

**Summary of discussions of the Local Academy Committee meeting held on
 Monday, 13 July 2026
 5:00 – 7:00 pm**

Membership	Initials	Governor Category	Absence
Mr R Lancaster	RL	Chair of Governors Appointed	
Mr P Kelly	PK	Vice Chair of Governors Appointed	
Mr M Williams	MW	Staff	
Mr D Newmann	DN	Appointed	Via Teams
Mrs R Henderson	RH	Appointed	
Mrs N Troman-Green	NTG	Elected parent	
Mrs V Brabham	VB	Appointed	A
Mrs L Stacey	LS	Appointed	
Mrs S Sumpter	SS	Appointed	
1x parent vacancy			

In Attendance	Initials	Position	Absence
Mr D Vernon	DV	Executive Principal	
Mr J Hardy	OH	Principal	
Mrs S Baines	SB	Governance Professional	
Tom Gill	TG	Post 16 representative	
In attendance			
Ian Hylan	IH	Diverse Academies Trustee	

Quorum required	5	Present	8
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Outstanding Action log

C	= Complete	CF	=Carried forward	I	= Incomplete (carried forward more than once)
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Agenda item	Meeting Ref	Action Required	Responsible Person	Timeline	Update	Complete / carried forward
AC/51/25/26	Spr 2	Governors to explore comparative strategies in more detail.	All	July 2026		ongoing
AC/51/25/26	Spr 2	year on year behaviour data available	OH	May 2026		complete
AC/51/25/26	Spr 2	Update on when staff behaviour survey to be rolled out	OH	TBC	Working group Working through solutions September 2026	complete
AC/51/25/26	Spr 2	Restorative practice possible reintroduction	OH	July 2026	Build back in next academic year September 2026 Inset day1 safeguarding Inset day 2 presentation changes in school	complete
AC/40/25/26	Spr 2	data collection and security. Concern raised regarding personal data being requested on paper not digitally. DV – Head of Data	DV	May 2026	Chosen method still paper as it is instant	complete

Q = Question from Governors

A = Answer from senior leaders

Agenda item	Key points/Summary	Action Required	Responsible person Timeline
AC/81/25/26	Welcome The chair welcomed all to the meeting and in particular Ian Hylan Diverse Academies Trustee		

AC/82/25/26	Ian Hylan Mr Hylan introduced himself and gave governors a flavour of his background and the skills and his experience undertaken in the education sector. Mr Hylan had undertaken a walk around the academy prior to the meeting and stated the site was fantastic.		
AC/83/25/26	Apologies for absence Apologies were received and accepted for: Mrs V Brabham due to personal reasons		
AC/84/25/26	Declarations of Interest Governors were urged to complete the declaration of interest and code of conduct for 2026/27 recently circulated as a matter of urgency. There were no direct declarations of interest made by governors to the agenda presented at the meeting.		
AC/85/25/26	Notes/Action log of the last meeting 27 April 2026 The minutes were approved as an accurate record and for circulation, proposed by Mrs B Henderson and second by Mrs L Stacey.		
AC/86/25/26	Outstanding items from last meeting AC/51/25/26 - Update on when staff behaviour survey to be rolled out – OH September 2026 - Restorative practice re-introduction. An agenda item on the second Inset day September 2026 AC/72/25/26 GP to circulate invitation for Chair/Vice Chair of governors 26/27 & 27/28 closing date 19.06.26 AC/73/25/26 Appointment of new governors – induction Ongoing – Statutory Training to be completed asap AC/74/25/26 Parent governor vacancy see agenda item AC/92/25/26	Item complete	
AC/87/25/26	Governance report (by GP & CoG) to include The GP report had been circulated to all governors prior to the meeting. There were no questions		
AC/88/25/26	Training:		

	1. Training • KCSiE Safeguarding webinar and local response KCSiE webinar by PK Strategic Safeguarding Lead for DA to be available within first two weeks of September 2026		
AC/89/25/26	Principals report Mr Hardy delivered a presentation on progress against 2025/26 plan and the intended priorities for 2026/27 plan Academy Systems and Student Support Q: What is the current position regarding the My Academy App? A: There have been some challenges with the current system. The academy is exploring alternative solutions that will enable staff to support students more effectively. Reading age information has now been incorporated into the app. Q: How is SEND and intervention data monitored? A: The academy uses STAR Reader assessments three times per year rather than transition data. Where students are identified for intervention, additional assessments may be undertaken to measure the impact of support. Q: Are parents informed when their child is receiving interventions? A: Yes, parents are informed when interventions are put in place. Q: How reliable are the assessment tools used? A: Leaders acknowledged that assessment tools are not perfect but provide a useful indication of where additional support may be required. Student Leadership and Stakeholder Voice Q: To what extent are students involved in decision-making, such as changes to the school day? A: Student involvement in decision-making is currently limited; however, the academy is working towards greater student participation in future decisions. Q: What is the role of student leadership moving forward? A: Student leadership initiatives will be further developed next year, with greater involvement planned.		

