

Minutes – Lime Hills Academy Council Meeting

Version: Final

Meeting Date: 23rd March 2026

Location: Online

Time: 15:30-17:30pm

Chair: Brigid Allen (BA) Chair of Academy Council
Luz Stella Martinez (LSM) Academy Councillor

Attendees: Natalie Sweet (NS) Principal
Stephen OCallaghan (SOC) Deputy Principal
Lis Jolley (LJ) Executive Principal
Jasmine Legrand (JL) Clerk

In attendance: Christopher Heaps(CH) Observer
Apologies: Claire Pannell (CP) Academy Councillor
Nicolle Deighton (ND) Academy Councillor
Kate Gillam (KG) Parent Academy Councillor

4.2	ACTION – JL to keep an eye on number of approvals on the policies (Completed)	JL
4.2.2	ACTION NS and BA to sit down and review for AC(Completed)	NS/BA
4.6	ACTION BA to share PowerPoint with LM and discuss at next meeting (Completed)	BA
5.2.4	ACTION: SO to share his presentation without children's names (Completed)	SO
5.2.6	ACTION – SO to produce for future meetings. (Completed)	SO
5.2.7	ACTION – ND to compare resources and teaching methods with SO for curriculum. (carried over)	ND/SO
5.2.8	ACTION – LM to share some English, maths and science resources that may be useful. (carried over)	LM
5.7.1	ACTION – NS to present at the next AC showing the comparison again with term 3 data Completed	NS
6.1	ACTION – KG to have a briefing regarding LAC and kinship orders from Liam (carried over)	KG
8.1.4	ACTION – NS to update on results at next meeting (as long as been received) (Completed)	NS
9.1.1	ACTION – LJ to take this to Kate Richardson to shape some of the questions to the team to demonstrate the language and make it minutes (Completed)	LJ
9.1.1	ACTION – JL to add Ofsted new framework on governor hub (Completed)	JL (completed)

Minutes

		Action
1	Introduction, Administration and Apologies	
1.1	Introduction of CH who will be a new Academy Councillor (pending completion of successful checks)	

1.2	Apologies received from CP,ND,KG	
2	Declarations of Interest	
2.1	None	
3	Academy Council Membership	
3.1	LM moving abroad in the summer so will be resigning from her position after AC T6, she will be missed by all.	
3.2	CH will be joining as a sponsored councillor once successful checks are completed	
4	Minutes of Previous Meeting	
4.1	Change the date (complete) and otherwise accept as a record	
5	Matters Arising	
5.1	ACTION – (carried over) ND to compare resources and teaching methods with SO for curriculum.	ND/SO
5.2	ACTION – (carried over) LM to share some English, maths and science resources that may be useful LM	LM
5.3	ACTION – (carried over) KG to have a briefing regarding LAC and kinship orders from Liam	KG
5.4	One policy for noting ACTION JL to upload for everyone to note	JL (completed)
5.5	ACTION BA and NS to review PP	BA/NS
5.6	Ofsted related careers framework BA – ACTION – inaccuracy in one document so awaiting updated copy, to be uploaded when received	BA
6	Academy Council Report	
6.1	Update on new build NS August 2027 the work should be complete, with September 2027 as the aim for opening to students. There are meetings planned and progress is being made on the details, with digging beginning in April.	
6.2	Staff Voice Feedback NS Celebrations: positive impact on the children, every day is different and pride at making a difference and working there. Things to work on: communication and impact from staffing absences. There are key actions which are linked with the feedback; our communication and systems are being improved all the time, and we want open communication for what is working and not working. We were holding a celebration and debrief every day, which is an opportunity for staff to have a conversation if they needed it, the feedback was that they wanted to dedicate that time to preparation, so now instead there is a member of SLT in the canteen each day if those conversations are needed.	
6.3	Behaviour The team has launched focused conversations around recognition and consequences, ensuring responses to behaviour are rooted in trauma informed understanding. Emphasis on reflection and repair, helping students rebuild relationships and learn from incidents rather than simply receiving sanctions.	

