

MEETING	Academy Council: NINESTILES SCHOOL
DATE	Tuesday 26 April 2016
VENUE	Ninestiles School
ATTENDEES	Martyn Collin, Vrigu Dey, Gaetano Ferrante, Sheila Huckfield-Powell, Sheran Kaur, Lesley Long, Nadeen Proverbs, Khalida Quershi, Christine Quinn, Joan Spencer, Val Sunderland
IN ATTENDANCE	Hilary Barber, Jason Bridges, Kevin Hartwell

MINUTES

Christa opened the meeting with training on developments in SEND provision. Gaetano thanked Christa and her team for their hard work and the breadth and effectiveness of the provision they offer.

1. Welcome and apologies

Vrigu welcomed all present to the meeting. No apologies were received.

2. Declarations of Business Interest

None were declared.

3. Chair's Actions

Vrigu reported on his contact with a colleague from Birmingham City Council who is working in procurement and suggested that a meeting may be useful to consider costs across the trust. Chris Q suggested that the discussion could take place at trust level and with directors, as finance is not in the remit of the academy councils.

4. Appointment of Lead Councillors

All lead appointments have been made.

5. Academy Councillors' Actions

SEN lead Councillor

Khalida will be meeting with Christa during the next term.

Safeguarding lead Councillor

Lesley and Kevin have a meeting planned for this week.

Visits/Scrutiny timetable for Academy Councillors

Sheila has attended a course with Jayne Talbot (Work Related Learning Co-ordinator). The Quality Award (Level 1) for Investors in Careers has been achieved. Sheila reported that primary schools are being encouraged to participate in careers education. Sheila will be attending Y10 work experience practice interviews this week. Chris noted her concern should primary schools come under pressure to introduce careers education to such young children.

6. Principal's Report
School Profile Update
SEF
Update of School Improvement Plan

Student information sheet

Gaetano introduced the data noting the following:

- No significant changes
- Cumulative attendance from September up until last week – 95.22%
- PA absence has decreased (NB now measured at 90%). It is reported that the national average is around 15% and Ninestiles figure is currently 12.94%. Kevin commented that this represents 180 students in school with less than 90% attendance.
- 5 Child Protection referrals have been made since the last meeting (representing only one child new to the register) and 6 bullying incidents reported. **Chris asked what the nature of the bullying incidents were and were they from the period starting September 2015.** Kevin confirmed the time scales and explained that the incidents centre around a group of Y7 girls with similar issues and there are interventions in place. Marc O'Malley (AP Behaviour) has taken double assemblies this week addressing bullying and has been swamped by offers to become "bullying buddies". Sheran commented that cyber-bullying is the subject of this week's Aspire session.

SEF

Gaetano opened his report by showing the school newsletter and highlighting the events calendar, welcoming councillors to attend any events. The Creativity and Performance showcase will be held on 28 June 2016. **Chris asked if the events calendar could be circulated to Directors.**

Gaetano highlighted the following aspects of his report:

- New school day from 01 September consistent with other secondary trust schools. Gaetano noted the change to 4 lessons (previously 3) a day with a shorter breakfast time and an earlier finish.
- Teaching and Learning priorities: a second book trawl has just taken place and shows progress in marking.
- Open Learning Area – councillors were given the opportunity to view the new area prior to the meeting.
- A secondary trust KS3 planning day was held on 18 April for all teaching staff. There is a planned schedule of further subject leader meetings to continue planning.
- Staffing update:

Leavers:

Laura Kendrick (MFL) leaves at Whitsun for promotion

Vicky Taylor (Maths) – relocating

Piara Singh (Maths) – promotion at Cockshut Hill

Mark Dobson (Geog) – moving to work in a Field Study centre

Saida Rehman (Science) – leaving to become a full time mother

Kholeka Ndlovu (Science) – relocating

Andy Glover (TA) - retiring

Starters:

Ibraheem Tahib (English NQT)

Robert Mace (Maths NQT)

Rebecca Lynch (Maths – promotion to Lead Practitioner)

Nylia Mustafa (Maths - Lead Practitioner)

Farhana Yasim (Science NQT).

