

ST IVO ACADEMY LOCAL GOVERNANCE COMMITTEE

WEDNESDAY 11 MAY 2022 3.30 p.m.

PRINCIPAL'S OFFICE

ST IVO ACADEMY

Membership: Sam Griffin - Principal, Frank Newton, Richard Potter, Philip Speer, Elaine Warriner

Clerk: Emillie Newell

Distribution: Julie Bloor, Link Trustee Cambridgeshire

Melanie Basson, Information and Governance Officer, Astrea Academy Trust

Agenda

Item	Subject	Format
1	Apologies	PS
2	Declarations of interest	ALL
3	Minutes of the last meeting, action tracker and matters arising	PS
4	Chair's Update <ul style="list-style-type: none"> Recruitment to LGC 	PS
5	Principal's Report - committee members questions on report <ul style="list-style-type: none"> Mock exam results Risk register 	Papers
6	Self-Evaluation Framework and Academy Improvement Plan	Gr
7	Member visits reports	FN
8	Any other urgent business	Chair
	Date of next meeting: 15 June 2022 at 3.30 p.m.	

ACTION TRACKER – 2021 -2022

DATE OF MEETING	ITEM NUMBER	ACTION REQUIRED	BY WHOM	STATUS
20 October 2021	5.2	Committee to review impact statement.	Mr Speer	Item 4 8 December 2021
20 October 2021	6.2	Sharing of recruitment documentation.	Mrs Basson	Complete 21 October 2021
20 October 2021	6.2	Consideration to be given to creation of new link roles. Ideas to be shared with the LGC at the next meeting.	Mr Newton	Item 3 8 December 2021
20 October 2021	7.10	Reasons for students moving to other schools within the academic year to be shared with the committee.	Mr Griffin	Completed – 22 October 2021
20 October 2021	7.13	Clarification required for EHP data.	Mr Griffin	Completed – 22 October 2021
20 October 2021	8.7	Academy Improvement Development plan updates to be discussed at each meeting.	Mr Griffin	Ongoing throughout 2021 -2022
8 December 2021	3.1	Mr Newton to circulate ideas for link member roles to the committee once approval received from Mr Speer and Mr Griffin.	Mr Newton	Completed 11 February 2022
8 December 2021	6.1	Dr Craig to collate attendance information for Pupil Premium students attending Period 6.	Dr Craig	Completed 23 February 2022
23 February 2022	3.1	Mrs Newell to circulate Mr Blake's presentation to the committee	Mrs Newell	Completed 24 February 2022
23 February 2022	8.1	Mr Speer to write to all members of staff on behalf of the committee.	Mr Speer	

**MINUTES OF THE
ST IVO ACADEMY LOCAL GOVERNANCE COMMITTEE MEETING
WEDNESDAY 23 FEBRUARY 2022 at 15.30 hours
Via Microsoft Teams**

PRESENT:

Sam Griffin
Frank Newton
Emillie Newell (Clerk)
Richard Potter
Philip Speer
Elaine Warriner (joined at 16:13)

APOLOGIES:

Charles Glanville

IN ATTENDANCE:

Tim Blake, Executive Principal, Astrea Academy Trust

ITEM	DISCUSSION	ACTION
1.0	Apologies	
1.1	Apologies received from Mr Glanville; the committee approved of these absences. Mrs Warriner to join the meeting after 16:00 hours.	
2.0	Declarations of Interest	
2.1	There were no declarations of interest.	
3.0	In Attendance – Tim Blake, Executive Principal	
3.1	Mr Speer welcomed Mr Blake to the committee meeting. Following introductions, Mr Blake advised the committee that he was previously the Principal at Bedford Free School, a high performing school in the top 150 schools based on progress and one of eleven schools to be graded outstanding by Ofsted within the new Ofsted framework: a school in an area of significant social deprivation and challenge. During Mr Blake's time there he focussed on school culture, systems, and routines to promote high expectations and aspirations. <u>Mr Speer questioned as to how wide the intake in terms of ability and social background.</u> Mr Blake advised that the school was established in 2012 for the Bedford and Kempston region attracting pupils from diverse backgrounds and joining secondary school with below expectation achievements from their primary schools. The school and parents worked alongside each other using open, honest, and positive dialogue.	

