



Endeavour Academy Council
Wednesday 5 March 2025 at 10.00 am
Endeavour Academy, Churchmoor Lane, Arnold, Nottingham NG5 8HN

| Those Present: | Role | Initials |
|-----------------------|-----------------------------|-----------------|
| Neil Davies | Executive Headteacher | ND |
| Holly Hanks | Teaching Staff | HH |
| Lisa Suter | Chair | LS |
| Layla Wall | School Resource Manager | LW |
| Paula Williams | Executive Regional Director | PW |
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| Also Present: | | |
| Rebecca Horne | Governance Clerk | RH |
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| Apologies: | | |
| Joseph Wiltshire | Parent Governor | JW |

| 1. APOLOGIES FOR ABSENCE | Actions |
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| 1.1. To receive apologies for absence Apologies were received from JW. | |
| 1.2. To accept apologies for absence Apologies were accepted from JW. | |
| 2. ITEMS OF URGENT BUSINESS | |
| 2.1 Chair to determine any items of urgent business to be considered LS introduced herself as the Chair and opened the meeting with introductions and explained the structure of the Academy Council. ND introduced himself as the new Executive Head for the school and explained he is also Headteacher at Beech Academy. ND explained it is hoped they will have two new parent governors by the summer meeting. In place of Tim Meek, Holly Hanks, Staff Teacher, attended the meeting as an observer. She will further discuss the possibility of becoming a governor with ND outside of this meeting. 2.2 Confirmation of new Parent Governor – Joseph Wiltshire The Academy Council unanimously approved the confirmation of new Parent Governor, JW. | |
| 3. DECLARATION OF INTERESTS | |
| 3.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda None declared. | |
| 4. ITEMS TO BE CONSIDERED | |
| 4.1 Headteacher Report ND reviewed the Headteacher Report, highlighting the key points for discussion. <u>Leadership & Management</u> ND provided an update on the new Senior Leadership and Management team highlighting their key areas of responsibility which has been in place since August 2024. <ul style="list-style-type: none"> • Executive Head Teacher • Leadership and Management - 2 Deputy Head Teachers | |

- Quality of Education - Assistant Head Teacher
- Behaviour and Attitudes – Assistant Headteacher
- Safeguarding – In the process of being allocated to a senior member of staff
- Personal Development – In the process of being allocated to a senior member of staff

School leaders are now taking full ownership and responsibility for shaping the school's new direction following its successful academisation into Nexus MAT in October 2024. Given the school's previous position, this represents a significant increase in leadership capacity.

ND explained that he became the Interim Executive Headteacher in March 2024 and noted that there are plans to recruit a Headteacher in the near future. Is this no plans to recruit a headteacher, as the school's looking to consider a head of school as per Neil's comment below?

As the Senior Leadership Team is still in the early stages of its leadership journey, it was felt that the timing was not yet right for appointing a Head of School. However, moving forward, the plan is to recruit a Head of School from within the existing leadership team. ND is hopeful this will be in September 25.

PW explained that the school needs to reach a stage where it is appropriate to hand over to a Head of School. At present, there is still significant work to be done.

ND highlighted that one of the first actions taken as a team was the redevelopment of the School Improvement Plan (SIP) and the Self-Evaluation Form (SEF) for the first time since forming as a leadership team. Both of these documents were included as appendices with the paperwork for the meeting.

Ongoing work is focused on developing the school's culture, vision, and values, with progress being made.

Significant work has been undertaken around staff development and CPD, as well as the launch of the appraisal process. Previously, there was very little in place regarding staff processes.

ND explained that the appraisal process from the previous year had to be nullified and restarted. The school is now approaching mid-year reviews. This was implemented for all staff, ensuring a clear line management structure to support the process.

LS – Was this well received by staff?

ND – Yes, this was really well received.

ND reported that a QA calendar is now in place at the school.

In terms of Health and Safety, there is still a lot of work to be done, with LW leading on this. The school has been significantly under-invested in regarding the quality of the environment. An audit was completed earlier this term, highlighting many strengths and providing a baseline for further development.

The development of the learning environment is still a work in progress, with significant work needed, especially at the upper school site.

A major project is underway regarding the door infrastructure across both sites. ND is currently working alongside the Local Authority on a project that will involve upgrading the majority of the internal and external doors, frames, and structures throughout the remainder of the academic year and into 2025-26.

A refurbished roof is planned to be installed at the upper school site, with work set to begin in April 2025.

A planned upgrade of the Onsite Alternative Provision area is pending the receipt of £50k in capital funding from the Local Authority, which is currently being finalised. PW confirmed that an agreement in principle has been reached, and discussions are still ongoing.