	Walkie talkies are now in place across the Weston site, enabling staff to quickly call for support and maintain a safe, responsive environment. SO team has attended and will now deliver Team Teach training to the wider team, strengthening staff confidence and skill in supporting students through dysregulation.	
6.4	Curriculum Specialist support teams are working alongside teaching staff to strengthen curriculum delivery, offering targeted guidance and modelling to ensure lessons are accessible and responsive to student needs.	
6.4.1	When a pupil has an identified trusted adult, does that relationship continue consistently from year to year, or does it change as the student progresses through the school? Classes will change as they move up, but we ensure every pupil has a known trusted adult moving up with them and then build new relationships up alongside that. The main consistency challenge is due to staff absence.	
6.4.2	With curriculum development, how much more challenging is that in secondary compared with primary? There is a difference for secondary, due to not having specific experts in subjects. Katie Moore with Maths and Jen Faulkner for English to support ongoing development as they are specialists in those subjects.	
6.4.3	Have consults for next year happened? 6 year 11's leaving, 6 children starting in years 5 and 6 currently	
6.5	Expected outcomes and destinations KS4 SO Attendance can be a barrier for learning, and this will potentially impact on outcomes. Exams and qualifications: Action from last meeting was to share qualifications and achievements and predicted qualifications. This has been issued with the meeting minutes. All pupils are entered for GCSE maths and English, they are also entered for FS L2 and will be individually assessed for readiness FS = Functional Skills EL – Entry Level	
6.5.1	What does re-engage for Weston college mean? For anyone that doesn't achieve FS2 or GCSE level 4, this is a program which is effectively a foundation year which works alongside trying other courses at college to then build up to a level 2 course in year 2. Or Year 11's visit Weston College on a weekly basis in Term 5 and 6 to integrate before starting.	
6.5.2	Do these children get transport? Yes, they do get transport, but there are various reasons they may still not attend, we work closely with the family and students to support them.	
6.6	SEN Review NS Adjusted timetables have increased to meet individual need; outreach work is ongoing to support their sense of belonging. We have staff working across both sites to look ahead and aid the transition for September	

	We do review if the adjusted timetables are creating an impact and if there isn't a change for them, we would then change it again and perhaps have an emergency annual review.	
6.6.1	How would the division of the week look for them? For the pupils on a part time timetable, they maintain at least a day at each site to keep up connections and relationships. Hybrid model between the two sites for those on full timetable.	
6.7	Nailsea site year 5,6,7 Only year 7's are transitioning across from Nailsea to Weston. The current plan is that Year 6 will move to new build site in 2027 at which time they will be year 8.	
6.8	Update on attendance/ exclusions NS Overall attendance, no significant change. Goal is 85% attendance for special schools. 64% are meeting that, it is year 10 and 11 predominately not meeting that. COP, working closely with the families on reasons for non-attendance. Through our education welfare officers. Outreach and collections won't necessarily show on their attendance as they will have missed the morning mark if they come in later than the start time.	
6.8.1	Statistically are we far below the 85%? Is 85% the standard for nationally? National SEMH is 87% attendance. We are at 78% overall. It's an improvement goal, through working with individual families to improve.	
6.8.2	Are there other SEMH schools which manage to be at the 87%, is there any opportunity for conversations and strategies? Forum alongside other special schools to share strategies New Ofsted framework, 7/8 special schools have been inspected so the "strong standard" schools we will go out and have visits to learn from their practice.	
6.8.3	Could we have any qualitative data for the late starters, for Ofsted inspections? Yes absolutely, we will share the impact of the bespoke timetables with them, we would look at the attendance of that group. Then the attendance of the provision eg 12% timetable, how much of that 12% are they attending? Case studies to look underneath the data and looking at transitional gain from attendance in primary school to secondary school.	
6.9	Personal development and careers section SO Careers leading course completed by SO – to understand the role and network with other careers leaders and link with people that have multiple responsibilities. There is a planned meeting for a compass evaluation to pick up what we are doing well and improving on. Careers trained advisor will be arranged to come in this term or next term for year 11s and down through the school too. Embedding careers into the curriculum, careers days and used as a lens when teaching. Increasing numbers of workplace visits, Clifton coffee 3 days to do barista training, careers in coffee, how they travel the beans. Positive impact on the students. Andrew Bell, CLF, discussion regularly to create opportunities for the students.	

