Tile Cross Academy

Minutes of the Advisory Academy Body Meeting held at the School at 4.00pm on Thursday, 23rd May 2019

Present: Mr Chris Etheridge – Head of Academy (CET)  
Mr Martin Holcombe – Chair (MHE)  
Mrs Nazmeen Akhtar – Parent Governor (NAR)  
Mrs Jenny Pemberton – Staff Governor (JPN)

Apologies: Mr Nigel Bratt – Vice Chair and Community Governor  
Councillor John Cotton – Community Governor (JCN)  
Mr Javed Iqbal - Parent Governor (JIL)  
Mr Dan Turnbull – Community Governor  
Ms Bev Mabey – WHMAT CEO

In Attendance:  
Mr Peter Weir – (representing Bev Mabey) Head of Saltley (PWr)  
Mr David Worledge – Finance (DWe)  
Mr Hardip Sami – Assistant Head teacher (HSi)  
Mr Russell Kennedy DHT

Approval of the Minutes of the meeting of the 6th December 2018

The minutes of the AAB meeting held on Thursday 6th December were approved

Actions from the Minutes

Action: CET to address with pastoral team about how Year 11 tutor time can maintain its pastoral feel whilst also meeting the needs of the whole child’s development and their academic achievement.

Difficult for year 11 prioritising English and Maths. However spirits are high and HoFs withdrawal session have given Tutors capacity to focus on pastoral care at stressful times.

Action: Further discussion to be had on a potential Governor’s Award to recognise hard work of staff going on at the school

This will be discussed in July.

Action: Accountability of TAs to be discussed with JMy and presentation by SENCo at future meeting this year.

There will be a presentation in July.

Action: CET to confirm date of training for staff on the strategic plan and ensure on website.

This was done in January.

Action: Clerk to chase responses on policies prior to ratification

Ratified on 1st December by (Chairs action).

Action: CET to plan the agenda for visioning day 2 on 23/5/19 and present at the April meeting.
Visioning day 2 was postponed. As a joint Governance plan is to be discussed later in the agenda.
Action: CEt to pass on the thanks from the governors for the incredible hard work that staff have put in to school this term and wish them a happy Christmas.
This was done at Christmas.

Pecuniary Interests

All Governors present updated their pecuniary interests forms if appropriate.

Finance Update

Dave Worledge, Trust Accountant, presented the latest management report and took questions. It has been a tough 8 months. The deficit budget agreed is £100,000; however our current forecast is £119,000. Which means as of end of April 19,000 overspend. Some of these costs have been out of control, for example estimated energy bills and Agency staffing to cover long term sickness absence. Long term absence this year has been unprecedented and has significantly impacted on the slight overspend.

PWwr commented that WHMAT have protected staffing due to centralisation model that will be documented further later in the agenda.

Actions:
PMo next meeting – Staff Structure
CEe to check the government website included in teacher advertising

Centralisation

CEe presented on the alignment project involving the centralisation of key support services with WHMAT.
JPn expressed concerns that HR are not going to be based in school.
DWe proposed the HR team should be based here, and CEe informed them that the current proposal is that the Transactional team is based at TCA.

MHe raised concerns about finance and HR being distant from organisation.
CEt informed that support from WHMAT has been swift. Directors are presenting to staff in the first week of the new term.
MHe is confident that centralisation can work if the mechanism is correct and the fine detail considered.

JPn asked if there was an expected deficit
DWe informed that WHMAT will absorb parts of pooled budget. However this cannot occur every year!
PWr offered that there are real benefits to not having to worry about Gas/Electric etc. as these areas will be considered at central services and there will be economies of scale too

Head teacher’s update

MAT Review March 2019
CEe presented on the findings of the MAT review and the MAT review action plan was discussed.
PWr commented next steps are to make the best the norm. How do we get the consistency in the long term. The report is a good staging post.
MHe Action plan received and appreciated can this be reflected in the SIP

**Action:** Governors to ensure MAT review is read and comments received  
**Action:** MAT review action plan as part of SIP 2019/20

**Teaching and Learning**

HSi presented the teaching and learning strategy and current position. This has come a long way. Data proves progression.
As a mark of where we are on the journey there is now a focus on a cohort of 16 staff who are not consistently green. The green teaching programme was presented, to help staff plan critically.

**MHe queried is it a support plan?**

HSi confirmed that no this is a lifelong plan. The aim is for the cohort to train others next year. Knowledge rich curriculum and no more marking.
Highlighted KRC and NMM research projects.
The MAT review was again highlighted with 5 reasons to celebrate and 3 things to improve.
Real focus going forward would be on diagnostic questioning.
KS3 especially need challenge as the cohort has changed as we become more stable.

