

Minutes – Lime Hills Academy

Meeting Date: 30 September 2024
Location: Teams
Time: 3.30pm

Present:	Brigid Allen (BA)	Sponsor Councillor & Chair
	Alex Davies (AD)	Sponsor Councillor
	Luz Martinez (LM)	Sponsor Councillor
	Claire Pannell (CP)	Sponsor Councillor
	Nicolle Deighton (ND)	Sponsor Councillor
	Kate Gillam (KG)	Parent Councillor
	Lis Jolley (LJ)	Senior Principal
	Sally Apps (SA)	Executive Principal
	Phoebe Chan (PC)	Clerk
In attendance:	Ellie Street (ES)	Deputy Principal & SENCO
	Zoe Jenkins (ZJ)	Deputy Principal

Item	Description	Action
1	Welcome, Introductions and Apologies	
1.1	BA welcomed everyone to the meeting and introductions were made.	
2	Declarations of Interest	
2.1	The Academy Councillors are noted that they need to declare/ confirm their pecuniary interests on Governor Hub.	
3	AC membership & Link roles	
3.1	The following Link Roles were identified: - Safeguarding (KG) - Disadvantaged Children (BA)	
3.2	LM is now an official Sponsor Councillor in LHA AC.	
3.3	There is only one parent councillor at the moment, so LHA needs to recruit one. PC would prepare the necessary paperwork to facilitate this.	PC
4	Minutes of the last meeting	
4.1	The minutes of the last meeting (1 July 2024) were agreed to be a true and accurate record and were approved.	
5	Actions and Matters Arising	
5.1	The action table has been updated.	
6	Report from Principal	
6.1	Primary site transition went well, with all students attending for two hours daily. There are 12 pupils in total at the primary site, 3 are on adjusted timetables.	
6.2	Secondary site welcomed 15 new students. Almost all children now attending full-time on the secondary site.	
6.3	New site refurbishment includes nurture classes and formal learning spaces. Activities are focused on building relationships between peers and new adults. The outdoor space includes a large area and individual planters for each child.	
6.4	Significant successes in student attendance and engagement are recorded.	
6.5	The academy is planning annual reviews for Year 11 students, focusing on securing destinations. North Somerset NEET officer will attend the Year 11 annual reviews.	
6.6	The academy has a comprehensive personal development plan, including programmes for careers, religious education, e-safety, safety week, and British values:	

	<ul style="list-style-type: none"> - Peter Jones enterprise challenges is adopted for employability skills. - LHA has partnerships with Weston Rotary Club and Weston College for career development. - Religious education includes visits to mosques and churches. - E-safety program covers modern issues like AI and online gaming risks. - The academy work with SAS (equivalent to Bristol drugs and alcohol project) for addressing substance abuse issues. 	
6.7	The academy is implementing a life skills curriculum to teach practical skills. The Jigsaw PSHE curriculum and additional resources like Educators Against Hate are adopted.	
6.8	Pupil Premium is an area that needs regular focus in meetings.	
6.9	Is the timeline for the new site on track, or could it be more than a year? It is likely to be two years, as construction has not started yet.	
6.10	Could the primary and secondary provision be included in the new building? Yes, it is designed that way, with primary on the ground floor and secondary on the first floor.	
6.11	In terms of your PSHE curriculum, where are you with that, considering it is likely to be a focus for Ofsted? They follow the Jigsaw PSHE curriculum, which covers most personal development areas. They also use additional resources and have contextual safety weeks to address specific issues.	
7	Academy Council Report	
7.1	LHA has 52 (soon to be 54) students, with many having external plans or support. This includes 4 students under child protection, 3 children in need, and many working with YISP, SAS, family support, and social workers.	
7.2	Student destinations: Four Year 11 learners completed their studies: three went to college, one is NEET. <ul style="list-style-type: none"> - One student progressed from not attending school since Year 6 to enrolling in college - Another student never came to Lime Hills site but engaged with Rocksteady provision - One student gained multiple qualifications including Maths, English, Food, Sport, and Photography 	
7.3	LHA offers different pathways from entry level to GCSE. Students achieved various qualifications ranging from entry level to GCSE.	
7.4	The academy's current focus is on helping students gain qualifications earlier to build their portfolios.	
7.5	The academy improvement plan focuses on four areas: nurture, personal development, curriculum development, and assessment, evidencing and reporting: <ul style="list-style-type: none"> - Nurture principles are being implemented in classrooms, tailored to students' SEMH and learning journeys. - Personal development is areas where they aim to excel. (refer to #6.6) - Curriculum in Key Stage 2 and 3 follows a primary model with topic-based learning. Key Stage 4 focuses on English, maths, and destinations, with a partnership with Western College offering courses. - Unit awards are being introduced to demonstrate and evidence student learning. 	
7.6	The school is due for an Ofsted inspection this year, which will include deep dives into four areas, likely maths, English, reading, and social communication.	
7.7	How would you like to relate the four areas of the improvement plan into the meetings? The academy plans to address curriculum first, followed by assessment, evidence, and reporting. Nurture and personal development will be addressed after Christmas.	
7.8	Are you thinking of apportioning one of those (maths, English, reading, and social communication) so that we are addressing aspects of it each meeting?	LJ

