



Minutes of the Holyrood Academy Local Governance Committee Meeting held at 17.00pm on 28th April 2021 at Holyrood Academy

Attendees	Initials		Attendees	Initials
Louise Allen	LA		Daniel Pritchard	DPr
Alison Collins (5.45pm)	AC		Richard Poole	RP
Jonathan Farey	JF		David Pugh	DP
Izzy Hamilton	IH		Sue Watson	SW
Barney Haydon	BH		Phil Wilson	PW
Kathleen Lemon	KL		Kate Yamada	KY
Dave MacCormick	DMc		Linda Driscoll	LD

Apologies / Absence (reason if required)	Initials		In Attendance	Initials
None			Tina Coles	TC
			Lorrain Heath	LHE

Signed as a correct record of the meeting:

..... Date:.....

Health & Safety and Premises (including Expansion Project) - TC\BH\DP

[2021.04 - Governor presentation.pptx](#)

[2021.04.28 - LGC meeting paper.docx](#)

<https://app.luminpdf.com/viewer/609935caebbc03001466bc84> New build Plan A

<https://app.luminpdf.com/viewer/60993626ebbc03001466bc98> New build Plan B

<https://app.luminpdf.com/viewer/60993638ebbc03001466bca3> New build Plan C

<https://app.luminpdf.com/viewer/60993679ebbc03001466bcb5> New build Plan D

The Outside Classroom, phase 2 began today and is due for completion prior to the end of the summer term. This inclusive space will be accessible to all pupils during the day and to external community groups in the evening and weekends, creating an income stream. Commendation must go to Barney Haydon and the Site Team, J Ingrams and Anne Richards for their work in building and preparing this facility.

The lunchtime Graphics Club is working towards naming, branding and promoting the Outdoor Classroom. On Tuesday 11th May at 1.30pm the Graphics Club will be presenting their work to date. TC will distribute further information and governors are invited to attend.

TC and BH are working on a 5 year plan for work around the site. A survey was sent to SLT staff asking for a list of tasks that need to be carried out around the school site, approximately 15 tasks from the list received have already been completed. The biggest task on the list is the replacement of the school's heating boilers.

Heating and Fire Safety Work - An application for CIF Funding has been submitted for replacing the heating boilers and for some Fire Safety work, the outcome of this should be known in June.

If the bid is unsuccessful an application will be made to the Trust to finance this work. TC explained that submissions to the Trust are considered and prioritised on a needs basis. The school and Trust would need to work together to carry out the update on a rolling basis which would also reduce the likelihood of the boilers all needing to be replaced at the same time in the future.

Neroche - TC and the Site Team have been working with Neroche since January to support them with cosmetic work to improve the school site. The School's support from the LA ends in September 2021 with the Academy picking up and offering full site support from this point onwards. Holyrood is looking to employ an apprentice to support this work.

Axe Valley - The Site Teams are working together and sharing resources.

AC joined the meeting.

Expansion Project plans

Some internal changes to the main school will take place in the Summer including:

1. The Finance/Admin team will relocate to A/B Block, using the meeting room and JPB's office, as their current offices are made into two classrooms.
2. DMC's office is being divided into two to create an office for TC.
3. The balcony in the Sports Hall is to become a PE office for a year and following the new build it will become a PE Classroom.

The responsibility for the new build lies with Somerset County Council, they take on the lead and the risks involved.

All Pupils will enter via a dedicated entrance with the exception of those arriving by bus who will still use the turning circle.

Following the presentation, Governors **ASKED** the following questions -

Are there any plans in the long term for a one way system for buses through the site?

Not currently, but there are talks of the football club being sold which may create an opportunity for the school to liaise with the council regarding a better transport system which will also tie in with their plan to promote social values and create a carbon neutral environment.

TC, how is your workload?

TC replied that she is thoroughly enjoying her job and loves being part of Holyrood Academy and Neroche. DMC added, the work TC has completed during the pandemic has been outstanding, leading the creation of the Testing Centre, supported by SW, BH and the Site Team; carrying out the relevant Risk Assessments and many strategic matters involving working evenings and weekends in addition to the Expansion Project.

TC left the meeting.

