

Minutes – Hans Price Academy

Meeting Date: 20 October 2021

Location: Virtual via Teams

Time: 4.00pm

Chair:	Kathrynn Volk (KV)	Sponsor Councillor & Chair
Members:	Paul Marsh (PM)	Sponsor Councillor
	Jon Hofgartner (JH)	Sponsor Councillor & Vice Chair
	Louise Statter (LS)	Sponsor Councillor
	<i>Vacancy</i>	Sponsor Councillor
	Tony Searle (TS)	Principal
	Steve Taylor (ST)	Executive Principal
	Rachel Allchurch (RA)	Student Advocate
	Leanne Reames (LR)	Teacher Councillor
	Christine Weeks (CW)	Support Staff Councillor
	Chris Cox (CC)	Parent Councillor
	Kathryn Askew-Smith (KAS)	LA Representative Councillor
In Attendance:	Sue Burns (SB)	Clerk
	Hannah Jones (HJ)	Vice Principal
Apologies:	Paul Marsh (PM)	Sponsor Councillor
	Kathryn Askew-Smith (KAS)	LA Representative Councillor
	Louise Statter (LS)	Sponsor Councillor

Item	Description	Action
1	Welcome, Introductions and Apologies	
1.1	KV welcomed everyone to the meeting and introductions were made.	
1.2	Apologies were received for PM, KAS and LS.	
1.3	JH, CC, ST and CW advised in advance that they would be late to the meeting.	
2	Declarations of Interest	
2.1	None declared.	
3	Minutes of Previous Meeting	
3.1	The minutes of the meeting of 15 July 2021 were approved.	
4	Matters Arising	
4.1	None.	
5	Attendance – Sam Drew	
5.1	Overall attendance was 91.2% at the end of week six and PP attendance was 87%.	
5.2	Y11 is the weakest attendance which has been a pattern for several years.	
5.3	The attendance team is working closely with individuals of concern and will issue penalty notices this week where required.	
5.4	Illness and anxiety statistics were 4.16% in T1 2020 and 2.2% in T1 2019. We are working to increase parental confidence about their children returning to school.	

5.5	Where necessary we have identified ALP for individuals due to SEND or SEMH needs.	
5.6	How successful are your strategies for challenging attendance? Currently it is difficult to tell, but we know who our key individuals are and what steps we will undertake moving forward. The tutor checks-in with students who have had one or two days of absence.	
5.7	Internal truancy is also an issue where students are missing lessons within the day. This is the responsibility of the SLT, and we have developed a strategy to address this.	
5.8	Could the return to school system cause additional anxiety and absence in students? The initial focus for the students who are persistently absent is to get them into the building and welcome them in the first instance. College Leaders share information to aid pastoral support.	
5.9	What is the long-term plan? This was rolled-out last Monday with a phased communication to key stakeholders. The consistent message is that for every day of absence students need to catch-up the work and have it signed-off by a teacher.	
5.10	Are there a disproportionate number of PP students with anxiety? There is a small gap between the PP and non-PP students, depending on personal circumstances.	
5.11	What happens if a student doesn't catch-up their work during the week? The tutor owns the process and will phone the student to reiterate expectations and to offer additional support to overcome barriers.	
5.12	Safeguarding – Sam Drew	
5.13	There are two key safeguarding areas: peer on peer abuse and sexual violence and harassment. We have seen some violent incidents, but not of a sexual nature. Our Y7s and Y8s were not mixing with other year groups in the summer term but are now mixing with year groups throughout the school which has led to an increase in incidents during social time and after school. The reduction in violence team are going to give an assembly and the PCSO will work with our high-level students of concern.	
5.14	There were 66 incidents of violence logged last year.	
5.15	Are you tracking online peer on peer abuse? Yes, they are all logged on CPOMS	
5.16	We have a good culture of knowing about these incidents and being able to act on them to try to prevent them in the future.	
5.17	Are there any plans to reassure students who are nervous about violence in their school? Last year we sent a questionnaire to learning families which had a negative response to how the school deals with violence. This was because students were not aware of the work that we do with other agencies like the Violence Reduction Unit. As a next step we need to work with the parents to raise the profile of how the school is dealing with violent incidents.	
5.18	Is there refresher training for staff for sexual violence and peer on peer abuse? All staff have received safeguarding training. I will meet with LS (Safeguarding Link) to outline our refresher training for the year so that she can feedback to the Academy Council. ACTION: LS to follow-up on what Safeguarding refresher training is available to staff.	LS
5.19	How many students have been involved in violence in the school? We have 1025 students on roll, approximately 10 students have been involved in violent incidents, all of whom have had adverse childhood experiences.	
5.20	How are you supporting the victims of violence? Sometimes it is six of one and half a dozen of the other, and therefore we have actioned appropriately, based on the aggressor. Where a student has been involved in a violent incident, we have provided additional support for them and their family.	
5.21	You have given Safeguarding a judgement of 2? 2 reflects Good. Our safeguarding processes are secure and embedded.	