MHe Recommended another visit in the Autumn term to put leaders through the new paces with new framework. This was agreed.

**Action:** CEe to book Josie Lees for mid-September.

HSi finally highlighted that “no more marking” is being piloted with PSHE group and could impact positively on staff workload without affecting pupil outcome.
PSHE pilot this half term

**Action:** Findings of no more marking pilot to be presented at the next meeting

**Performance data**  
**Outcomes**

MHe reported back from his premeeting prior to governors current data is indicating strong progress.

**PWe How to be sure?**
RSL work with all HoFs looking at all pupils. PiXL profile block approach adopted with our own style.

Latest data – 0.1  
All pupils + 0.2

Could lead to average banding, on IDSR if achieved which would be new ground for school.
**Action: Website updated in July to tell story of 1) Outcomes 2) attendance.**

PWr commented that SEND data challenges.
CxEE informed there is still a positive trend. Quality 1st teaching has been key on this has not been a consistent cohort.

**Attendance**

RKy presented the attendance position paper.
Mobility at 34% so far this year is still very high. 145 pupils registered as PA this year. This is clear impact of mobility. 67 of these are now off role – telling the story is crucial. If these are removed PA’s drop from 24% to 13.6%, National average is 13.4%.
Attendance up 2.25% inc leavers on 2 years ago 1% exc leavers. This is positive progress and small steps are important.

Inc leavers 92.62%
Exc leavers 93.02%

PWr asked How many families have been fined?
RKy responded that of 33 SARMs only 5 taken through for prosecution.

Now WACES taking on attendance action plan.

JPn asked “For pupils who don’t return is their attendance back dated if they come off roll?”
RKy responded that 20 days still affects us.
JPn asked will an early Ofsted be negatively affected by this
RKy informed that WACES are to be made aware and develop strategy on this

**Behaviour**

RKy presented statistics and informed that we will not have reduced the fixed term exclusions year on year.
MHe pointed out the reduction in Pastoral Managers and this has had an impact. CxEE pointed out that there has been an interim structure with 4 Pastoral Managers since Easter and 3 more permanent PM’s are to be appointed for September.
Building work and unstructured time has been an issue.
However, MAT review excellent behaviour for learning.

**Action: Sanction and support ladder to be brought to next meeting to better understand support offered to remove barriers for learning.**

**Safeguarding**

Safeguarding statistics presented by RKy indicate a high level of need – 8 CPPs.
6 LAC children highlighted with 4 from the same family.

Big increase in welfare concerns
MHe asked Do all staff make referrals?
RKy said there has been training and awareness but that it would be good to see statistics next time.
The action plan from the section 175 was also discussed.
Action: Hayes online governors training – please complete for next meeting
Action: CPOMS demonstration next time stats re % staffing

Pupil numbers

CEe presented Positive movement. Year 8 still are a tricky year and there is a waiting list in other years.
NAr asked how is the waiting list managed?
CEe responded as per policy.

Action: Year 7 priority number will it come out in future and be good to report year on year

Capital Project

CEe took questions on the new build and discussed that the final push is now upon us and this is where it will be hard regarding items not in contract. 
CEe also discussed the standards of safeguarding should be first class and he had sought advice from Ellen Osborne during her recent visit.
MHe discussed assurances that the site will be shut if our standards are not met. Other governors supported the hard approach. It is essential that the Contractors practice is first class.

Action: Present Ellen Osborne report at next meeting
Action: CEe to work with Morgan Sindall on their systems

Policies

The Rights respecting school insert was discussed and governors thought it as appropriate when all for now and ratified but could all reviewed policies have explicit reference to exact right.

Governor training

Governors were encouraged to contact CEe with availability for courses

Permanent exclusion panel

Action: One more member needed from WHMAT. CEe to contact Angela Sutherland

AOB

Eid
PWr - Consider approach as Saltley early close. Chair delegates powers to see what best approach is regarding Eid celebration.

Confidential minutes
How do we record these? Ask Saltley

Joint Governing body (TCA + Saltley)
Benefits
- Previous chair of Saltley AAB has a wealth of experience and willing to be Vice Chair
- Saltley no chair
- Primary model in MAT already
- Comparison of data would be timely and easier
- PWr held to account by one body

Issue
- Information overload – PWr to develop a rational approach
- Board hold PWr to account for how he holds PMo + PWe to account

Way Forward
- Tile Cross Chair – MHe agreed in principle
- Saltley Vice – MYo has agreed in principle
- Priorities still remain
  - 12/13 people
  - Community
  - Parent
  - 2/3 staff

Next Steps
- Copy going to MAT board tonight
- Reviewed for 2020/21 in light of interim structure
- Governors in unanimous agreement

Action: PWr to present further proposals next meeting