



Hans Price Academy Council Meeting Minutes
Thursday 3rd October 2019, 4.00pm
Venue – Conference Room.

Key Issues (OFSTED Inspection February 2018)

Leaders, and those responsible for governance should ensure that;

- Pupils across the school make the progress they are capable of in Science

Academy Council:

David Jordan (DJ) CHAIR	Sponsor 1	Steve Taylor (ST) *	CLF CEO
Paul Marsh (PM)	Sponsor 2	Tony Searle (TS)	Principal
<i>Vacancy</i>	Sponsor 3	<i>Vacancy</i>	LA Rep
Wayne Richards (WR) *	Sponsor 4	Rachel Allchurch (RA)	Student Advocate
Kathryn Volk (KV) *	Sponsor 5	In Attendance	
Tim Pottle (TP)	Teacher	Hannah Jones (HJ)	Vice Principal
Christine Weeks (CW) *	Support Staff	Adrian Esch (AE)	
Christopher Cox (CC) *	Parent		
Louise Statter (LS) VICE CHAIR	Parent	Sue Burns	Clerk
*	<- <i>Indicates absent.</i>		<- <i>Indicates question asked</i>

1. Preparation Meeting

The Academy Council spent thirty minutes before the meeting started, reviewing, and discussing the papers to identify trends and lines of enquiry.

2. Welcome and apologies

The meeting commenced at 4.00pm.

Apologies were received and accepted for: KV, WR, CW, and ST

Absent without apologies: CC

The meeting was deemed to be quorate.

3. Declaration of Interests

The Councillors signed and submitted an annual pecuniary interest form.

4. Sign to Confirm have read KCSIE 2019

The Academy Councillors signed to confirm they had read and understood the DfE guidance 'Keeping Children Safe in Education' (September 2019 version).

5. Minutes and Matters Arising from 17th July 2019.

The minutes of the previous meeting were agreed to be a true and accurate record and were signed by the Chair.

4, TP to determine how current workspaces can be altered to improve them – **Completed. The Ops Manager and team arranged for the workspaces to be improved over the summer.**

Matters Arising

- Elect Vice Chair

Proposal for LS to be the Vice Chair of the Academy Council: DJ

Seconded: PM

Show of Hands: Unanimous

6, Appoint Link Councillors (PP/H&S/Safeguarding/LAC/SEND)

- Safeguarding - LS
- PP - DJ
- H&S - PM
- LAC - LS
- SEND – KV
- Attendance – LS
- HAPs & MAPs – WR
- Mental Health & Wellbeing – CC
- Engage – RA
- Seclusion - TP

Marcus Puddy has resigned with immediate effect due to work commitments. DJ has written to Marcus to thank him his commitment to the Academy Council.

Rachel Allchurch has been re-appointed as the Student Advocate.

7, 2019 Exam Review

Powerpoint presentation.

62% of students achieved 9-4 in Basics which is the strongest results the academy has had to date and HPA is anticipated to have the highest results in North Somerset. Progress 8 (positive 0.04) was not as strong as the previous year which the staff are disappointed about. The academy has achieved three-years of positive Progress 8 for the last three years and have achieved excellent progress for LAPs and MAPs, but provision for HAPs is not as strong.

The Academy Council congratulated the HPA staff and students for their excellent results in the summer.

Have you publicised the results?

Yes, there has been some newspaper articles and tweets and we had a very good attendance at the open evening.

Have the other North Somerset schools published their results?

There is no standardised reporting mechanism now, therefore it is difficult to compare. However, the league tables will be published in January 2020 once the data has been validated.

56% of the students achieved at least one top grade; Maths and Further Maths, Computer Science and Polish all had students who achieved the top grade. The grade boundary was changed for Health and Social Care after the students had sat the exam, however they still achieved a distinction.

Is there a risk that other North Somerset academies joining the CLF will impact on HPA admission numbers?

We anticipate being oversubscribed this year, despite being in a competitive environment. The PAN is still at 240 as we are waiting for a decision about moving to 210. We are encouraging parents to apply to schools where they feel aligned to the culture of the school.

