

MEETING	Academy Council: NINESTILES SCHOOL
DATE	Tuesday 29 September 2015
VENUE	Ninestiles School
ATTENDEES	Martyn Collin, Vrigu Dey, Gaetano Ferrante, Sheila Huckfield-Powell, Sheran Kaur, Lesley Long, Nadeen Proverbs, Christine Quinn, Khalida Quershi, Joan Spencer
IN ATTENDANCE	Hilary Barber, Jason Bridges

MINUTES

1. Welcome and apologies

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

2. Declarations of Business Interest

None were declared.

3. Chair's Actions

Vrigu has met with Gaetano. One issue they discussed was the changes in staffing which leaves a profile of much longer serving staff and a number of young appointments with a deficit in the middle group of staff. Vrigu suggested the academy council would look for ways to support the school if this became an issue.

4. Appointment of Lead Councillors

The following nominations were received:

Vice Chair: **Khalida Quershi**

Proposed: **Chris Quinn**

Seconded: **Sheila Huckfield-Powell**

Finance and General Purposes: **Vrigu Dey**

Proposed: **Chris Quinn**

Seconded: **Nadeen Proverbs**

SEN: **Khalida Quershi**

Proposed: **Chris Quinn**

Seconded: **Vrigu Dey**

Safeguarding and Child Protection: **Nadeen Proverbs and Lesley**

Proposed: **Chris Quinn**

Seconded: **Sheila Huckfield-Powell**

5. Academy Councillors' Actions

SEN lead Councillor

Safeguarding lead Councillor

Visits/Scrutiny timetable for Academy Councillors

Martyn reported that the pack circulated includes a SEND report compiled by the Ninestiles' SENDCO. **Khalida commented that she has two children in school with statements and reported how positive the transition process had been for her younger son who joined the school in September and how effective and helpful the review meetings have proved for her older son. The children are made to feel part of the school, they are aware of their support and she thanked Christa and her team for the excellent pro-active work they do.**

Martyn will inform Christa that Khalida has been elected as the named representative and arrange a meeting for them consider the report together.

Lesley has her first safeguarding meeting with Kevin Hartwell (VP Support) next week. She also attended Safeguarding training for Lead Councillors in June.

Councillors are encouraged to attend school events (see the calendar in the pack) or indeed visit school at other times to walk around or visit lessons and assemblies. Sheila has attended a parent consultation evening and an assembly.

6. Principals Report

Attainment and Progress Outcomes for 2015

School Profile Update

SEF

SLG & Staffing Structure Update

Update of School Improvement Plan

Vrigu opened this item by informing councillors it was clear during the Ofsted inspection at Erdington Hall last year that the government are expecting councillors to have a greater insight and understanding of the work of the school and to hold the school and its leadership to account.

Gaetano drew attention to the key priorities detailed in the SEF which form the basis of the Balanced Score Card:

- Progress 8 score +0.5 and attainment 8 grade C+/B-
- Teaching and Learning (marking, differentiation, challenge for all and reading)
- Core School Values and standards
- NTSA secures a strong reputation as a local provider of ITT and professional development of teachers, support staff and school leaders

Gaetano highlighted aspects of his report under the achievement, leadership, provision and support sections and invited questions.

Chris congratulated the school in terms of the performance of students who drive pupil premium. She explained that the accepted measure is to compare the performance of students who drive pupil premium in a school against the performance nationally of all students. Chris noted the following:

2014/15

A*-C Ninestiles PP students: 57%

National: 55%

C or above Ninestiles PP students: 67%

National: 69%

Chris noted all the many interventions put in place for students and asked Gaetano which he thought were the most effective. Gaetano responded that he felt the three most effective interventions had been:

- the individual personalised timetables for students which extended right up until the final exams
- individual strategies adopted across all curriculum areas. The curriculum Assistant Principals will be investigating these together to identify good practice that can be shared. Last year's underachievement by girls has improved as have the results for middle band students.

