



Endeavour Academy Council
Wednesday 26 November 2025 at 10.00 am
Endeavour Academy, Churchmoor Lane, Arnold, Nottingham NG5 8HN

Those Present:	Role	Initials
Neil Davies	Executive Headteacher	ND
Holly Hanks	Staff (Teaching) Governor	HH
Lisa Suter	Chair	LS
Layla Wall	Staff (Non-Teaching) Governor	LW
Laura Davis	Parent Governor	LD
Mary Kirby	Head of School	MK
Apologies:		
Paula Williams	Executive Regional Director	PW
Joseph Wiltshire	Parent Governor	JW

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence Apologies were received from JW and PW.	
1.2. To accept apologies for absence Apologies were accepted from JW and PW.	
1.3 Confirmation of Vice Chair Layla Wall volunteered for the position of Vice Chair and was agreed and confirmed.	
2. BEST WE CAN BE AWARDS	
2.1. Best We Can Be Awards ND presented the Best We Can Be Award to five recipients. Three were present at the meeting to accept their certificates in person, with two to be presented later.	
3. ITEMS OF URGENT BUSINESS	
3.1 Chair to determine any items of urgent business to be considered None declared.	
4. DECLARATION OF INTERESTS	
4.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda None declared.	
5. ENDEAVOUR ACADEMY LOCAL GOVERNANCE MINUTES	
5.1. To approve the minutes of the following meeting: The minutes of the meeting held on 25 June 2025 were approved as a true record.	
5.2. Review of Action Tracker LS and ND led a review of the previous meeting's minutes, confirming their accuracy, updating on outstanding actions and agreeing to carry forward the pupil parliament update to the spring meeting. The outstanding actions on the tracker were reviewed and updated. ACTION: ND to move Pupil Parliament update to move to spring meeting. ACTION: ND to schedule Annual Parent Governor session to next Autumn.	ACTION: ND 11/03/26
5.3. Matters arising from the minutes None.	
6. ITEMS TO BE CONSIDERED	
6.1 Headteacher Report ND provided a comprehensive overview of the school's current priorities, including leadership and management, curriculum development, behaviour, personal development and the ongoing alignment with the new Ofsted framework, with input from LS and the other council members.	

Key Points were discussed by ND & MK.

Leadership & Management

- Appointment of Mary Kirby as Head of School and Tim Meek as Personal Development Lead (from January).

The school's focus areas:

- Embedding Nurture UK relational model.
- Quality assurance and CPD for teaching and learning.
- EHCP progress tracking (new system introduced).
- Safeguarding improvements: Section 175 audit now at 87% secure (up from 17% in January).
- Sustainable growth: pupil numbers increased to 104; Mansfield Day Service building project progressing (confidential).

Quality of Education

- Curriculum development across three pathways:

Engage, Develop, Achieve.

- Read Write Inc phonics programme implemented.
- Assessment improvements via Earwig platform.
- Subject leadership reinstated for consistency.
- GCSE and Functional Skills outcomes positive; exploration of alternative qualifications (e.g., EPQs).

Behaviour & Attitudes

- Significant improvement: suspensions reduced from 35 (last year) to 3 for same period.
- Attendance improved to 79% (special school average: 82%); work ongoing for pupils on reduced timetables.

ACTION: ND to present attendance data at the spring meeting with a separate column for or context for pupils on part time or reduced timetables.

**ACTION:
ND
11/03/26**

Personal Development

- Careers strategy aligned with Gatsby benchmarks.
- Focus on PSHE, enrichment, British values and equality objectives.

6.1.1 Appendix 1 – SIP

The report was distributed prior to the meeting and discussed within the report.

- SIP priorities reviewed

6.1.2 Appendix 2 – SEF

<p>SEF under revision to align with new Ofsted framework.</p> <ul style="list-style-type: none"> Current judgment: Requires Improvement, with clear roadmap for progress. <p>The report was distributed prior to the meeting and discussed within the report.</p> <p>6.2 Draft School Dashboard Summary</p> <p>This was circulated for information prior to the meeting for information.</p> <p>6.3 Budget Report</p> <p>This was circulated for information prior to the meeting for information.</p> <p>ND & LS reviewed the school's financial positions, noting a forecasted in year deficit, strategies to balance the budget through increased pupil numbers and funding requests and the annual moderation process for high needs funding.</p> <p>6.4 Teaching Staff Appraisal Outcome Report</p> <p>ND provided an update on teaching appraisal outcomes, detailing the breakdown of staff appraisals by qualification and scale, with all eligible staff having completed the process.</p> <p>ND informed all teaching staff, including those on the main and upper teacher scales and leaders, completed their appraisals, with outcomes documented in the report.</p>	
7. TRUST MATTERS	
<p>7.1 Trust Verbal Update of Key Issues</p> <p>LS updated the council on the proposed merger with Ebor, ongoing at Director level, with assurances that the school's ethos and values will remain unchanged.</p> <p>LS reminded Academy Council members to report completed training to ND, Clerking Services for record keeping.</p>	
8. ANY OTHER URGENT BUSINESS	
<p>8.1 To consider any other urgent business</p> <p>None declared.</p>	
9. CONFIDENTIALITY	
<p>9.1 To consider the confidentiality of any items discussed during the meeting</p> <p>None.</p>	

10. DATES OF NEXT MEETING		
Wednesday 11 March 2026	10:00-12:00	Endeavour Academy
Wednesday 24 June 2026	10:00-12:00	Endeavour Academy

Minutes approved

CHAIR	SIGNATURE	DATE
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Lisa Suter		
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