

# Minutes – City Academy Council

**Version:**

**Date** 23 June 2021  
**Location:** Online via Teams  
**Time:** 5.30 pm

**Present:** Ruth Pickersgill (RP) Sponsor Academy Councillor (Chair)  
 Jon Angell (JA) Principal  
 Sally Apps (SA) Executive Principal  
 Ben Pearce (BP) Student Advocate  
 Lian Thielen (LT) Parent Academy Councillor  
 Claire Rodgers (CR) Teacher Academy Councillor  
 Clare Colvin (CC) Sponsor Academy Councillor  
 Joanna Tomlin (JT) Sponsor Academy Councillor  
 Aylwin Yafele (AY) Sponsor Academy Councillor  
 Sabah Bakali (SB) Parent Academy Councillor

**Attendees:** Kelly Jefferies (KJ) Assistant Principal  
 Ben Tucker (BT) Senior Vice Principal  
 Linda Corbidge (LC) Academy Council Clerk

**Apologies:** Julie Carlile-Jones (CC) Support Staff Academy Councillor

**Absent:** Raymond Veira (RV) Sponsor Academy Councillor

Item	Description	Action
<b>1</b>	<b>Introductions</b>	
1.1	Introductions were made by RP.	
<b>2</b>	<b>Declarations of Interest</b>	
2.2	There were no updates to declarations of interest. All declarations had been completed.	
<b>3</b>	<b>Minutes of Previous Meeting</b>	
3.1	The minutes of the meeting of 22 April 2021 were agreed as accurate.	
<b>4</b>	<b>Matters Arising</b>	
4.1	4.1 Discuss how councillors could meet with staff – taken forward to early September due to increased Covid cases. <b><u>ACTION: RP/JA to discuss councillor/staff meet in September</u></b>	<b>RP</b>
4.2	5.1 RP to send insert to JA for newsletter re councillor vacancy <b><u>ACTION: Contact possible local community member</u></b>	<b>RP</b>
4.3	5.3 RP will contact one councillor to remind to complete Nimble training – RP had tried with no response, will contact again. <b><u>ACTION: RP would contact councillor.</u></b>	<b>RP</b>
4.4	8.1 CL to arrange meeting with RM/JT/AY re careers – AY will meet shortly re careers and report back in September. <b><u>ACTION: Report to September meeting.</u></b>	<b>AY</b>
4.5	9. CL to share draft parent/carer survey with LT and SB before issue – It was noted the survey had been shared twice with text reminders sent. SB was concerned concern regarding communication with parents re survey as had not seen text reminders. <b><u>ACTION: JA/CL will discuss tomorrow re sending further text reminder.</u></b>	<b>JA</b>

