

Minutes – Lime Hills Academy

Meeting Date: 1 July 2024
Location: Teams
Time: 3.30pm

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| Chair: | Brigid Allen (BA) | Sponsor Councillor & Chair |
| | Alex Davies (AD) | Sponsor Councillor |
| | Claire Pannell (CPa) | Sponsor Councillor |
| | Lis Jolley (LJ) | Senior Principal |
| | Sally Apps (SA) | Executive Principal |
| | Phoebe Chan (PC) | Clerk |
| Apologies: | Rachel Phillips (RP) | Parent Councillor |
| | Ayca Guldede (AG) | Support Staff Councillor |
| | Kate Gillam (KG) | Parent Councillor |
| | Clare Pine (CPi) | Teacher Councillor |
| | Nicole Deighton (ND) | Sponsor Councillor |

| Item | Description | Action |
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| 1 | Welcome, Introductions and Apologies | |
| 1.1 | BA welcomed everyone to the meeting and introductions were made. | |
| 1.2 | Apologies are recorded above. | |
| 2 | Declarations of Interest | |
| 2.1 | The Academy Councillors confirmed that they had no change to their pecuniary interests. | |
| 3 | Minutes of the last meeting | |
| 3.1 | The minutes of the last meeting (13 May 2024) were agreed to be a true and accurate record and were approved. | |
| 4 | Actions and Matters Arising | |
| 4.1 | The action table has been updated. | |
| 5 | Report from Principal – Student destinations & new school sites | |
| 5.1 | LJ reported different educational paths and destinations of four year 11 students: <ul style="list-style-type: none"> - One school refuser now engaging with college - One with poor attendance going to a re-engage course - One receiving home tutoring and going to Cannington College - One attending Rocksteady and moving on to an apprenticeship | |
| 5.2 | LJ also mentioned that most year 10 students have secured entry-level qualifications, while Weston College is offering vocational tasters for year 11 students. In addition, LHA has bought into AQA unit awards for portfolio building. | |
| 5.3 | LJ updated the new school site transition process: <ul style="list-style-type: none"> - 50 packing crates will be arriving at the end of term - Local authority allocated two packing days on the 22nd and 23rd July - DfE will work on the site over summer holidays - Current site also needs packing as works are planned there too | |
| 5.4 | The following are done to facilitate the smooth transition also: <ul style="list-style-type: none"> - ES is meeting secondary children one-on-one with their parents, as well as observing students in their current settings - ZJ is doing the same for primary students - Parents of WHA students are invited for a tour on the 9th July | |

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| | - Primary students will be visiting the current site next week | |
| 5.5 | Regarding the four year 11 students, has that informed your way of admissions or anything you would do differently next year? The issue wasn't about supporting needs, but rather about one student not seeing a peer group at the school. | |
| 5.6 | Do you feel that providing off-site support and an individualized package was a good outcome for the student? For one student it was the right provision. For another (learner three), he is pleased with his qualifications and is pursuing a more traditional route. | |
| 5.7 | Have you got case studies available for every child in terms of what they achieved and how they got there? They have case studies for the four children mentioned and some for dramatic attendance changes, but it's something that often goes on the back burner. | |
| 5.8 | In terms of next year's year 10, have you got a reasonable number of those students who are engaged at this moment in time? They have one child at reset, two poor attenders due to ADHD and sleep issues, and are working with families to support attendance. | |
| 5.9 | Will the courses and offerings at Weston College gain accreditation in the job market, or will it be just experiential? The experience in year 11 is experiential, aimed at transitioning SEND students to feel comfortable at the college. | |
| 6 | Governance: AC membership, link roles | |
| 6.1 | LM is in the process of being recruited as an AC, and she has been an observer in the last meeting. She is currently undergoing some paperwork before signing off. | |
| 7 | Academy Council Report | |
| 7.1 | LHA has 29 students which 69% of them are PP. | |
| 7.2 | LHA has a small team with a focus on curriculum design and articulation at all levels. There is an emphasis on language use in approaches to behaviour and relationships. | |
| 7.3 | The ARV feedback on 24 th June was very positive, showing synergy in language across staff levels. The strengths of the school are identified as personal development and safeguarding. | |
| 7.4 | The school is working on embedding assessment and developing a special curriculum. In the meantime, students are doing more work in books and spending more time regulated. | |
| 7.5 | Can you explain what the synergy of language looks like? It is not a script, but rather consistent use of language in conversations and communications, embedding purpose and values through CPD and all interactions. | |
| 7.6 | What is the biggest thing that you want to move forward? Planning, particularly precision teaching and TAing, as well as robust assessment. | |
| 8 | Attendance | |
| 8.1 | LJ mentioned that the academy targets 90% attendance for on-site provision, but not achieved. The attendance improved in T5 but dropped in T6 due to unauthorized holidays. Year 10 and 11 attendance is a struggle, while years 7-9 are stronger. | |
| 8.2 | Are the T6 numbers for every single child who's on roll? Yes, the attendance numbers include anyone who's on roll, regardless of part-time or full-time status. | |
| 8.3 | On average how much the children improve their attendance? It's not a neat progression, as attendance patterns vary. It's easier to capture in case studies for individual students. | |
| 8.4 | How far do you think the transport issue is going to impact on you, particularly once you're in Weston? | |