5.22	How do you ensure that CPOMS is used effectively? We have worked with Steve Bane the CLF Safeguarding Lead and have provided staff training.	
5.23	When can you confidently say that all training is complete? It is a journey. We are determining key milestones and working with the College Team to ensure consistency.	
6	Pupil Premium – Rebecca Collis	
6.1	RC introduced herself as a new Assistant Principal that has joined HPA recently.	
6.2	I met with JH last week for his PP Link Visit.	
6.3	We have embraced the new PP reporting regime and can evidence a holistic approach to our PP provision.	
6.4	Literacy, oracy, high levels of trauma, and disengagement are all areas of focus.	
6.5	Bill German from the trust has shared data with us about the percentage of the prison population who have an average reading age of 11.	
6.6	We have identified students with non-functional reading ages and tracked their progress and can see that some of the strategies that are in place are having an impact.	
6.7	We aspire to have no non-functional readers by the end of KS3 so that they can access the whole curriculum.	
6.8	JH: I have discussed with Rebecca Collis how we can get more accurate PP data moving forward. The use of Learning Mentors and next steps will be tracked through the year.	
6.9	How is literacy and oracy integrated into PP student's lessons? Increasing students' reading ages by having library time and reinforcing the message about the value of reading. Voice 21 and Oracy meetings are being arranged in November 2021 to discuss pragmatic strategies that we can use during lesson time. We will identify staff who are strong in that delivery to share best practice.	
6.10	The attainment PP is improving, but the gap between PP and non-PP is widening. The CLF are focused on education through the lens of disadvantaged children so the Academy Council will track this.	
6.11	Are you confident that you have identified all the students that are eligible for PP? The team consistently work hard to establish who is eligible for free school meals and can assist them with the application process. Sometime families approach us for food vouchers which we can then follow-up with. Many of our families have been affected by break-ups and have had a change in living circumstances.	
6.12	What evidenced based strategies are a priority for staff development? Staff need to know their students really well and not make assumptions about them. The class profiles hold a lot of information about students that staff can reflect on. Identifying barriers, attendance, and support with remote learning are all tools that are deployed.	
7	PPEs - Adrian Esch & Carlos Hooper	
7.1	There has been a focus on planning simple and effective PPE Planners to focus revision.	
7.2	The PPE timetable has been issued to students and catch-up PPEs will be made available for absent students.	
7.3	Toast-it sessions are provided with students before school, as well as an open-room for PPE preparation.	
7.4	Parents evening was focused on PPE predictions and follow-up activity.	
7.5	HAP PP Girls remain a focus group and staff are aware of the key students within that group.	
7.6	Our 20 lowest performing PP students have been identified for focus.	
7.7	Period 7 is targeted and purposeful and the culture in those rooms is strong.	
7.8	Was the data below or above predicted? The 9-4 Basics were 1% below and the 9-5 were 3% below prediction. As a result, we have created an extra set to support our Basics.	

7.9	The 2019 cohort were much higher attaining on entry and there were 106 students. We now have 177 students with lower attainment on entry. -1.5 to -2 was the last time we had exam data, we are now predicting positive progress which demonstrates that we have done well with this cohort.	
7.10	The culture at HPA is strong for students knowing their learning and valuing education.	
7.11	Students are writing more in their English exams and are writing for longer which is a clear change in culture and aspiration.	
7.12	You wanted a ratio of 74/54, when do you think you will achieve this? We will have new data and trials and can re-establish what topics they need to work on to prepare them for their next PPEs. I am very confident that we can achieve that ratio this year.	
7.13	In the last two years the gap for disadvantaged students had grown to 0.4, what is the predicted gap this year? PP Progress 8 is improving. Quality first teaching is a focus to ensure that the gap closes.	
7.14	Are you anticipating that the gap will therefore resolve? At HPA we have never had a cohort with positive progress, but we are predicting that this will happen this year which is a significant improvement. Carlos Hooper: I am confident that we will have a cohort of PP students who will achieve above zero which has not happened before.	
7.15	ACTION: Adrian Esch to determine what the predicted PP gap will be by the next meeting.	TS
8	Achievement and Standards	
8.1	ARV Update The ARV was positive but also provided an opportunity to identify areas for improvement and operational logistic challenges around breaks and lunchtime.	
8.2	We saw some good teaching and some differences in R5 and how students are talking about it differently and how it is supporting students to regulate.	
8.3	We are planning the next ARV to review long-term learning, Maths and MFL, both of which have new team members.	
9	Finance Health and Safety and Estates	
9.1	Students have returned to school with some systems of control in place to keep children and staff safe.	
9.2	327 students took up the offer of a vaccination which was disappointing. Some of the families are not very engaged and there were protestors at the front of the school which were challenging. Students were very well behaved and the jabs and nasal flu sprays were administered smoothly.	
9.3	Covid vaccinations are available in local clinics.	
9.4	Is there any student feedback re vaccinations? RA: Some students had done their own research and appreciated the offer but did not feel compelled to take it up.	
9.5	Will you do mass testing again next term? No, but we are encouraging families to test on the Sunday before they return to school. Mass testing was undertaken last term and we picked up a number of positives via Lateral Flow testing this term.	
9.6	One laboratory was producing false negatives which has impacted on some of our students who required additional testing. Students with a positive LF test have been encouraged to stay at home pending a confirmation PCR test result.	
9.7	Is work set for students who are awaiting a PCR test result? Yes, via the SIMs APP.	
10	Matters for the Board	
10.1	None	
11	AOB	

11.1	The Trust Conference is taking place tomorrow which is an exciting event that is an investment in professional development.	
11.2	The Academy Council congrats Kathryn Volk on chairing her first meeting as Interim Chair and wished all the staff a good half-term break.	
12	Policies	
12.1	None.	
13	Close of Meeting	
13.1	The meeting closed at 5.35pm	