	Superb job – there is time for the academy to adjust with updated benchmarks before inspection	
6.9.1	How are visits for universities and colleges getting on? Initial links with Weston College, ongoing piece of work to set up alongside the working experiences. Work alongside UWE potentially with partnerships.	
6.10	Quality of Education SO Teachers across the Nailsea and Weston sites are engaging in focused modelling, small group reflection, and deeper professional dialogue to refine teaching approaches. A more structured system for feedback has been introduced, including a drop-in form linked to each element of the teaching and learning framework, ensuring feedback is purposeful and supports improvement. Work on assessment and qualifications has progressed, with plans to introduce qualifications earlier in the school journey and establish a clear assessment pathway that builds year on year, ensuring coherent progression for all learners.	
6.10.1	If students achieve FS level 2 in year 11, does that mean they don't have to resit at post 16? Yes, it counts instead of a GCSE. The structure of the qualification is a lot more functional than a GCSE, as the name implies. We would like to have different pathways for the students to be able to do either GCSE or Functional skills.	
6.10.2	Are there other functional skills for other Maths/English? Only English and Maths	
6.10.3	FS L2, however GCSE grade 3 would need to resit Thinking about the best route for children, to be able to access the best pathway for them. FS L2 or grade 4 GCSE they would have to be on a re-engage pathway. We aim for children to achieve the highest qualification that they can in English and maths from Entry Level to GCSE.	
6.10.4	If the student has the qualifications, are they able to do a longer course eg 3 rather than 2 years? They would use the re-engage year as the first year of a three-year course. Would need 3 x other qualifications to be able to do a level 2 course.	
6.10.5	Are they all going to Weston or are some going to Bridgewater? Current year 11's are all planned to go to Weston, but Bristol is an option for some year 10's. There are early conversations happening, but transport may be a barrier.	
6.10.6	Conversations about modelling with teachers is very positive. What is the aim to track the impact on the students' progress with the strategies in quality assurance? We need to be viewing coaching in lessons and having conversations about the impact on students' performance. We would expect to see an increase in the quality of what the students are outputting. It would be valuable to see that support and track that development over the terms. A clear picture for what to gain from this would be helpful.	
6.11	Key topic areas – bringing other members of staff to the Academy Council meeting who are experts in that area to come in and present.	NS/BA/SO/LI

	ACTION – to invite other members of SLT or other staff to bring in more perspective. BA to discuss with NS and SO and LJ to map out a plan	
6.12	Teaching vacancies Successfully recruited a new teacher to start in September, experienced from Primary mainstream and forest school trained – works closely with SEMH in their current setting. Also recruiting for TA's, hopefully some current supply TA's will apply for the vacancies to become permanent members of staff.	
6.13	Health And Safety Health and safety audit to be shared at next meeting.	
6.14	Finance Full quota, 58 on role, will be 65 with new site.	
8	Any Other Business	
	Meeting closed 17:11pm	
9	Date of Next Meeting	
	Monday 29 th June 2026 3:30pm-5:30pm	

ACTIONS

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5.2	ACTION – (carried over) LM to share some English, maths and science resources that may be useful. LM	LM
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6.11	ACTION – to invite other members of SLT or other staff to bring in more perspective. BA to discuss with NS and SO and LJ to map out a plan	NS/BA/SO/LJ