

Minutes – Bristol Metropolitan Academy

Meeting Date: 5 Dec 2023
Location: BMA
Time: 5.00pm

Members:

Laura Walder (LW)	Sponsor Councillor & Chair
Cameron Shaw (CS)	Principal
Jon Hallett (JH)	Parent Councillor & Vice Chair
Sofia Rashid (SR)	Parent Councillor
Vacancy	Student Advocate
Jo Duffy (JD)	Sponsor Councillor
Minna Koo (MK)	Sponsor Councillor (joined via Teams)
Vacancy	LA Representative Councillor
Daisy Mason (DM)	Sponsor Councillor

Apologies

Dan Nicholls (DN)	Executive Principal
David Vince (DV)	Teacher Councillor
Helen Harman (HH)	Support Staff Councillor

Attendance:

Sue Burns	Clerk
Ceri O'Sullivan	Assistant Principal

Item	Description	Action
1	Welcome, Introductions and Apologies	
1.1	Laura Walder welcomed everyone to the meeting.	
1.2	Apologies were received and accepted for Helen Harman, Dan Nicholls and David Vince.	
1.3	Jo Duffy advised in advance that she need to leave the meeting at 6.20pm	
1.4	Minna Koo joined the meeting via Teams at 5.40pm	
2	Declarations of Interest	
2.1	None declared.	
3	Minutes of Previous Meeting	
3.1	The minutes of the meeting of 7th November 2023 were approved.	
4	Matters Arising	
4.1	6.17: CS to determine the statistic for PP, SEND/SEMH Students – Completed . 7.7: CS to interrogate the Y11 Black Box data based on EAL – Completed .	
5	Academy Council Membership	
5.1	There were ten applicants for the Parent Councillor vacancy. Sofia Rashid was elected as the Parent Academy Councillor following a ballot.	
5.2	Link Roles: Safeguarding – Aysha Muzaffar (Laura Walder) H&S – (Staff AC) CiC – Laura Walder	

	<p>PP – Jon Hallet Careers – Minna Koo. SEND – Jo Duffy RSHE – Daisy Mason</p>	
5.3	<p>SEND Link Visit – JD has completed her SEND Link visit and discussed the SEND parents evening process and communication loop. Safeguarding Link Visit – LW has completed a SEND Link Visit; the report is on Teams. Pupil Premium Link Visit – JH has completed a PP Link Visit; the report is on Teams.</p>	
5.4	The Academy Councillors were reminded to provide a head and shoulders photograph of themselves for the website.	
6	Pupil Premium – Ceri O’Sullivan	
6.1	<i>Presentation shared via screen.</i>	
6.2	The PP strategy is a three-year plan. It’s reviewed annually and published on the academy website.	
6.3	Any student who has been eligible to access Free School Meals, Looked after Children and previously Looked after Children are all eligible for PP funding.	
6.4	PP students are up to 18.1 months behind their non-PP peers, they are more likely to receive suspensions or permanent exclusions, have lower attendance and are more likely to have Adverse Childhood Experiences (ACEs).	
6.5	There are 357 PP students at BMA (32%), the highest percentage is in Y10 (which is also the year group with the highest SEND need).	
6.6	We follow the Education Endowment Fund recommendation for interventions.	
6.7	We are focusing on increasing oral skills, increased vocabulary and reading age. Improving attendance, increasing homework completion, and achieving at least a Grade 5 are all key to our strategy.	
6.8	The strategy has been shared with all staff, an overview document has been provided, and teachers are encouraged to know who their PP students are. We regularly undertake book looks, utilise a vulnerability register, have introduced a belonging strategy and rewards system, have launched ACEs Nimble training, and we’ve trained staff as Mental Health First Aiders.	
6.9	We use Voice 21 as a partner to support the development of oracy which we use to compliment what we do in the classroom.	
6.10	36% of lessons were classed as bright spots, which is encouraging.	
6.11	Reading ages is an area that we are still working on. The gap between PP and non-PP students has reduced, but less progress has been made towards closing the gap in 2021-22 and again in 2022-23.	
6.12	<p>Are the students self-conscious about reading to adults? We have been developing reading to adults which we use for booster groups. The choice of texts has an impact on the engagement of students.</p>	
6.13	<p>Do the students leave the class to attend the booster group? Yes, we offer booster groups in Maths and English and they are timetabled at the same time as the main lesson but it’s a more bespoke provision.</p>	
6.14	<p>Do the students feel that a booster group is stigmatizing? The nurture groups have a good atmosphere and the ability to access learning is key. They go to their class at the same time that their peers go to theirs, they are not removed from class which makes a difference to the perception of booster groups.</p>	
6.15	There was a 4.3% gap between PP and non-PP students at the end of last year, which was slightly larger than the national average. Persistent absence for non-PP students was 23.9% and 43% for PP students.	
6.16	Breakfast club is free for PP students and is well attended.	

6.17	Attendance YTD is the highest in the CLF and we've had one day this term where our PP attendance was higher than CLF non-PP attendance.	
6.18	Our current attendance is 90.4% for PP students, 94% for non-PP students and 89.9% for both groups across the CLF.	
6.19	We're retained the homework booklet because it's accessible and in Period 7 the children attend the compulsory homework club for non-completion.	
6.20	92.3% of PP students last year are in employment or further education.	
6.21	Our suspension and exclusion data has reduced by 5% since last year but remains disproportionate to our non-PP students.	
6.22	Do you work with Nick Phelps to discuss students who are PP and have SEND? Yes, the hub teachers' provision is run by the SEND leads. Our highest behaviour incidents are for PP students with SEMH, therefore the SENDCo is researching how to better engage that cohort of students.	
6.23	<i>Ceri O'Sullivan left the meeting at 5.55pm</i>	
6.24	Is the PP funding sufficient to cover the cost of the PP provision? It is used to part-fund some of the staffing who then work with our most vulnerable children.	
7	Academy Council Report - CS	
7.1	Some local GPs are signposting to the school as a referral path, is this a local practice? It's not clear if it's specific surgeries, but we can find out via Bromcom data.	
7.2	ACTION: CS to investigate whether there is a pattern of local GPs signposting referrals to the school.	CS
7.3	A parent who is a lecturer at UWE has offered to sponsor a training place for a member of staff to deliver a support programme.	
7.4	<i>Jo Duffy left the meeting at 6.20pm</i>	
7.5	The mock data was very strong? Yes, we are pleased with the performance and the PP data is promising but we still aspire for it to be better. They were a stronger cohort on entry but have continued to make strong progress at BMA.	
7.6	Higher Attaining Pupils remain a focus. The LAC data is skewed because it represents one child. [REDACTED] [REDACTED] [REDACTED]	
7.7	Will Business Subjects be dropped from the curriculum? Possibly, because the recruitment field is very challenging. It's not an enabling subject which means it's not required for accessing an A-Level or degree in Business Studies.	
7.8	Why are many black students attaining Grade 4 but not Grade 5? The progress score is higher in the black students than it is for the white students and their attendance is stronger. We will track the data over time to look for trends.	
7.9	Will the PFI underbudgeting, materially affect the running of the school? Yes, because we need to find £79k, but we run with a 1% budget surplus which for BMA is £86k. The error arose because the PFI budget year is April to April and our budget year is September to September and is RPI linked not CPI linked.	
7.10	There is a 10% professional development time target for all staff? This refers to our professional services staff.	
8	Governance	
8.1	Safeguarding Link Visit – 17 Nov 2023	
9	Matters for the attention of the Board/COAC.	
9.1	None.	

10	AOB	
10.1	None.	
10.2	The meeting closed at 6.45pm	