1. Welcome and Apologies for absence

No apologies or absence

2. Declarations of pecuniary interests

There were no declarations of pecuniary interest.

3a. Minutes of the Meeting held on 22nd February 2021

Signed as true and accurate reflection of the meeting held on the 22nd February 2021 by KY.

3b. Matters arising:

- a) Safeguarding Knowledge Organiser was sent to LA
- b) Report of safeguarding meeting was sent out to LGC members
- c) Parent Governors completed and returned a general visit form on remote learning
DMC responded to the report saying that it showed varied and different opinions and was indicative of whole student learning. As a result of the report the school is looking to follow through with its new behaviour plans in the classroom, as introduced by JPB in the last meeting.

Governors **REPLIED** -

1. **Remote learning** - It shows that school isn't for everyone although we believe that it is.
DMC responded that if delivery in school is consistent in the classroom, and by all staff then it is possible for the school to meet the needs of all pupils.
2. **A governor SAID** that their children enjoy the emotional connections in school, feeling welcomed and cared for in school and that this helped them to engage.
DMC responded that last week a HMI was invited into school to look at safeguarding and behaviour, and her report reflects that there is not enough warm, caring and positive interactions with pupils and this is something that the school will be working on.
3. **Is there Student Voice discussion around this?**
Yes, DMC will share the action plan for this asap and we will discuss it at the next LGC meeting, and in his meeting with DP/KY in the meantime.
4. **Heads Report – Dave MacCormick, Headteacher**
[28.4.21 HT Report to LGC April 2021.pdf](#)
[Centre Assessed Grade Strategy 2021.pdf \(updated\).pdf](#)
[Centre Assessed Grade Policy 2021.pdf](#)

Governors **ASKED/COMMENTED** -

1. **How optimistic are you about the CAG's working this year?**
DMC replied - There has been more guidance this year and we have learnt more about admissible evidence, the gathering and storage of this. RWC has taken a lead on this and we are more confident and have the capacity to manage it.
2. **How do staff feel about it this year?**
A staff governor responded saying that it feels better as they know what is expected this year and have a structure in place for gathering evidence, and as a result the Year 11's seem less stressed. However there are concerns that this could relate to less urgency and motivation being seen across the year group. Year 13 in comparison are more anxious about the system.
3. **One governor said** their child had felt they have taken a transitional move to the next stage of their lives and felt that the school should take pride in the fact that young people are talking about their emotional feelings.

DMC responded that the approach taken by the school has been around making the best of the time pupils have had in school and communicating clearly the plans and this has helped in reducing anxiety in school.

4. As anxiety around exams is reduced using the current model, is there an argument for using this model in the future, and does the current system affect university applications?

LHE responded, the DfE currently believe exams are best for students and that currently university applications are straightforward.

5. Termly Cycles and In-lesson consistencies -- NPQH

DMC is required to carry out two projects for his NPQH and the first of these is the School Improvement Project.

The project looks at the different experiences of pupils and aims to work with staff to reduce inconsistencies and quality of teaching in school.

Dave MacCormick's NPQH Presentation

[NPQH Presentation to LGC - Slides](#)

Governors ASKED

1. How have you taken into account the needs of pupils who struggle?

The pupils' who are struggling tend to be those with special needs. Routines in the classroom, walking around school using the one way system, behaviour management and promoting high quality learning in the classroom have all helped. Some pupils' require different types of support in the classroom and this is given in line with their Behaviour Passports.

2. Do you feel that the plans you have given staff are over bureaucratic and impact on professionalism?

DMC replied that he hoped that his plans do impact on the professionalism in the classroom. He said the model creates effective lessons, enhances professional development and can be adapted to the different needs of pupils, and without this being in place the quality of teaching varies across the school. He also stressed the structure was a framework to hang their practice on and not a set of rules.

A teacher governor added that they find silent working helps them to offer more support to those requiring it, bridging the gap between students in the class.

3. How do you ensure all staff are engaged in the vision you have?

The vision for the school is shared with staff, for those not embracing it there are honest and open conversations to address the issues and coaching is given to resolve the concerns.

A model of coaching is currently being implemented and a fuller rollout of this will start in September 2021 with a review in January 2022. The model looks at using good practice and sharing this across departments to improve teaching and learning for all.