Item	Description	Action
4.6	10.1 JA/RP to convene a meeting with local agencies to ensure that Prevent partnership is working to assess local risk and also work with CJ/SQ to ensure parents have the information on Prevent – RP confirmed meeting will take place shortly. <b>ACTION: Taken forward to report at next meeting.</b>	RP
4.7	11.1 JA would upload TAG slides to Teams for Academy Council - <b>completed</b> 13.1 RP will raise queries on E-Safety Policy & Toileting & Intimate Care Policy – RP raised queries – <b>completed.</b>	
5	<b>Governance</b>	
5.1	<b>Membership</b> – Vacancy for community councillor ongoing. <b>Councillor Visits</b> – <b>ACTION: RP will arrange councillors’ visit for September.</b> <b>CLF Staff Conference</b> – RP recommended attendance to councillors.	RP
5.2	<b>Link Roles</b> - RP encouraged link councillors to continue to link with staff.	
5.3	<b>Training</b> – Further training will take place in September.	
6	<b>Behaviour and Exclusions (presentation by Kelly Jefferies)</b>	
6.1	The Behaviour and Exclusions Report and Pastoral Update had been shared, KJ highlighted: <ul style="list-style-type: none"> <li>• The focus on punctuality to lessons and uniform. Lateness in the morning is improving dramatically.</li> <li>• The new graduated response introduced this term had been made clear and launched to the whole school. Meetings had been held between Personalised Learning Centre (PLC) colleagues and Pastoral Support Workers (PSW) to offer individualised support this term, then will review support.</li> </ul>	
	<b>Questions from Academy Council</b>	
6.1.1	<b>What is the role of Learning Facilitators?</b>	
6.1.2	They have an important involvement in the Stage 1 response for absence (LF monitoring card).	
6.2	<b>Is the data accurate in the report regarding the percentage of students who had been fixed term excluded?</b>	
6.2.1	<b>ACTION: JA will check and report back to councillors on percentage of students who have been fixed term excluded</b>	JA
6.3	<b>There seems to be higher numbers of students with dual heritage being excluded – can we see percentage of ethnicities on the report?</b>	
6.3.1	This relates to some students we have supported who have now gone onto alternative learning provision. Mixed White and Caribbean students are disproportionately high – this is a trend we will be looking into. <b>ACTION: Ethnicity percentage to be included in further reports.</b>	KJ
6.4	<b>Why are FT exclusions higher than national average (NA) and higher than at Bristol Metropolitan and Bristol Brunel Academies?</b>	
6.4.1	Exclusions have dropped dramatically since the new behaviour system and new exclusion room.	
6.5	<b>Why is physical assault against a pupil nearly double other schools, but threatening behaviour is lower?</b>	
6.5.1	Female exclusions are three times the NA, male much different to NA. We have a group of girls who are fighting far more than any boys. Focussed work is ongoing to support the young people and families.	
6.6	<b>Why have SENDE exclusions have gone up when other exclusions have reduced?</b>	

Item	Description	Action
6.6.1	We are in the process of trying to find different provision for 3 statemented students. To support, 2 of the 3 are on flexible timetables; all have 1:1 support and intervention from different agencies. The small number with high issues distorts the data.	
<b>6.7</b>	<b>Is there support for those struggling with uniform?</b>	
6.7.1	Phone calls are made home/we communicate with families. Uniform and uniform cards are given out where appropriate. It is important to improve standards whilst keeping students in lessons.	
<b>6.8</b>	<b>If we don't exclude children as in other academies for threatening behaviour but there are higher physical assaults is there anything in the PSHE programme to help with different ways to solve a problem?</b>	
6.8.1	Yes, there is material in the programme; perhaps it is not having a good enough impact – we will be re-thinking what we do there. For some of the young people involved something more therapeutic and intense is required; offers from community leaders re mentoring and counselling.	
<b>6.9</b>	<b>Is this related to the pandemic?</b>	
6.9.1	It is not something we have seen before – it may be a result of children spending so much time in small flats/houses. We have also admitted 4 or 5 students from other schools which we are now finding out were asked to leave those schools because of behaviours. Physical assaults seem to be linked to increased use of social media throughout lockdown – nearly 90% of issues come back to social media; there is a need to focus on the community and education around social media. Actions taking place include interventions particularly focussed to certain communities and increasing work on creative solutions – organisations very community based would be really useful.	
6.9.2	<b>Councillors commented on the reputational risk associated with social media use. Councillors suggested:</b> <ul style="list-style-type: none"> <li>• Parent/carer sessions around social media use</li> <li>• Young people co-producing behaviour policies – ownership?</li> </ul>	
6.9.3	<b>Councillors noted that there were good processes in place and that identification of certain behaviours should result in measures for intervention – the real impact of interventions will play out in the long term. In this climate it is difficult to implement measures and obtain results right away.</b>	
<b>7</b>	<b>Staffing and Wellbeing</b>	
7.1	<b>Staffing</b> JA reported that: <ul style="list-style-type: none"> <li>• The school was fully staffed for next year.</li> <li>• Aisha Thomas had resigned to pursue her business in representation matters. <b><u>JA AND COUNCILLORS NOTED THE AMAZING WORK AISHA HAD DONE AT CITY ACADEMY OVER THE PAST 6 YEARS.</u></b></li> <li>• New Science and English Teachers had been appointed.</li> </ul> <b>Wellbeing</b> <ul style="list-style-type: none"> <li>• Two staff were currently absent through Covid and one of the SCITT trainees had tested positive. Councillors noted this was good compared to other schools in the area.</li> <li>• JA commented that the TAG process had been a huge amount of work for teachers.</li> </ul>	
	<b>Questions from Academy Council</b>	
7.1.1	<b>Will there be an impact as there will be 3 newly qualified teachers in key subject areas next year? Was there a good field of applicants?</b>	
7.1.2	Mentoring will be in place. An Early Careers Teacher Lead had been appointed to oversee the new Early Career Teacher Framework. CR confirmed there had been 24 applicants for	