Basics 9-5 was 41%. Last year's Progress 8 was significantly better than 0.04 and we aspire to be higher. Only seven students achieved Maths but not English compared to 19 achieving English but not Maths. However, the students were much stronger in English on entry. Set 3 Maths had inconsistent teaching therefore, we will be focusing on improving conversion this year.

45.91% of students achieved Attainment 8 (equivalent to a solid C) compared to five years ago which was E+ on average.

EBacc performed well in English, Maths and Science. EBacc language achieved just under 20% which is a huge increase on 2% in the past, this was due to the commitment of the students and Language teachers. The uptake of languages at HPA has increased significantly with more than sixty students choosing a language this year. We are hoping that Winterstoke 100 will offer a Level 3 language that our students can go on to.

Moderation of photography affected the outcomes in photography which was disappointing. However, the Maths team achieved over zero in Progress 8 for the first time this year. English has improved significantly (over half a grade on average per student), despite being negative Progress 8. History will be a focus this year as it impacted the EBacc bucket, Science is also an area of focus.

Adrian Esch

Papers tabled.

40% of the Y10 cohort were HAPs and there was a big drive to 'teach to the top'. Raising standards and improving outcomes was key.

Sam and Tim worked together really well, had robust predictions and knew their students well.

Targeted interventions were measured well and adjusted as necessary.

An additional class in English for 14 students was introduced in January 2019 for eight weeks. Eleven of these students achieved a grade 4 or 5 and one achieved a grade 6.

Peer coaching (where HAPs coach lower attaining students) was impactful for both cohorts.

How do you determine which students the HAP students will buddy with?

We chose for them and in most cases we made the right pairing. This year we will roll it out to more students.

Independent study zero tolerance for English and Maths was impactful in Term 5, which ensured that students completed their homework.

Y11 parents evening and discussing resources available to the students had good feedback.

Cross over students were provided with a member of staff to mentor them.

Some subjects finish earlier than others, therefore dynamic timetabling was used to ensure robust and focused revision.

Collapsed afternoons for English and Maths just prior to exams was introduced.

Toast-it sessions were introduced which were well attended and allowed students the opportunity to prepare themselves prior to exams. Staff were very supportive in ensuring that students attended their exams.

SEND provision is being prioritised this year so that students become familiar with additional support prior to the exam.

Staff were all made aware of who their HAP students were, and progress meetings took place regularly with Heads of Department, the Principal or Assistant Principals which was motivational for staff. Y10 PPE results mornings were arranged with Tutors where students could compare their target grades with their actual results which was informative.

Night Club (after school until 5.30pm) was well attended until Easter. The current Y11s are already asking when Night Club will start which indicates a shift in culture.

Directed study for three nights a week until 3.50pm was introduced but was not popular with some students. A mix of independent learning and interventions were used. This year we will improve the quality of the directed study provision to ensure it is well planned and focused.

College places were arranged early with application support from Tutors. Required grade feedback from Colleges was helpful in motivating students. Most students applied for a Level 3 course.

Chris Lee has a Post-16 background and gave inspirational assemblies which introduced Colleges from a wider geographical area.

Having higher expectations of the year group from Y10 and encouraging students to try and not fear failure resulted in incremental gains.

Fortnightly briefings for SEND provision is helpful for staff.

Attendance is correlated to Progress 8 scores and therefore is key.

(AE left the meeting at 5.25pm)

Exam cohort

159 students (compared to 102 last year).

Predictions indicate 57.9% Basics 9-4, 32.7% Basics 9-5, this is significantly higher than last year. The same pattern is being seen for conversion rates.

What interventions are in place for the sixty-four students not anticipated to achieve 9-5?

Some students will achieve a 5 and most will be on track for a 4. Teachers will know which students require additional support.

Progress 8 is predicted to be +0.02. We are anticipating significantly good attainment and Progress 8 scores this year.

Why have the predictions dropped nationally?

Nationally children performed less well at KS2, therefore their expected grade at GCSE is lower.

English is predicted to be above P8 zero for the first time this year. Students often mature and gain life experiences which improves their writing.

EBacc Science predictions are stronger than last year. We are exercising caution for Geography predictions as historically they have over-predicted.

