

# Minutes – Post-16 Academy Council Meeting

**Version:** Draft  
**Meeting Date:** 29 September 2025  
**Location:** Online  
**Time:** 16.30-18.30

**Chair:** Dereth Wood (Interim)  
**Councillors:** Bob Thompson

**In attendance:** Kath Cooper (Principal)  
 Jacqueline Friday (Clerk)

**Apologies:** Samantha Bunn

## Minutes

		Action
<b>1</b>	<b>Introduction, Administration and Apologies</b>	
1.1	The Chair opened the meeting. Apologies were noted as above.	
<b>2</b>	<b>Declarations of Interest</b>	
2.1	There were no further declarations of interest.	
<b>3</b>	<b>Academy Council Membership</b>	
3.1	<p>The meeting this evening is not quorate. The following changes to membership were noted:-</p> <ul style="list-style-type: none"> <li>• LK left P16 in April 2025</li> <li>• IH resigned on 25 September 2025</li> <li>• AO resigned on 26 September 2025</li> <li>• There are no parent councillors but an election is underway.</li> <li>• There are no staff councillors but an election is underway.</li> <li>• We are still sourcing a replacement Chair.</li> <li>• Sponsored councillor vacancies are being advertised with an external agency.</li> <li>• Digital information will be forwarded which can be uploaded onto any social media sites used by the school.</li> </ul>	
<b>4</b>	<b>Minutes of Previous Meeting</b>	
4.1	The minutes of the previous meeting were approved.	
<b>5</b>	<b>Principal's Report</b>	
	<i>Results for Summer 2025 and Progress Moving Forwards</i>	
5.1	The meeting celebrated the individual success stories of pupils at P16, the overall results and the efforts of staff and students. Results for 2024-2025 exceeded target VA – overall result was VA of 0.12. P16 has received positive publicity both inside and outside of the Trust.	

5.2	The meeting noted the range of provisions that former pupils are moving onto. P16 invites successful pupils back to the academy to talk to and inspire the next generation of students. The cohort had a high level of SEND and CCE, so the results are a great achievement.	
5.3	Focusing on disadvantage is still a priority within P16. The most disadvantaged learners significantly improved their achievements and are now competing alongside non-disadvantaged learners. The results are down to the efforts of the students along with the quality of T&L at P16.	
5.4	<b>Is it good value for students to take an EPQ?</b> The EPQ is beneficial for students preparing for university. T&L for this course is very good. The EPQ encourages depth and critical thinking together with modelling and recording research, which is a challenging skill to develop.	
5.5	<p>Key points -</p> <ul style="list-style-type: none"> <li>• BTEC sport: low number of students took the subject. Sport lead left during the academic year; internal cover provided by the principal. Total Pro Soccer now deliver sports education.</li> <li>• Underperforming subjects (e.g. psychology) have been identified in measures of VA. Outliers, developments, trails and actions of development already being worked on/already put into place.</li> <li>• Gender analysis – the gap is being slowly closed between boys and girls. Girls have plateaued; boys have improved so gap has closed. High expectations being encouraged in vocational KS4 and KS5 subjects as well as academic subjects.</li> <li>• VA is positive – excellent progress – improved by nearly a whole grade.</li> <li>• HAP/MAP students have improved; LAP students have dipped slightly. Some LAP students have no prior attainment data level one if ESOL level one. There is a high ratio of students taking resits – 147 students in total. ESOL Foundation house students are all re-sitting Maths and English re-set students</li> </ul> <p><b>When the deep dive is completed can we see those students who have previous LAP in a different way to the EAL students?</b> <b><u>ACTION – Breakdown of LAP/EAL students to be provided by the principal.</u></b></p>	Principal
5.6	Results have improved amongst SEND K students. There is a slight dip in students attaining A-C but an increase in students attaining A* to B. SEND cohort was low in terms of actual numbers.	
5.7	Biggest challenge is Maths GCSE. Some students resit multiple times without converting to a GCSE Level 4. Re-sit date is 5 November. 2025. Changes have been introduced by a maths teacher and lead at the CLF Boolean Hub including what is taught and how it is taught and targeted question level analysis, greater emphasis at looking at past papers of individual students.	
5.8	<p><b>Changes in grade boundaries for Maths GCSE have not impacted national results but appear to have impacted on P16 results. What root causes can we identify and work with to improve the Maths GCSE resit results and improve results?</b></p> <p><b><u>ACTION – Maths GCSE and November 2025 re-sits to be discussed at the next academy council meeting in December 2025.</u></b></p> <p><b><u>ACTION – TS/KC to liaise with the School Improvement Team to obtain additional support before re-sits take place in November 2025.</u></b></p>	Principal EP/Principal
5.9	Summary of highlights from 2025 results:	