- the work of the mentors – all Y11 had mentors whereas previously it had been only for more vulnerable students. This started in November last year but has started already for this academic year.

Acknowledging the problems with iGCSE Vrigu asked if the results now being reported are final. Gaetano reported that this is the case. Some of the re-marks have resulted in As being upgraded to A* or other similar upgrades but whilst these will improve overall outcomes for subject areas they do not influence the headline figures. **Vrigu noted that the grade barriers have changed in some areas and** Gaetano agreed, noting that to get a C grade in maths last year required 57% whereas this year the requirement is 65%. He warned that there could be a similar rise next year. Chris informed councillors that the IGCSE English results were not received until 25 August. An issue was raised by the exam board around the Speaking and Listening component of the exam despite successful moderation reports issued on May. Following the board's report marks did not actually go down for this component although coursework marks were downgraded a little.

Students achieving the EBacc qualification were 32% last year which dipped a little to 27.5% this year but a larger cohort of students took the qualification including 189 students studying French. Gaetano expressed his confidence that the curriculum is broad and balanced at KS4 and students are offered a diverse choice of study alongside the core subjects.

A%-A grades awarded nationally have gone down. Students achieved 15% (the same as last year) at this measure compared to a target of 20%. The importance of supporting our most able students to achieve the highest grades was emphasised.

Nadeen asked about the staff view on page 4 of the SEF where no feedback is shown. Gaetano explained that because this is the first SEF of the year no surveys have been conducted yet. Where gaps appear they will have been completed by January.

Chris reflected on the quality of teaching section and noted that the judgements are reflective and quite conservative. Chris questioned by what criteria these judgements had been reached. Gaetano explained that the judgements were moderated during discussions that took place with the Executive and Senior Leadership Groups.

Chris noted the sections in the SEF that are rated as being strongly amber and asked what the key actions are to address these so that they can be judged as green by next year.

Jason referred to page 6 of the report where the issue of homework is marked as amber. He reported that a first draft of a Y7 and Y8 homework timetable has been compiled today. Last year different types of homework were discussed but the need for a greater rigour is now recognised. It is hoped that this new rigour will be supported by the Learning Workbooks where students can not just revise but use them to do homework related to lessons. This year cumulative assessments will take place for all year groups and the Learning Workbooks should provide a valuable revision tool.

Khalida commented on her sons' experience last year of homework being set on sheets that were not always marked. The homework is now in their workbooks and is much more structured and purposeful.

Jason explained the DIRT strategy, ie "designated reflection and improvement time". Students are encouraged to reflect on the marking of their work and the teacher's comments to help them to understand the changes they need to make to improve.

Nadeen asked how often homework would be marked. Jason informed her that guidelines state at least every 4th lesson as a minimum. **Nadeen suggested that parents could be asked to sign completed homework** and Jason said that a number of methods for keeping parents informed were being discussed, eg the re-implementation of planners, text or email messages to parents etc.

Jason also commented on the current strategies to stress the importance of embedding reading across the curriculum with books linked to subject areas. It is hoped that this will have a long term impact and increase students engagement with, and enjoyment of, reading. **Khalida commented that this strategy was having a positive impact on her own sons who were enjoying reading books related to the subject areas of their lessons.**

Chris checked with Gaetano that he anticipated that the actions discussed will move amber sections to green and he agreed that this is the case.

Vrigu invited Gaetano to comment on the staffing structure circulated. Gaetano drew attention to the changes at Senior Leadership Group level and noted that Sian Hartle (VP) and Kevin Dutton (AP Standards) continue their secondments to Cockshut Hill and Marc O'Malley (AP Behaviour) is seconded to Lyndon for the autumn term. Syreeta Anderson (AP Globality) joined Lyndon as a Vice Principal from September 2015. Other changes are as follows:

