

**MINUTES OF THE 131st MEETING OF THE EXECUTIVE BOARD
HELD AT ASHCROFT TECHNOLOGY ACADEMY ON
WEDNESDAY 13 FEBRUARY 2019 AT 17.30**

Present: Dick Whitcutt (DW) - Chair, Angela Entwistle (AEE), Richard Perry (RJP), Douglas Mitchell (DMI), Cristina Carli Nonnato (CCN), Mike Smith (MSM), Matt Gallagher (MGA), Stewart Harris (SH), Patricia Edmondson (PED), Kevin Chamberlain (KC).

Absent: Tony Bothwell (TBO), Steven Nash (SNA), Rachel Branagan (RB).

In Attendance: Conor Hewitt (COH) (Minutes)

Start Time: 17:30

1. APOLOGIES FOR ABSENCE

Apologies were given by TBO, SNA and RB.

2. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 12 December 2018 were agreed as a true and accurate record and duly signed.

3. MATTERS ARISING

DMI shared with colleagues that 15 students had been invited to Oxbridge interviews and that 4 students had received offers. The Board congratulated the students on their offers. DW asked for an update on the SIMS activities package. DMI explained that it was progressing well; however, some discrepancies with some email addresses had caused issues. The admin and network support departments are working to fix these issues.

4. PRINCIPAL'S REPORT

DMI explained to the Board that mock exams were finished and that preparation for the real exams had begun. DMI added that a teacher of Textiles had been recruited who could also deliver other disciplines within Design & Technology (DT) and that RJP and DMI had discussed the possibility of recruiting a further Computing teacher. The Computing and DT departments will merge to form a Creative Technologies Department. The Academy has advertised an internal opportunity for teachers to lead a TLR 3 (teaching and learning) project. 6 candidates applied and the interviews will take place after the break.

DMI added that the school production 'School of Rock' had taken place over the previous two evenings and was a resounding success.

DMI spoke about the SEN and ARC reports. He commented on MWS's success as the Lead Teacher of ARC since joining the Academy, remarking a number of positive changes that have taken place since her arrival. The proposed expansion work due to be completed by the start of the 2020 academic year will mean that ARC and SEN will be housed together in Zone F, allowing them to share resources which will be of benefit to the students and staff. SEN is aiming to increase participation in sport to develop confidence and promote well-being in the students. This initiative is being led by an SEN teaching assistant who is currently training to become a P.E teacher. CCN asked about the number of SEN students at the Academy. DMI stated that over 25% of all students have some form of SEN need.

The Board looked through the accident report and remarked on a couple of serious accidents. Members asked for further information but found no significant repetitive issues.

The Board looked at the safeguarding report and DW asked if a key could be included with the diagram in order to help the Board understand the data and the issues the students faced. PED asked if, in the future, the Board could see the safeguarding data for each individual term so the Board members could build up a picture over time.

5. CURRENT DEVELOPMENTS FOR DISCUSSION

a. THE PROPOSED OFSTED FRAMEWORK (DOUGLAS MITCHELL)

DMI presented the newly released draft framework for inspection which is due to take effect from September 2019.

DMI explained that Academies previously rated 'Outstanding' will receive an exemption from future inspections. They will, however, still be open to thematic visits which tend to inspect key areas such as safeguarding and British values.

In the proposed framework, Ofsted's main aim is for all children to receive a broad and balanced curriculum. In a number of schools across the country students have access to a very narrow curriculum so that they focus on achieving the best results possible in a few subjects. The focus in all schools should be on the substance of education and the depth and range of the curriculum on offer.

Off-rolling is also a concern, with students (mainly in Year 11) disappearing in certain schools. DW asked DMI to show the Board data on students leaving the Academy.

DMI presented a breakdown of the students that have left the Academy's roll this academic year. These students (only in Years 7 to 10) left for valid reasons, including a return to their home countries. 22 students left over the last year and the Academy welcomed 32 students from other schools. London's often transient community and the Academy's relationship with the Brazilian Naval Commission mean that there was a lot of movement.

DMI also highlighted the fact that recruitment and retention and teacher workload are key areas of consideration. DMI explained that working hard is an expectation; however, teachers should be directed from activities that are less important so that they can focus on activities that will have a direct link to student progress. The framework requires trainees and NQT's to be interviewed.

The framework also highlights Wellbeing as a key area of focus. Ofsted would like to see how schools are dealing with and proactively tackling mental health issues of students.

DMI explained that the Academy offers a broad and balanced curriculum and he is pleased to announce that the Academy has recruited 2 DT teachers, which will give the students even more curriculum options. The CMs at the Academy are experts in their respective fields and share their expertise with each other. Professional development has developed well.

JCA has taken part in a fellowship programme at the Institute for Teaching and this has been of great benefit to the curriculum and the professional development programme. DMI has asked JCA to give a presentation at the Board meeting in July on the subject of the Academy's PD programme. Professional development and behaviour management are areas that contribute to the Academy's ability to recruit and retain staff. Regular testing is very important to the Academy as the data informs teachers' planning.

CCN asked about the effect the lack of government funding has on recruitment and retention. RJP did say that recruiting quality staff in certain subject areas is becoming increasingly more difficult and the cost of living in London also contributes towards this problem.

6. VICE-PRINCIPAL'S REPORT

The ongoing plans to redevelop parts of the Academy in order to accommodate an additional form of entry are progressing slowly. RJP explained to the Committee that the plans are to redevelop the ground floor of Zone C, move SEN to Zone F to situate it with ARC, and move the Art department to redevelop the ground floor of Zone E. The second food room will also be reconfigured as a second conference room which can be

used for multi-purpose activities such as: study hall; walking talking mocks and other events. DW asked if KCH could advise on the building work taking place. CCA also offered her services as a civil engineer.

The Academy is also looking to redevelop the main Library and Learning Resource Centre over the summer break. The new area will still predominantly be used as a library; however, the space will be redesigned to accommodate all study hall and catch up activities, maintaining a quiet space for students to study effectively. The area will include a bank of laptops which have already been purchased, as agreed by the Finance Committee previously. The re-development works are currently subject to final planning. RJP added that the work may be broken down into smaller contracts so the Academy can work with trusted companies. In the previous meeting the FRC had agreed that the lighting and ceiling work could be undertaken during the Easter break in order to help ensure the completion of the remaining building work over the summer. CCN noted that there had been some confusion amongst students, with rumours circulating that the library facilities were being removed completely, RJP said that the Academy would clarify this in assemblies and with a letter home in due course.

The Annual Report and Financial Statements to August 2018 were submitted to the ESFA prior to the December deadline. A copy was also made available via the Academy website, again, prior to the January deadline.

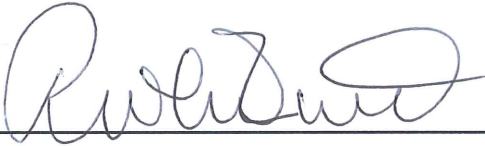
7. ANY OTHER BUSINESS

PED asked if more staff would need to be recruited in order to deal with the extra form of entry. DMI said that the Academy has the staff hours to cover all lessons; however, in 3 years' time they will need to recruit more staff in a number of areas. DMI and RJP have sought to over recruit in certain subjects, such as Maths, in order to safeguard staff numbers in critical areas.

Signed: _____

Richard Whitcutt

Chair of Executive Board



Date: 2 / 5 / 2019