	Leadership Capacity and Staffing Q: Has the teaching commitment of senior and middle leaders changed? A: Yes. All leaders, including middle leaders, have had their teaching commitment increased by one lesson. Senior leaders now teach approximately 14 out of 30 lessons, which has reduced available leadership time. Q: The academy has a significant amount of part time teachers, Is the number of part-time teachers determined by the academy? A: No. Part-time working arrangements are generally employee requested and agreed through discussions between the academy and individual staff members. School Improvement and Culture Q: How is the academy simplifying systems and processes? A: Leaders are focusing on a simplified approach centred around the "Safe, Respectful, Ready" (SRR) expectations, including reporting these behaviours to parents. Q: How does leadership ensure consistency across classrooms? A: The academy is strengthening the role of middle leaders and focusing on consistent routines, particularly through quality assurance activities such as "strong starts" to lessons. Leaders expect students to experience the same routines and expectations in all classrooms. Q: What indicators are used to judge consistency? A: Leaders monitor classroom routines, student engagement, work quality, and evidence in students' books, alongside formal quality assurance activities. Q: How are staff challenged when agreed routines are not being followed? A: Accountability is shared across the organisation. Middle leaders and colleagues are expected to hold one another accountable through professional conversations, promoting a culture of collective responsibility rather than a purely top-down approach.		
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	Catering and Student Welfare Q: How long does the academy's catering contract remain in place? A: The current contract with NCC runs until 2032, linked to the building agreement. Q: Are there plans to change the catering provision? A: Leaders explained that the focus is on working collaboratively with NCC and catering staff to improve the service and ensure it meets the academy's requirements. Q: Governors noted that some students may find it cheaper to purchase food off-site. How is this being addressed? A: Leaders acknowledged the challenge and explained that government regulations have changed what schools can provide, including restrictions on certain food items. Student habits and menu options will continue to be monitored. Q: Have additional staffing costs been incurred to support lunchtime provision? A: Sixth form students have been employed to assist with lunchtime arrangements, resulting in some additional costs. School Day and Social Spaces Q: How will queuing be managed if split lunches are removed? A: The academy plans to implement separate key stage areas and separate queuing systems to help manage demand. Q: What challenges are anticipated with the proposed arrangements? A: Leaders recognised that managing capacity and movement around the site represents a risk and will require careful monitoring. Q: How will overcrowding be managed during periods of poor weather? A: Leaders acknowledged this as a challenge and advised that additional seating is being installed. Consideration is also being given to opening suitable classrooms as indoor social spaces during inclement weather.		
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	Academy Improvement Priorities 2026/27 Q: What are the key priorities for the Academy Improvement Plan (AIP) 2026/27? A: Leaders confirmed that improving student outcomes remains the central priority. This will be supported through increased consistency, stronger middle leadership, simplified systems, and focused quality assurance processes.		
AC/90/25/26	Safeguarding Culture & Compliance Q. How many staff are currently trained in the use of reasonable force? A: The exact number was not available at the meeting. Governors were advised that staff will receive education on the appropriate use of reasonable force and that any incidents must always be recorded on My Concern. Q. Are there designated staff members responsible for carrying out reasonable force interventions? A: Jon advised that this would ultimately depend on which suitably trained staff members are available at the time of an incident. Q. What training is planned regarding reasonable force and de-escalation techniques? A: EP confirmed that new training will be introduced from September 2026 and will be delivered through Horizons. The focus will not solely be on physical intervention but also on effective de-escalation strategies. Q. Are there particular areas of the school where this training is especially important? A: High-risk areas have been identified, including the pastoral support areas and the Focus Centre, where staff may be more likely to encounter challenging behaviour. Q. Has the school seen any trends in external safeguarding referrals? A: A significant increase in CAMHS referrals has been noted. It was acknowledged that this is a national concern, with referral numbers escalating considerably. Q. Has the increase in CAMHS referrals been reflected in national data? A: A governor confirmed national statistics have been published and support the observation that referrals have risen significantly.		

	Q. What further assurance did governors seek regarding safeguarding arrangements? A: Governors requested that BH follow up on the use of reasonable force, staff training, and referral trends as part of her planned safeguarding monitoring visit. Including the impact of rising CAMHS referrals.	Action: BH to review reasonable force training, incident recording processes, and the impact of rising CAMHS referrals during her forthcoming safeguarding visit and report back to governors.	09.11.2026
AC/91/25/26	Link governor visits Link governor visits: - Curriculum visit – PK – 02.05.2026 – CF – September 2026 - Safeguarding and SEND RH Increase in EHCP puts pressure on SENDco. Concern re reduced TAs next academic year Met with 4 students who attend HELM and main stream Students were very positive. Students praised teachers from HELM Even better ifs – able to go to the toilet regularly - Staff wellbeing report – MW A governor asked – has there been a reduction in vaping OH – confirmed vaping had reduced. IH – asked if daily staff briefing exists. Suggest send comments back to staff stating LAC were very pleased with behaviour and decrease in students vaping. - Summary of Link governor visits Excellent – yr 6 did not want to go back to primary school - Tuxford Link governors – areas of responsibility Planned visits - Curriculum visit – PK – 02.05.2026 – CF – September 2026		
AC/92/25/26	Succession planning chair Governance Housekeeping for 2026/27 Succession Planning for two academic years 26/27 and 27/28 Academy Committee membership		