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	the English position which was really positive. It was also pleasing to see more diverse applicants this year.	
<b>7.2</b>	<b>Are there any comments on wellbeing from staff present?</b>	
7.2.1	Staff are feeling relieved that TAGs have been completed. It has been a busy term.	
<b>7.3</b>	<b>RP gave feedback from a meeting she had attended in another capacity where an ex PGCE student at CAB had highly complimented the school, and in particular the RE teaching .</b>	
<b>8</b>	<b>Student Voice / Student Advocate</b>	
8.1	BP had sought feedback on behaviour and exclusions and what students would like to see change and why? BP reported there had been a passionate debate. <b>ACTION: BP will share a report with councillors at the end of this week.</b>	<b>BP</b>
8.2	BP reported that 2 new head students from Year 10 would be in place by Friday – BP will introduce to councillors. There were also new students on the panel for Student Voice. Students were happy to meet with councillors via Teams after school. <b>ACTION: JA will arrange for JW to liaise with LC to issue Doodle Poll. (Post meeting note: due to increased pressure in school re Covid, this has been postponed to Term 1)</b>	<b>JA</b>
<b>9</b>	<b>Feedback and questions from Parent Councillors/ Parent Engagement</b>	
9.1	SB highlighted: <ul style="list-style-type: none"> <li>We are awaiting feedback from parent survey from CL.</li> <li>We are awaiting further information following CL's discussions with IT to make the website more accessible for parents next academic.</li> <li>Only the Principal Forum is taking place at present due to Covid which is more difficult to access for some parents – we will aim to get Parent Café back again next academic year.</li> </ul>	
	<b>Questions from Academy Council</b>	
<b>9.1.2</b>	<b>Is there an update on the replacement for Carrie-Ann?</b>	
9.1.3	The position will be advertised in the next couple of weeks <b>ACTION: JA will share ad with parents/RP for communicating to local networks.</b>	<b>JA</b>
<b>10</b>	<b>Safeguarding</b>	
10.1	Councillors had received Terms 4 and 5 Safeguarding Reports and Link Councillor (RP) Visit note.	
<b>10.2</b>	<b>RP highlighted key messages:</b> <ul style="list-style-type: none"> <li><b>The Safeguarding Audit for the LA really shows that City Academy do well.</b></li> <li><b>RP/SLT are concerned about pressure on the team as there is a huge increase in safeguarding issues (see Visit Note); some may be improved recording/identification of issues but a lot of issues are now being dealt with at the academy as social care are not picking up as many. As a Council we need to be aware of the risk presented by the pressure on the team.</b></li> </ul>	
10.2.1	We are looking to resource the pastoral team with Pastoral Assistants to allow Heads of Year more capacity to deal with issues raised. These are fixed term for a year and about to be advertised. City Academy are also involved as a pilot school with the Mental Health Bristol Team (MHBT) who are coming in weekly for case work and more strategic work around mental health. JA reassured councillors that they recognise the pressures on the team.	
	<b>Questions from Academy Council</b>	
<b>10.3</b>	<b>Is there anything being done about the SENSO alert false positives mentioned in the report?</b>	
10.3.1	Only a tiny handful of those were issues; IT was tweaking to get it sorted.	
<b>11</b>	<b>Pupil Premium Report</b>	