Dafydd Francis (MFL NQT)

Matthew Vaughn (MFL NQT)

Bianca Chowdhry (Geog)

- Maternity leaves: Noreen Mahmood Yousaf (Maths) and Gemma Banks (English)
- Uniform changes. Gaetano suggested that from September he would like to start phasing out sweatshirts and polo shirts with Y7 adopting blazers, shirts and ties. **Khalida asked about the rationale for the original decision to offer a choice** and Gaetano responded that at the time student preference was split 50/50. However, it would be easier to monitor uniform standards if they are consistent. **Val commented that she fully approves of the decision and feels students will look much smarter. Sheran noted that students have commented that they feel that sweatshirts are more “primary”. Vrigu raised the question of affordability and Val commented that blazers and shirts could be more cost effective. Khalida mentioned that some students with special needs may have more difficulty in changing for PE and suggested that consideration should be given to this issue.** This will be brought to the attention of PE staff. **Nadeen asked about provision for students who put on weight** and Gaetano said that offering alternatives for students in this group could make them stand out more. **Chris commented that it is a strength of the school that we have high expectations of students but also good support to help parents and students meet that expectation.** Gaetano emphasised the phased nature of the change. **Vrigu asked if there would be any trust identity to the uniform** and Chris mentioned the trust branding with its consistent designs of logos across each school.
 - The school is involved in a peer to peer review group and Jason Bridges and Gaetano have recently participated with other Principals in a review at Bishop Walsh.
 - Janet Williams was appointed as Student Welfare team leader in February 2016.

Balanced Score Card

Gaetano revisited the BSC to show mid-point updates against targets. He emphasised that he would not be reporting on the many items which are on track.

Achievement

- Attainment in Progress 8 and Attainment 8. Indicators from CPI4s show targets are still challenging. Gaetano emphasised the huge number of interventions that are currently in place to support students. Data shows that it is the higher band students that are not on track. **Chris Q asked about the nature of interventions for this group** and was informed that a tutor group of 58 high achieving Y11s has been formed and they will be spending tutor time each morning doing extended study around higher level questions in core subjects leading up to each exam. Other interventions have included Easter School which was attended by 148 students and students have been given exam packs containing past papers which they seem keen to complete. The impact of interventions will be reviewed following the summer results. Whitsun School will take place at the end of May and once the English exam is taken on 03 May students will have a personalised timetable. Currently Y11 students are still in school full time. Gaetano commented that in view of all the interventions there is an overall optimism about meeting targets in the summer. **Chris asked about the progress of reducing Pupil Premium gap and noted that it is the only prediction that is minus.** The gap is currently 14% and all these groups are being supported.

Behaviour

- Gaetano invited questions about the behaviour data which shows a rise of 7% in C3s and a 66% rise in C4s compared to last year. He stressed that all staff are aware of, and operate, the excellent behaviour system. SLG are updated on behaviour statistics fortnightly. Kevin reported that he had offered a voluntary support session on BfL the previous evening and this had been very well attended with some staff encouraged to attend by their Faculty leader. **Vrigu commented on the value of the transparency of the data but asked why there was an increase.**

Kevin highlighted the following:

- 30 extra students in Y7 with the majority being boys. Some have very specific needs, both at school and in their family lives

- Half of Y7's C3s have been accrued by 12 students, all of whom are being monitored during lessons by BMT. One student has already been put on a managed move, and it is apparent that the school cannot meet another student's SEND needs.
- There are significant numbers of new and young teachers which has an impact. Higher numbers of C3s can evidence that they are using the system and training is made available to them. Evidence shows that staff manage to reduce the level of usage of BfL sanctions over time as they become more experienced.
- Between September and December 2015 Marc O'Malley (AP Behaviour) was seconded to Lyndon and was replaced by a newly appointed Assistant Principal.
- The BMT has been understaffed due to illness and family bereavement.