Jade Beetison	Substantive AP (Creativity and Performance)
Dan Giles	Acting AP (Globality)
Jenny Wilkie	Acting AP (English)
Alex Hughes	AP (Maths and Assessment)
Marie O'Toole	Acting AP (Behaviour)
Christa Vines	Associate AP (Inclusion)
Katie Oliver	Acting AP (Behaviour)
Issy Cotterill	Associate AP (Lead Practitioner in MFL)
Victoria Creedon	AP (Achievement)
Tim Kilbride	AP (Client and Stakeholder Engagement)
Hilary Barber	Director of Operations, NAT
Lizzie Ford	Associate Vice Principal (Director of Teaching School and ITT)
Zara Ali	AP (Programmes Manager, Teaching School)
Steve Ralph	Principal Finance Officer (NAT)

Gaetano reported that Tim is working currently with Alex to set up a parent group to seek their opinions about homework and reporting.

Appointments were made for around 19 TLR posts arising from other promotions and leavers.

Vrigu asked Gaetano if there is now a full complement of staff. Gaetano confirmed this to be the case although noting that one English teacher leaves at half term and a maths teacher at Christmas.

Chris referred Gaetano to the anonymised evidence base for the quality of teaching and raised two questions

▪ **What is planned to ensure new members of staff are teaching good and outstanding lessons?**

Gaetano reported that new staff are carefully inducted and NQTs have a personal mentor and both NQTs and RQTs are part of a specialist training programme.

▪ **Do you believe that teachers are clear that judgements are made on performance over time and not a one off lesson?**

Sheran and Joan confirmed that staff are clear about this. New staff will have understood this through their training programmes. Jason confirmed that lesson observations are not graded to emphasise this to staff. Jason suggested that it would be very helpful to commission advice from an Ofsted Inspector who could signpost what progress over time looks like in books as part of whole staff INSET.

Gaetano commented that he and Chris have attended Ofsted training and were told that in schools previously classed as Outstanding, inspectors would be looking pointedly at KS3.

Gaetano asked for councillors to approve the Balanced Score Card 2015/16 (circulated previously) and this was agreed as follows:

Proposed: **Chris Quinn**
Seconded: **Sheila Huckfield-Powell**

7. Feedback to Directors

There was no feedback.

8. Reports from Committees

There were no committee reports.

9. Policy Updates

Staff Code of Conduct

The code was received by councillors.

10. Pupil Advocacy

Sheran updated councillors with the following information:

- During the summer term two new council members were appointed and they are settling in well and working with the team.
- The council are taking part in a number of fundraising activities including the MacMillan Coffee morning held recently which raised £330, Children in Need and Sports Relief.
- Sheran is in contact with the Advocacy Leads in the other trust schools to arrange joint activities and is particularly keen to make links with Lyndon School.
- Martyn reminded councillors about the highly successful whole school trust event held last year at Highbury Hall.

Chris suggested that the school councils should be included in the audit for the UNICEF Rights Respecting awards. A joint meeting will be arranged with the councils and a member of staff who attended the UNICEF training.

11. Minutes and Matters Arising

The minutes were accepted as a true and accurate record of the meeting held on 02 July 2015.

Proposed: **Chris Quinn**

Seconded: **Sheila Huckfield-Powell**

12. Any other business

- a) **Vrigu asked Chris for an update on the situation with Cockshut Hill** and she confirmed that agreement has been reached with the DfE for Ninestiles to sponsor Cockshut Hill. Agreement has been reached with the Local Authority and the Regional Schools Commissioner on some things that need to happen before conversion and work has started on these.
- b) Kate will email details of an opportunity to take up Safer Recruitment training. There are three places available.

The date of the next meeting is 19 January 2016

Date	What?	By whom?
020715-02	Trial use of iPads in meetings	Gaetano/Hilary
15/09/29/01	Inform Christa that Khalida has been appointed as SEN lead	Martyn
	Undertake staff / parent surveys to inform the SEF	Gaetano
	Investigate possibility of commissioning an Ofsted inspector to present CPD on what progress over time looks like in work books	Chris
	Arrange joint school council meeting re the UNICEF Rights Respecting Award audit	Martyn/Chris
	Email councillors re Safer Recruitment training	Kate