Will the same Y11 approach be used this year?

Chris is taking over from Adrian this year and there is a different cohort of students, but broadly speaking the essential principles at HPA will be the same i.e. providing 'better' as opposed to providing 'more'.

8. Student Council

The Student Council have taken part in staff interviews this term. The meeting at the end of this term will have a focus on mental health and a School Counsellor will attend to collect feedback about the counselling provision. Equality and Diversity badges have been re-ordered as they are very popular throughout the academy.

(Rachel Allchurch left the meeting at 5.30pm and Hannah Jones joined the meeting)

9, CLF Outcomes and Strategy Review (21st September 2019)

Papers circulated in advance.

History, Design Tech, English and Science are the subjects we will focus our monitoring on this year.

AIP

The AIP has 3 priorities;

- Attendance and Persistent Absence
- Progress and attainment of SEND students
- Students experiences of excellent teaching (including previously under-performing subjects).

Department improvement plans have been drafted and we are working with the Humanities teachers to provide additional support from a CLF History SLE. Leadership coaching has been provided and we are examining why good classroom pedagogy is not transferring to outcomes. All the plans are personalised and are based on self-evaluation and include tracking and monitoring, exam entries, new curriculum specifications, etc.

The English improvement plan includes curriculum changes and schemes of learning.

There have been some changes to the Y11 teachers.

How are staff being supported with the changes to the Ofsted Inspection Framework?

The KS3 curriculum has changed at KS3; Geography is completely different, other subjects have minor changes. In response to the new framework we are offering one to one support with raising standards for the programme leaders. They are looking at what needs to be changed and gaps in schemes of learning. We have offered six hours of a virtual inset day to provide time for this work. We are also supporting with additional shared planning time which is timetabled so that teachers can plan together in subject teams. The SLT will be in shared planning sessions more often, as well as lessons, to ensure that planning is translated into the classroom.

HPA have a CLF Academy Review Visit (ARV) scheduled for tomorrow. TS attended an ARV at Broadoak today and HJ attended an ARV last week which has informed changes at HPA as we learn more about deep dive. The ARV experiences have indicated that Middle Leader implementation of external curriculums where there is no curriculum curator will require additional support to ensure ownership and proactive implementation at HPA. Sharing best practice and sequencing lessons in joint planning activity is planned which should provide impact. This is a different way to working so we will train and support staff to use their planning time effectively.

What strategies are in place to challenge in-school variation?

We are discussing with Middle Leaders how to support Programme Leaders to address consistency in what is being taught. Shared planning should improve consistency as the team agree what will be delivered and when. The Principals guidance from CLF is that the KS4 Schemes of Learning need to address the demands of the specifications.

The new curriculum is a big shift and therefore we are speaking to students to ensure that what they have learnt has stayed with them, and that they can apply what they have learnt. Raising attainment strategies have been a priority at HPA, therefore this will require a cultural change, especially for subjects who historically have had good results but accessibility to the curriculum requires more work.

(ST joined the meeting at 6.00pm)

10, Risk Register, Academy Improvement Plan & SEF

Carried forward.

11, Health & Safety, Staff Matters, Equality & Diversity

- **Health & Safety**

Nothing to report.

- **Staff Matters**

The CLF will implement the 2.75% national pay increase and will ensure that all the other points on the pay scales are aligned to the national scales.

12, Ratification of Policies

- H&S
- First Aid

The above two policies were approved by the Academy Council.

13, CLF Developments

Winterstoke 100, Broadoak and HPA have all held open evenings and are developing a concept of a family of Weston schools with parents and the community. The three academies have strengths in different areas which will help to provide for the needs of the students.

The Winterstoke 100 open evening had a significant turnout of over six hundred people which is extremely encouraging as parents from the Primary Schools in the surrounding areas attended. Excellent feedback about the HPA tours and SENCo provision have been received.

14, Papers for Information

KCSIE – Part One (Sept 2019)

15, AOB

None.

16, Time and Date for Next Meeting: Thursday 5th December 2019, 4.00pm

Meeting ended at 6.10pm

ACTIONS

None.

Approved: _____ Date _____