	The academy plans to look at the curriculum in the next meeting, with deep dives into specific areas: English and maths will be discussed in meeting three; reading and social communication will be discussed in meeting four.	
7.9	The academy has recently introduced girls into a predominantly boys' environment. Currently there are six girls in total across LHA. The introduction of girls into the school has been generally positive.	
7.10	The secondary school classes are in key stages. Different classes have a different cohort e.g. ADHD/ active, nurture, learning ready, active learning.	
7.11	In Years 10 and 11, out of 13 children, 10 are Pupil Premium (PP) and 3 are girls. In Years 5 and 6, only 4 out of 12 children are PP. Key Stage 3 has about a 50/50 split between PP and non-PP students.	
7.12	Is the focus on getting qualifications earlier being built into curriculum delivery? Yes, the school is using funds, including pupil premium, to ensure students cash in qualifications, build portfolios, and stay motivated. This approach also helps with baselining and moving students more rapidly through their learning.	
7.13	Are you collaborating with schools outside the CLF Trust that have a similar context to your cohort? Currently, the main collaboration is with Weston College, which has extensive expertise in SEND provision. The academy is open to visiting other SEMH schools for learning opportunities.	
7.14	Should gender equality be included in the curriculum? This could be considered when looking at how to approach the topic and integrate it into relationships education.	
8	Safeguarding	
8.1	The main safeguarding themes are criminality in the community and child-on-child issues in the SEMH context.	
8.2	The secondary school building has security issues: <ul style="list-style-type: none"> - Doors can be easily pushed open with minimal force - Perimeter fencing has gaps and easily undone bolts - Internal doors are not working properly <p>The construction company is working on solutions for the doors and gates. Safety is currently maintained through human measures and staff actions.</p>	
8.3	Despite security issues, the school has made progress with uniform compliance and phone policies.	
8.4	Will there be another counsellor from the junior site for safeguarding? Currently, CW is DSL for both primary and secondary sites, with ZJ heading safeguarding in the primary site.	
8.5	How do you see the security issues panning out? Is there a commitment to follow up and get it sorted? There is a commitment, but progress is slow. The construction company is working on solutions.	
9	Attendance	
9.1	Overall attendance across both sites for the first full week was 84%.	
9.2	There is a 10% gap between children experiencing financial disadvantage and those experiencing less financial disadvantage. Year-to-date attendance shows non-PP at 96% and PP at 77%.	
9.3	Reasons for lower attendance among disadvantaged students include: <ul style="list-style-type: none"> - Lack of taxi services for some students - Challenge home life, especially in families with multiple SEND children - Disjointed education in previous years - Students moving out of county or into emergency housing 	