ND highlighted that, in terms of recruitment, the school is now nearly fully staffed.

ND explained that they continue to work with a number of complex pupil cases. ND and PW are working alongside the Local Authority to engage some of these pupils who have historically been non-attenders. Work is still ongoing.

PW highlighted that the current number of pupils on roll is 93, with a planned increase to 104 to bring the school to full capacity.

Sickness Absence Data

ND reported that the level of staff sickness absence has dropped significantly.

Quality of Education

ND provided an update on curriculum development, mentioning the introduction of a new curriculum model and timetable. Further adaptations to better meet the needs of the students were also discussed.

There is now an identifiable curriculum at both sites, but work on further developing this is ongoing.

Intent

ND and the Deputy Heads have worked with stakeholders to clarify the school's overall curriculum intent and have developed an agreed statement for the whole school curriculum intent.

The delivery of the curriculum at the school still requires considerable work and this is ongoing. To further develop the implementation of the curriculum, the Deputy Heads plan to work closely with Darren Dickinson at Nexus HQ.

Behaviour and Attitudes

ND addressed behaviour and attitudes, emphasising the importance of quality education in managing behaviour.

The school continues to experience daily challenges regarding behaviour, particularly with some of the more complex children. Significant work is still required to unpick these complex behaviours and to ensure plans are in place to both support and challenge where necessary.

A newly formed Pastoral Care Team has been introduced to support the SEMH and academic needs of the most complex pupils. This initiative has made a positive impact across the school.

Exclusions & Suspensions

ND reported that the school has recorded the highest number of suspensions between Autumn 2024 and Spring 2025. In-depth discussions were held regarding the reasoning.

Attendance Data

ND explained that an attendance audit was conducted recently and expressed satisfaction with the efforts being made to support strong attendance. Attendance at the lower site is particularly positive compared to the upper site.

PW highlighted that attendance is at the national average for a school designated for SEMH.

Personal Development

ND explained that Personal Development needs to be included within the curriculum.

ND stated that a great deal of importance is placed on preparing pupils for the next stage of their journeys. From September 2024, the school has benefitted from bespoke careers guidance and support from Nexus colleagues.

During the autumn and spring terms, the post-16 pupils have all participated in a range of high-quality work experience opportunities.

4.1.1 Appendix 1 – Updated SIP

This has been discussed earlier in the meeting.

4.1.2 Appendix 2 – Updated SEF

This has been discussed earlier in the meeting.

LS and PW explained to the new members the purpose of the SIP and SEF documents and the reasons for their inclusion in the documentation.

4.2 Draft School Dashboard Summary

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| <p>This was circulated for information prior to the meeting.</p> <p>4.3 Budget Report</p> <p>This was circulated for information prior to the meeting.</p> <p>4.4 Cabinet Member and MPs' Feedback from Pupil Parliament</p> <p>ND explained that these are typically presented at the beginning of each meeting and will commence in future meetings.</p> <p>ND suggested that the school will introduce the 'Best We Can Be Awards' and this is to be added to future agendas. Action – Clerking Services to add Best We Can Be Awards to future agendas.</p> <p>4.5 School Calendar</p> <p>This was circulated for information prior to the meeting.</p> | <p>CLERKING SERVICES 25/06/25</p> |
| <p>5. TRUST MATTERS</p> | |
| <p>5.1 Trust Verbal Update of Key Issues</p> <p>PW provided an update on the Trust, mentioning its growth with new schools joining.</p> <p>JW highlighted the launch of the Learning Enterprise Institute.</p> <p>Additionally, a new Headteacher group for SEMH schools has been formed.</p> <p>LS and PW explained the importance of confidentiality to the new members of the Academy Council when discussing certain matters. They reminded members that this is a confidential meeting and that nothing should be discussed outside of it. I'm not sure if it's relevant, but I explained that any items marked confidential would be highlighted.</p> | |
| <p>6. ANY OTHER URGENT BUSINESS</p> | |
| <p>6.1 To consider any other urgent business</p> <p>LS highlighted that as leaders, they don't always give themselves credit for their hard work, and acknowledged that this is a really challenging role. LS emphasised that this is the first meeting, and ultimately, what ND and the team are trying to achieve is remarkable. Recognition was extended to ND, the Academy Members, and the wider staff team.</p> | |
| <p>7. CONFIDENTIALITY</p> | |
| <p>7.1 To consider the confidentiality of any items discussed during the meeting</p> <p>None.</p> | |

8. DATES OF NEXT MEETING

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| Wednesday 25 June 2025 | 10:00-12:00 | Endeavour Academy |
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Minutes approved

| CHAIR | SIGNATURE | DATE |
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| Lisa Suter | | |