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| | It's expected to hit hard, as most students in Weston have been refused transport. The school plans to use PP money and deploy TAs to help with transportation and potentially have a rolling breakfast club. | |
| 8.5 | Are you changing the length of the school day to 9:30 AM - 3:00 PM in Weston in order to in part to make it more schooly? Yes, the change is partly due to teacher work hour regulations and to avoid conflicts with nearby schools' dismissal times. | |
| 9 | Behaviour and Exclusion | |
| 9.1 | LJ mentioned that the suspension rate is low. Suspensions are limited to two children: one in year 8 and one in year 10. A safety plan and additional adult support were implemented for the year 10 student. A therapist has been recruited for one day a week to support these children. | |
| 9.2 | LJ mentioned that there were no positive handling incidents in T5, while there are four incidents in T6. In addition, annual reviews show progress towards EHCP targets for most students. | |
| 9.3 | LJ mentioned that there are three students with pending autism diagnoses are requesting changes of placement. She added that transition cohorts fluctuate due to parents preferring other schools like Dovecote. | |
| 9.4 | Why do parents want alternative places like Dovecote? Parents prefer established schools, they don't want their children with other SEMH children, and Dovecote, as a SEMH school, has an idyllic setting. | |
| 10 | Finance, Health & Safety and Estates | |
| 10.1 | No further matters were reported. | |
| 11 | Staffing and wellbeing | |
| 11.1 | LJ reported that staffing has been secured across primary and secondary levels, including: - A number of Upper Pay Scale (UPS) teachers have been recruited - Specific teachers are assigned to lead different subjects and areas | |
| 11.2 | LJ mentioned that recruitment for Teaching Assistants (TAs) has been challenging. Some TAs are leaving due to distance and travel costs, and two teachers are leaving to pursue School-Centred Initial Teacher Training (SCITT). | |
| 11.3 | LJ reported the following regarding professional development: - JT signed up for MPQSL (Middle Leadership Qualification) - LJ signed up for MPQSENCO (Special Educational Needs Coordinator Qualification) | |
| 11.4 | Is there something around recruitment and retention we could explore for the TA leaving due to petrol costs? It might also be about the time, and they are considering looking for a more Bristol-based or closer position for that staff member. To address the loss of TAs due to distance, we are actively recruiting and had three potential candidates visit that morning, with one showing promise. | |
| 11.5 | Are you okay for leadership next year? Yes, with ZJ on the primary side, ES moving up to 0.8 contract, and JT having 0.4 of his contract for leadership and curriculum development. | |
| 11.6 | Are these people all on CLF contracts? Is that financially advantageous because you are not having to use agencies? Not all are on CLF contracts. They're using agencies like Step Into Teaching, AWS, and Lexia, which have temp-to-perm arrangements that cost slightly more than direct recruitment. (£500-£1000 more per hire). | |
| 11.7 | Is the reason why you cannot have CLF contract because they have been working with agencies? The candidates have applied through agencies, and there is either a finder's fee or a temp-to-perm period to pay. | |
| 12 | Matters for the attention of the Board | |

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| 12.1 | None. | |
| 13 | AOB | |
| 13.1 | None. | |
| 14 | Close of Meeting | |
| 14.1 | The meeting closed at 4.50pm. Future Dates: TBC | |

Actions to take forward to next meeting:

| Action No. | Item | Owner |
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| 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 |