4. How about a Teacher Subject Knowledge?

DMC REPLIED this is built into Subject Specific CPD and is led by successful subject H

5. Is there an issue of teachers feeling they are restricted with the model?

Teachers have the flexibility to manage the timescales given for the lesson if a good discussion is taking place. This is about teaching the poorer teachers to improve their skills that make the children learn better, it is not about restriction.

Safeguarding Improvements at Holyrood Academy

[28.4.21 Safeguarding Improvements at Holyrood Academy.pdf](#)

DMC said that Tracey Hannon a HMI was invited into school recently to look at safeguarding and behaviour in school. Her report showed that safeguarding is much more secure, especially for the most vulnerable students. She stated that for lower level students, safety, bullying and homophobia responses were mixed amongst students. TH reported issues around PHSE provision including pupils perceptions regarding discrimination and how it it

dealt with. She recommended that the school needs to talk more to these students about culture and their knowledge around these areas.

DMC said that the school needs to be active in calling bullies out and changing the way they are seen to be dealt with. This has already started in assemblies talking about a recent racist incident, the language used, how victims feel and how this behaviour must be called out. Student Voice is being restarted following the recent lockdown and from September there will be a Debating Society.

Governors **COMMENTED** that they could see more is being done now and commend the school for this. It was suggested the local press be used more to publicise what the school is doing to include activity around behaviour and said that more community support was required to change local perceptions.

Plans are now in place for a student questionnaire in addition to Student Voice meetings to gauge and address these issues. A new role in school looking at equality, discrimination and restorative work has also been created.

DMC said that the HMI had only spoken to 12 pupils to support her evidence but the school has a high number of racist and homophobic incidents, and that some students show very little understanding of anything other than fundamental British attitudes.

Unfortunately, the recent pandemic has resulted in parents being unable to come into school for the usual events such as Subject Evenings. These events allow for positive interaction between the school and families. Feedback from online Subject Evenings has been overwhelmingly positive and parents have requested that these are continued in the future. However, the school intends to introduce Celebration Evenings where all students are positively acknowledged and rewarded and this will give the school the opportunity to meet parents too.

Governors **ASKED** how the school collects data from parents on discriminatory behaviour.

DMC **REPLIED** - parent questionnaires are sent out following Subject Evenings but that more information was collected prior to Covid. Currently parents' view on how safe their child is in school is positive but this varies from the students' perspective.

The school has a some strong female leaders and a number of gay staff but doesn't have any staff of colour (the first person is due to start in September 2021) and that is a concern, unfortunately the school rarely receives applications from people of colour making it hard for the school to address this particular issue.

LHE said that she has been impressed with DMC's ability, flexibility and fidelity to respond to issues and to give feedback which is not always easy to hear, and she acknowledged how far the school has come.

6. Standing Agenda Items

6a) Safeguarding - Rob Crocker is the Designated Safeguarding Lead and this is supported and agreed by the LGC. An external safeguarding audit was post[oned but will be rescheduled for completion prior to the summer.

6b) Chairs Update - none

6c) Governor Visits/Link Governors - none

6d) Governor Training - none

6e) Trust Update - UAT Governance Strategy Day - see below

6f) Clerks Business - LD has completed the first Clerks Training session

7. UAT Governance Strategy Day

25th June at Uffculme 12.30-3.30pm

The provisional timings are -

12.30 Arrival and lunch

1.15 Welcome, Lorraine Heath

1.20 Key Note, Hannah Woodehouse - Regional Schools Commissioner - 'benefits of MATs and Collaborative working'

2.00 Final programme to be confirmed but will include some information regarding the Trust alongside discussion and planning of strategic direction.

3.30 Tea and close

Attendees: DP, KY, LA, JF, DMC, BH, LD - please let LD know if you would also like to attend.

AOB: The amount the academy pays to the Trust, our 'Top Slice' is to increase from 4.1% to 4.5% (tbc) but this will result in more Central Services roles being created within the Trust which the academy will benefit from.

Date of next meeting – Monday 21st June, with a presentation on Safeguarding by Rob Crocker

The meeting closed at 8.00pm

Dates of 2020/21 LGC Meetings – 5.00pm start

- 21st June 2021
- 12th July 2021

Chairs Inits Date