	1 x parent governor vacancy – 22.06.26 - closing date 7 July 2026. Two nominations received, election open wef 08.07.26 until 17.07.26 Succession planning – chair of governors and vice chair of governor’s election SoD states terms of office are for two academic years ie: 2026/27 & 2027/28 One nomination for the Chair of Governors had been received from Mrs Henderson, and one nomination had been received for Vice Chair of Governors from Mr Kelly. Mrs Henderson and Mr Kelly left the room at 18:38 and returned at 18:39 Governors unanimously agreed for Mrs Henderson to be elected as Chair of Governors and Mr Kelly for Vice Chair of Governors for a period of 2 years as per the Scheme of delegation with effect from 1 September 2026 until 31 August 2028. Both Mrs Henderson and Mr Kelly duly accepted the roles accordingly.		
AC/93/25/26	Governor Action Plan An Informal meeting of governors had taken place on 29 June 2026 for governors to RAG rate the governor self-evaluation form and compile the governor action plan for 2026/27. The Self-evaluation form 2025/2026 and action plan for 2026/2027 was universally agreed by governors at the meeting. It was suggested by the chair and unanimously agreed by governors for the completion of the governor skills audit to be delayed until Autumn term 2026 due to the volume of new governor recruits. IH - It is suggested that the 4 RAG definitions on the document are reviewed in light of the current Ofsted framework	Governors to complete the skills audit GP to feed back to Head of Governance	Nov 2026 July 2026
AC/94/25/26	Uniform policy for 26/27 Q: How has the school considered the cost of the uniform and ensured it remains affordable for families? A: Governors were advised that the number of compulsory branded items has been reduced to four: branded blazer, tie, PE top and skirt. Optional tailored shorts are also available. Governors were satisfied that affordability, diversity, flexibility and equality had been considered.		

	Q: Does the proposed uniform policy comply with equality requirements? A: Governors sought assurance that the uniform policy meets equality guidelines. School leaders confirmed that due regard had been given to affordability, diversity, flexibility and equality all had been considered. Governors were satisfied that the policy is compliant. Q: How will the school communicate expectations regarding uniform during periods of warm weather? A: School leaders confirmed that clear communication will be issued to parents, students and staff. Consideration is being given to ensuring consistent messaging through Weduc and other communication channels. Q: Will students receive the same communications as staff regarding changes to uniform expectations in hot weather? A: Governors discussed the importance of consistent communication. Leaders acknowledged that providing the same messages to students and staff through Weduc, tutor group and assemblies is consistent. Parent governors present confirmed they were happy with the swift communications from school to home regarding hot weather uniform updates. Q: Is there guidance in place regarding uniform expectations at different temperatures? A: Leaders advised that there currently is an adaptation to the uniform policy with a sliding scale outlining temperature thresholds and corresponding expectations for uniform requirements. Q: Is the approach to hot weather uniform arrangements determined by the Trust or by individual schools? A: It was confirmed that decisions regarding hot weather arrangements are made at school level rather than through a Trust-wide policy. Q: Has the school considered introducing a dedicated summer uniform? A: Governors queried whether a summer uniform would provide greater clarity. Leaders advised that the policy instead includes flexibility through permitted items and hot weather arrangements.		
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	Governors challenged leaders on school uniform, regarding affordability, equality compliance and communication arrangements, and were satisfied with the assurances provided.		
AC/95/25/26	How has the committee held senior leaders to account • Questions • Unpicking presentations • Impact and measure it		
AC/96/25/26	How have VMV of the Trust/Equality/Nolan Principles been upheld It was agreed that the VMV of the Trust & Equality has been upheld		
AC/97/25/26	Complete report to trustees and receive comments from trustees from last report The report was completed after the meeting and submitted to Trustees accordingly.		
AC/98/25/26	Resignation of Rob Lancaster from the LAC wef 31 August 2026 Mr Lancaster had tendered his resignation as a governor with effect from 31 August 2026. A presentation was given to Mr Lancaster to recognise the support and guidance he had provided all stakeholders with over the last 11 years of service and in particular the last 5 years as Chair of the governors.		
AC/99/25/26	Determination of Confidentiality/Equalities Act Consideration Determine Confidentiality Governors considered whether anything discussed during the meeting should be deemed as confidential. It was resolved there were no items of confidentiality. ▪ There had been no Equality Act implications.		
AC/100/25/26	Date and time of next meeting Monday, 14 September 2026 Meeting finished at 19:08		
	Signed by Chair <i>R Henderson</i> Rebecca Henderson	Date: 14 September 2026	