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11.1	<p>Councillors had received the Link Councillor (CC) Report on Pupil Premium. CC highlighted:</p> <ul style="list-style-type: none"> <li>We have looked closely into the impact of interventions from PPG (Pupil Premium Grant).</li> <li><b>CC recommended that more detail should be included than the DfE required in order to follow impact.</b></li> <li><b>CC recommended councillors follow the link to EEF families of schools – for comparison of Pupil Premium against other schools.</b>  <a href="https://educationendowmentfoundation.org.uk/tools/families-of-schools-database/">https://educationendowmentfoundation.org.uk/tools/families-of-schools-database/</a></li> <li><b>CC recommended increased focus on high ability pupils – will keep an eye on in next report.</b></li> </ul>	
	<b>Questions from Academy Council</b>	
11.1.2	<b>Looking at TAGs – 9 – 4s are quite a way behind NA – is there a way we can use PPG to tie together to use specific actions?</b>	
11.1.3	If you refer to EEF (Education Endowment Foundation) the most impact comes from the quality of teaching which is why we use PPG predominantly to fund more teachers – this give them more non-contact time to plan together.	
11.1.4	<b>Are there plans for bespoke targeting?</b>	
11.1.5	The data will be ready for September. The challenge now is to plan how to spend the PPG we were allocated in March.	
	<b>Academy Council Report</b>	
<b>12</b>	<b>Quality of Education</b>	
12.1	JA presented highlights/took questions on the Academy Council Report, AIP and Management Accounts which had been shared.	
12.2	JA explained the new Early Career Framework for newly qualified teachers which will come into effect from September.	
12.3	<p>Scrutiny</p> <ul style="list-style-type: none"> <li>Recommendations were a focus on culture in Year 8; Roma children; SEND; effectiveness of PPG spend; assessment; attendance and reducing exclusions. Scrutiny was quite positive as priorities have been identified all the way through.</li> </ul> <p>ARV (Academy Review Visit)</p> <ul style="list-style-type: none"> <li>Positives: the journey in Science; behaviour in classrooms is good. Kate Richardson (part of review team) gave lots of good input to Catherine and Meg Luke (Literacy Lead) on where to go next re oracy.</li> </ul> <p>Both were positive experiences.</p>	
12.4	<b>Student Outcomes (Y11 TAG update)</b> Centre Assessed Grades Guidance and Black Box KS4 Results had been shared. The moderated evidence requested for the TAG process had now been uploaded. It was a huge amount of work. JA gave assurance he was confident with the judgements.	
	<b>Questions from Academy Council</b>	
12.4.1	<b>Is there evidence showing impact of the focus on literacy at KS3?</b>	
12.4.2	Reading has really improved but Years 7 & 8 had suffered due to Covid disruption. A lot of intervention had been provided for students with reading ages of 10 or under which had seen fantastic results. Due to Covid it had not been possible to collect data - literacy work will continue next year. The good curriculum and good teaching will continue to reap benefits of that work.	
12.4.3	<b>Why was English Progress 8 slightly lower?</b>	
12.4.4	The bucket of evidence was the same as the whole of CLF and the decision was made centrally to only do part of papers. When applying grading we had to look at evidence in Y10 when students might not have worked as hard.	
12.4.5	<b>How are Year 10 outcomes in English?</b>	

Item	Description	Action
12.4.6	Students this year going into Year 10 Mocks next week are going in with a strong position.	
12.4.7	<b>RSHE Implementation</b> <b>ACTION: PSHE &amp; RSHE taken forward to September meeting agenda.</b>	<b>JA</b>
12.4.8	<b>Health and Safety</b> CC not had contact with the Health & Safety team this term – no feedback at present.	
<b>13</b>	<b>Any Other Business</b>	
13.1	RP thanked councillors and staff for their hard work. •	
13.2	RP encouraged all councillors to attend the CLF Strategic Review on 22 September.	
13.3	SB fed back that from a parents' perspective the TAGs had gone really well. <b>ACTION: BT would include feedback in daily email to staff.</b>	<b>BT</b>
13.4	Dates to note: Thursday 12 August Results Day. Year 11 Prom now 24 July.	

The meeting closed at 7.30 pm.

**Next Meetings: 5.30 pm**

**29 September 2021, 17 November 2021, 9 February 2022, 11 May 2022, 29 June 2022**

**Save the date** - CLF Summer Conference 2 July 2021