9.4	Some students are on adjusted timetables, affecting their attendance percentages.	
9.5	Staff absence also impacts attendance, especially for PP students and those who are more difficult to transition. There has been an increase in anxious school absenteeism as well, which is a shift from previous years.	
9.6	Is there no longer any taxi service option? North Somerset has provided taxis for 10 pupils in the younger children's group. In secondary, about 40% come in taxis, while 60% come on their own. For the younger children, 10 of the pupils are brought in by taxi, one by parents, and one from Bridgwater is brought in by the care home.	
9.7	Is there a chance of appealing to the LA now that you have stats to show the lack of taxi is impacting those financially disadvantaged children? LJ has already appealed, but the LA stated that attendance needs to pick up rather than transport. LJ will continue to pursue the issue.	
9.8	Where children are coming in a taxi to you, is that because they are living outside the three-mile boundary? Yes. The majority of students live in Weston, so their transport requests were refused due to the three-mile radius rule. Some requests were overturned, but it impacts staffing as they now have to send staff to collect students.	
10	Behaviour and Exclusion	
10.1	Behaviour and attitudes are as expected for the start of term. The academy has higher expectations set for uniform and phone usage. Positive behaviours are observed, with skilled new teaching staff.	
10.2	Dysregulation is mainly due to new relationships with teachers and TAs. Longer school day in secondary, presenting challenges for some students.	
10.3	Several suspensions issued for specific incidents (e.g., vaping on site, cannabis use). The fire drill resulted in three half-day suspensions. Suspensions are being used to set boundaries but will be reviewed at half-term.	LJ
10.4	Is there a possibility of using multiple sites for internal reflection days instead of suspensions? Not currently feasible due to the transition period and the need for both sites to settle. May be considered in the future.	
11	Finance, Health & Safety and Estates	
11.1	No further matters were reported.	
12	Staffing and wellbeing	
12.1	Staff attendance is a significant challenge, impacting both staff and students. There is no quick solution.	
12.2	Is there any provision of cover teachers that the academy can call when regular staff are absent? The academy uses for supply teachers, but it can sometimes create more instability due to students' reliance on relationships with regular staff.	
12.3	Does every class have a lead teacher and a TA? Can the TAs take the lead if the lead teacher is absent? In most cases, regular TAs could take the lead if the teacher was out. Every class has a lead teacher and two TAs for eight students.	
13	Matters for the attention of the Board	
13.1	None.	
14	AOB	
14.1	None.	
15	Close of Meeting	
15.1	The meeting closed at 5.30pm. Future Dates:	

Monday 25 November 2024 - Meeting 3 Thursday 6 March 2025 - Meeting 4 Monday 28 April 2025 - Meeting 5 Monday 23 June 2025 - Meeting 6	
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Actions to take forward to next meeting:

Action No.	Item	Owner
27.11.23 01	BA to ask Charlotte Seavill to let KG know the Safeguarding Network meeting dates. WH to ask Jackie to let KG know the dates.	WH
26.02.24 02	It was agreed that at one of the summer AC meetings, Academy Councillors will visit the new Churchill site for LHA on Pudding Pie Lane. Consideration will also be given as to whether Academy Councillors should visit WHA. Ongoing.	BA
01.07.24 01	ND will email a date through to LJ for a deep dive. This item is ongoing.	ND
01.07.24 02	LJ and BA will discuss the best way to give councillors the opportunity to visit both of the existing sites, or the sites as they will be next year, and put on hold any kind of visit to the proposed building site.	BA & LJ
30.09.24 01	Suspensions are being used to set boundaries, but will be reviewed at half-term.	LJ
30.09.24 02	The academy plans to look at the curriculum in the upcoming meetings, with deep dives into specific areas: English and maths will be discussed in meeting three; reading and social communication will be discussed in meeting four.	LJ