reinforced around school
- The Children in Need staff karaoke and related activities raised over £300
- Ninestiles SIG have visited Lyndon. Students found it hard to bond initially but this improved during the event. They shared tutor time and it was interesting for both staff and students to see different approaches.
- Sports relief – there are plans for a college dodgeball competition, tuck shop, bake sale and staff/student sport competitions
- Primary school pupils will visit Ninestiles on 09 February to see the Lion King production
- Sheran asked if Kate could post trust SIG information and publicity on to the website and this was agreed
- Assemblies are being themed around UNICEF values

11. Minutes and Matters Arising

The minutes of the last meeting held on 29 September were accepted as a true and accurate record:

Proposed: **Vrigu Dey**
Seconded: **Sheila Huckfield-Powell**

In relation to the trial of iPads at the meeting, Chris suggested that the next meeting should be paper-free with presentations projected. Ninestiles notebooks will be given to councillors.

12. Any other business

- Val reported that she had been approached by parents to ask if the school could implement Parent Pay and Gaetano replied that this was currently in progress.
- Gaetano noted that the Trust Training Day was a great success and resulted in discussions about how the schools can work more closely together. There is currently joint planning taking place across the secondaries to agree a common school day and curriculum provision. Chris commented this would support the aim of closing the gap in relation to the quality of teaching across all schools and would facilitate more support for teachers.
- Nadeen expressed her thanks for the opportunity to attending the safeguarding training.
- Nadeen commented on her attendance at the very successful TeachMeet held on 26 January and how she had picked up ideas that she could transfer to the NHS.

- **Nadeen asked if sugar drinks were sold in school and was assured they were not.** It was agreed that the dangers of consuming too much sugar and the introduction of the new “sugar app” could be covered during an Aspire session.
- **Chris commented on the need to look at provision for supporting students and pupils with mental health issues** and intimated that mental health and well-being may provide the theme for the next trust training day. It was noted that Annette Lilley (school counsellor) and Kate Wixon (Head of Resource Base) are currently running Mindfulness groups for students and staff.
- Khalida reported on her first visit with Christa Vines (AP Inclusion) before Christmas in her role as lead SEN councillor. She noted the joint planning and sharing of good practice and support that is taking place across the trust schools. Khalida commented on how time consuming it is to compile the EHC plans and that there was not much resource being offered by Birmingham City Council. Khalida said her feedback was general following this first meeting but would welcome councillors giving her specific areas of SEN that they would like her to observe. It was agreed that she should look at the workbooks of students with statements to see how the new scheme was impacting on their learning and how they use DIRT time etc. How progress is measured for children with SEND will be a focus of the next meeting with the pre-meeting training session centred on the various categories of SEND and what they mean.

The date of the next meeting is 26 April 2016

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
16/27/01/01	Agree how an overall school judgement on the quality of teaching and learning should be included in the SEF	Martyn/Gaetano/all Principals
16/27/01/02	Report on staff and student voice to the next meeting	Gaetano
16/27/01/03	Read updated Child Protection and Safeguarding policy on the trust website	All councillors
16/27/01/04	Arrange for Ninestiles notebooks to be given to councillors at the next meeting	Hilary