<p>Mr Blake referred to culture and presented is action plan for addressing culture at St Ivo. Mr Blake explained that a powerful culture can lead to strong outcomes due to positive pupil perceptions and strong parental buy-in. Home - School agreements will be created, and videos will be shared with parents and students as to why we are doing this.</p> <p>Mr Blake informed the committee of the changes underway at St Ivo to change the culture and this will be embedded through codifying and the explicit communication of expectations. By codifying expectations students will understand what it means to attend St Ivo. Students are now welcomed in the morning at the school gates, and morning addresses for each year group throughout the week will address specific character traits. To date, morning addresses have focussed on respect and taking responsibility.</p> <p>Staff responses to the recent survey will be considered when addressing and improving behaviour systems and communicating with staff. Students “<i>getting it right</i>” will be rewarded and will receive recognition, this is to draw a balance rather than just focusing on those students' receiving sanctions. Over the next few months staff will receive CPD (Continued Professional Development) training on behaviour and some of techniques referred to in “<i>Teach Like a Champion</i>” written by Doug Lemov will be utilised throughout this process.</p> <p>Mr Blake asked the committee if they had any questions.</p> <p><u>Mr Newton sought clarification as to whether Mr Blake was still employed by Bedford Free School.</u></p> <p>Mr Blake advised that he is now employed by Astrea Academy Trust as an Executive Leader and will be based at St Ivo until 31 August 2022.</p> <p><u>Mr Newton commented that the plans in place are very good and referred to the 1800 students on roll at St Ivo and the trouble that re-occurs every year with year 8s, 9s and 10s during break and lunch. Mr Newton enquired how, going forward this will be tackled.</u></p> <p>Mr Blake referred to codifying of expectations, the supervision of students during breaktimes as well as teaching students desired behaviours; this will make it clear to both students and parents as to what is expected; students will be held to account as thresholds will be in place when desired behaviours are not seen.</p> <p>Mr Griffin advised that to support this, Mr Blake has stated that the structure of the school day may need adjusting with a view to operating a split lunch for year groups, this presents logistical challenges but will be discussed by SLT over the coming weeks.</p> <p><u>Mr Potter praised the ideas and plans in place presented by Mr Blake.</u></p> <p><i>ACTION: Mrs Newell to distribute Mr Blake's presentation to the committee.</i></p> <p>Mrs Warriner joined the meeting at 16:13.</p> <p>The committee discussed the small number of students who will choose to rebel against the codes, leading on to a discussion regarding suspensions and alternatives to permanent exclusions and the funding in place in Cambridgeshire.</p> <p>Mr Griffin stated that he was grateful to the trust for providing the opportunity for Mr Blake to work alongside SLT at St Ivo and the long-term benefits this will offer to all.</p> <p>Mr Speer echoed this in terms of Mr Blake's contributions and work undertaken to date and expressed how impressed he is with the focus on the culture at St Ivo.</p>	<p>Mrs Newell</p>
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	<p>Committee members thanked Mr Blake for attending.</p> <p>Mr Blake left the meeting at 16:15</p>	
4.0	Minutes of the last meeting, action tracker and matters arising	
4.1	<p>Minutes of the last meeting held on 8 December 2022 were approved electronically by the committee.</p> <p>Matters arising</p> <p>Mr Speer referred to the shortage of maths and English teachers. The overdue renewal of the anti-bullying policy.</p>	
5.0	Principal's Report	
5.1	<p>Mr Griffin presented on oral update to the committee and advised that a full report will be presented at the next meeting of the committee in April 2022.</p> <p>Mr Griffin's oral update focussed on three areas for development following the Ofsted inspection: -</p> <ul style="list-style-type: none"> • Monitoring of Alternative Provision students. • PSHE and personal development. • Behaviour. <p>Mr Griffin reported to the committee that a significant amount of work has been undertaken in these areas since November 2021 with support from the trust and Mr Blake joining St Ivo implementing the initiatives discussed earlier in the meeting.</p> <p>Moving forward improving perceptions of parents and communicating with parents is also a high priority. Mr Griffin referred to the parent forum which until four years ago had been in place for parents and staff, but once Sixth Form students whose parents were involved with the group stepped away the group folded. Just before the pandemic hit plans had been in place to create another parent group but progress in this area was hindered by Covid-19.</p> <p>Mr Griffin informed members of the parent listening groups held before half term, inviting parents to join on online session giving them an opportunity to share their views with Mr Griffin; Mr Blake also joined the sessions to collate views of parents. Twenty-eight parents attended across the five sessions offered and some have put forward an interest in joining the Local Governance Committee.</p> <p>Mr Griffin informed the committee that prior to the half term break a Principal's newsletter was circulated to parents and students, this was a short communication highlighting the positives of the half term.</p> <p>After the half term break, Mr Griffin and Mr Thomas held a post Ofsted parents' meeting; just over sixty parents attending, the evening centred on the areas where St Ivo will make improvements and address issues going forward following the Ofsted outcome and feedback from parents during the listening sessions. A range of areas was discussed, and the event was constructive.</p> <p>Mr Griffin shared the Ofsted Parents feedback meeting presentation with the committee.</p> <p>To summarise, Mr Griffin advised that St Ivo is focussing on public relations work, working with Gina Malatesta, Communications Team, Astrea Academy Trust. It is anticipated that meetings with parents will take place once a half term and an Ofsted survey will be circulated just before the end of the Spring term. Mr Griffin reported to the committee that earlier today, Councillor Fuller and Councillor Reynolds visited St Ivo, touring the school, and visiting lessons, seeing focussed, engaged learning.</p>	

	<p><u>Mr Newton enquired as to the possibility of recruiting parents and giving the new recruits link responsibility roles.</u></p> <p>Mr Griffin advised that conversations will be taking place with Mr Speer in relation to recruitment to the committee. The committee discussed the recruitment process and representation from both parents and staff. Mr Speer stated that this will be discussed in greater detail at the next meeting.</p>	
7.0	Policies	
7.1	<p>Policies circulated for information only.</p> <p>Attendance Policy no changes, circulated to the committee for information.</p> <p>Non-examination policy -due for renewal, slight change taking reference to Go4 Schools out of the policy due to the transition to Bromcom.</p>	
	Any other business	
	<p>Mr Potter suggested that the committee expresses its thanks to all members of staff for their efforts and commitment during the Ofsted inspection.</p> <p>Action: Mr Speer will write to all members of staff on behalf of the committee.</p>	Mr Speer
	<p>Meeting ended at 17:00</p> <p>Date of next meeting 27 April 2022 at 3.30 p.m.</p>	