Kevin stressed however, that whilst he does not feel that there are any major problems, it is important that continued and careful monitoring is in place with effective support provided to students who are struggling. The school intends to commission an external review of behaviour before half term to provide a clearer picture of the whole school situation. **Chris concurred with all that been explained; however, she wondered whether there needed to be a review of how Y7 students are inducted into the school in relation to behaviour to prevent any bad behaviour becoming embedded.** Gaetano reported on a visit he had made to another school which holds a transition programme for students joining the school who are identified as likely to have challenging behaviour. Kevin emphasised that there are students in this group of Y7 students who are making small but significant incremental improvements. **Nadeen asked if the 12 Y7 children came from the same school** but this was not the case. **Chris asked if they identified themselves as a group** and Kevin responded that this is not the case across the board. Where students in this group are in the same classes, changes have been made. SLG undertake walkabouts during the school day and Gaetano informed councillors that SLG will shadow 5 of these students observing them in lessons for the dynamics of the groups, their work and behaviour etc. This will be repeated in future with a group of high achievers. The impact of cover is also being analysed. Kevin commented on hard it can be to see trends with behaviour; often outcomes are very random. **Khalida asked how the impact of these students' behaviour on other students can be minimised** and Kevin said that they are dealt with very quickly by BMT. It is possible that the change of the school day may have a positive impact. **Sheila asked if this group had siblings in school** but there is no particular trend amongst them other than the fact that a number of them have very difficult lives outside of school. Kevin commented that this group reflects the diversity of the cohort of Y7.

Vrighu invited questions around any others of the report and thanked Gaetano for his presentation.

7. Attainment and Progress Outcomes

8. Feedback to Directors

There was no feedback.

9. Reports from Committees (Directors 09.02.2016 and Finance and General Purposes 14.03.2016)

The reports from the committees were received.

10. Policy Updates

Adoption policy

Equality and Diversity Policy (Staff and Academy officials)

Equality and Diversity Policy (Students and pupils)

E-Safety Policy

No Platform Policy

Social Media Policy

Accessibility Policy

The policies circulated with the agenda were received.

11. Pupil Advocacy

Sheran reported on the Student Advocate meeting held last night at Yarnfield highlighting the following discussions and actions:

- Planning for a joint trust school council launch event in September
- UNICEF Rights Respecting and how to incorporate the articles into conversations
- Dawn Harvey (Yarnfield) to contact the Student Advocate at Cockshut Hill and encourage involvement in the group
- Next meeting will be on 13 June 2016 at Lyndon
- Celebration event in July 2017 to be planned
- Ninestiles SIG are being taken to Pizza Hutt as a thank you for their hard work throughout the year – particularly the six students who will be leaving the group.
- Ninestiles visit to Erdington Hall has been postponed
- The election process to select new members of the Ninestiles Student Innovation Group will start during the Aspire session on 27 May with a democratic process of nominations (with promotional videos), hustings during assemblies and voting on Cloud9. The successful candidates will be announced on 20 June and attend their first meeting on 23 June. Sheran commented that she will bring SIG to meet councillors in the new term.

Kevin Hartwell informed councillors that UNICEF Resilience Officer, Razia Butt has asked Ninestiles' representative Katie Oliver to present to a group of other Birmingham school reps because of the excellent progress being made at Ninestiles.

12. Minutes and Matters Arising

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

Proposed: **Khalida Qureshi**
Seconded: **Val Sunderland**

13. Any other business

GF Asked councillors whether they felt the trial of a paperless meeting and use of the iPads had been effective and there was agreement this was the case.

VD Complimented Gaetano for the quality of the newsletter and asked for his thanks to be passed on to those who had contributed to its production including Mandy Macey. Gaetano commented on Mandy's excellent work with both the newsletter and the much improved quality of displays around school and Vrigu noted how important it is to celebrate all areas of students' achievements. It was agreed that a letter of congratulation on behalf of the academy council should be sent to those students whose individual achievements are celebrated in the newsletter.

Date of meeting 12 July 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 (ongoing)
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 (to be discussed at Principals' meeting)
16/27/01/02	Report on staff and student voice to the next meeting (student voice completed/staff voice available staff by July)	Gaetano
16/27/01/04	Arrange for Ninestiles notebooks to be given to councillors at the next meeting	Hilary
16/26/04/01	Circulate events calendar to directors	Hilary
16/26/04/02	Conduct review of Y11 interventions after the summer results	Gaetano
16/26/04/03	Commission behaviour review to take place if possible before the May half term	Gaetano
16/26/04/03	Consider a transition programme for Y6 students coming to Ninestiles in September who have been identified as having challenging behaviour	Gaetano/Kevin
16/26/04/04	Bring representatives of SIG to meet councillors in the new academic year	Sheran