	<ul style="list-style-type: none"> <li>• VA improved to 0.12; best since 2019</li> <li>• Improvement in attainment and progress of disadvantaged students</li> <li>• VA for Map girls and LAP boys is improved but still negative VA</li> <li>• Improved progress and attainment for boys – closing gender gap slowly</li> <li>• Significant improvements in VA amongst MAP and LAP boys</li> <li>• Significant improvement in VA amongst EAL students</li> <li>• Continuing increase in % of students attaining 4+ for English GCSE</li> </ul>	
5.10	Focus on attendance to be maintained in the current academic year. New structure of key postholders rolled out by CLF. Interventions are tight and parents are being held to account. Staff roles are better embedded, together with greater awareness of expectations.	
5.11	TS (EP) praised P16 results and the efforts of the principal and the staff. There is nothing in the data to cause any concern. TS left the meeting at 17.26.	
<b>6</b>	<b>Safeguarding</b>	
6.1	The principal showed slides to the meeting which included a breakdown of the number of vulnerable children, LACs, children in need, asylum seekers etc. Additional role created – safeguarding/head of house which has eased burden on SENDCo.	
6.2	<p>Safeguarding work undertaken to date:</p> <ul style="list-style-type: none"> <li>• Vulnerable student list updated.</li> <li>• CPOMS entries have been reviewed, contributing to an increase in logs for vulnerable children</li> <li>• Key areas identified on CPOMS as: <ul style="list-style-type: none"> <li>▫ P16 Cause for Concern – pupils talking to a safe adult</li> <li>▫ P16 Mental Health – raised by pupils</li> <li>▫ SEMH referrals made by staff member are going well.</li> <li>▫ Councillor currently absent from work - temporary support from other provisions within CLF</li> </ul> </li> <li>• CAMHS moving slow – not meeting threshold.</li> <li>• SWs not declaring SG situations they were aware of - complaint raised.</li> <li>• Seating plans shared with staff.</li> <li>• Improved communication with staff.</li> <li>• Staff trained in YUNO – now implementing</li> <li>• Lens on local issues - asylum/immigration/flags. P16 reinforcing its stance of impartialness via parental communications, assembly, tutor work. Diverse community in school.</li> <li>• Improvements in identifying children and issues more quickly than previous years.</li> </ul>	
<b>7</b>	<b>Matters Arising</b>	
7.1	<p>H&amp;S Report has not been provided to the meeting as agreed in Term 6. H&amp;S is usually discussed in the meetings in T2 and T6. The meeting noted that H&amp;S management has been immersed into a new risk register.</p> <p><b><u>ACTION</u></b> – Principal to ensure copy of the audit and risk register is provided to the H&amp;S link councillor after the meeting.</p>	<b>Principal</b>
7.2	<p>Summary of H&amp;S Report:</p> <ul style="list-style-type: none"> <li>• Path mooted to go down the mound – quote obtained - £18k. Not viable to implement</li> <li>• Increase staff numbers trained in first aid and team teach.</li> </ul>	

	<ul style="list-style-type: none"> <li>Discussions are ongoing with Estates team; Lanyards are worn by P16 students to provide access to site but can be tailgated by visitors.</li> </ul> <p><b>Is this captured in the new risk register?</b> Yes – principal has not completed the register in its new format yet. <b><u>ACTION</u></b> – Clerk to confirm if new Risk Register can be uploaded onto Gov Hub for councillors to review.</p> <p><b>How often do we have an H&amp;S Audit?</b> Once a year. Soft touch has been postponed. New Ops manager only started in July. Next audit due in January 2025. Nothing of concern from previous report but report should come promptly to academy council. <b><u>ACTION</u></b> – H&amp;S report to be added to Agenda for Feb and July. Invite Ops Man and JR (H&amp;S Officer) to those meetings.</p>	Clerk  Clerk
7.3	<p><b>What are current pupil numbers?</b> 419 . Year 13 is 138 and 281 in Year 12. Significant improvement on last year. Census is 2 October 2025.</p>	
7.4	<p>The principal raised the issue that academy council meeting dates do not fall in line with assessment data. <b>Will assessment data be available for the next meeting on 1 December?</b> <b><u>ACTION</u></b> - Principal to liaise with Central Data CLF team to ensure P16 black box data is circulated after the mock window.</p>	Principal
	<i>ACTIONS from previous Minutes</i>	
7.5	<b><u>ACTION</u></b> – Councillors to appoint a Deputy Chair with a view to stepping up if/when the Chair leaves their post. – Carried forward	Academy Council
7.6	<b><u>ACTION</u></b> – Academy to implement actions in Modern Slavery and Human Trafficking Statement. – To be shared in the next safeguarding meeting. <b>CLOSED for purposes of academy council meeting.</b>	LC
7.7	<b><u>ACTION:</u></b> To review and discuss the strategic plan for managing teacher absence.	Principal
7.8	<b><u>ACTION:</u></b> To share the challenges involved in maintaining a wide-ranging curriculum.	Principal
8	Any Other Business	
8.1	<p><i>Mandatory Training</i> The meeting discussed the reasons for changes to mandatory training for councillors. There was insufficient time left for the training to be completed during the meeting. Not all councillors were in attendance. Additional training sessions will be run for councillors unable to complete the training during the first meeting of the year. <b>Can the link to the training video be provided to councillors so they can watch it at home?</b> The clerk attempted to explain that evidence of completion of training was needed for OFSTED and SCR purposes, which would not be available if the training was completed by councillors at home. <b><u>ACTION</u></b> – clerk to provide feedback from councillors on the changes to training to the Governance leads after the meeting.</p>	
9	Date of Next Meeting	
9.1	Date of Next Meeting is 1 December 2025.	

**ACTIONS:**

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5.8	<b><u>ACTION – Maths GCSE and November 2025 re-sits to be discussed at the next academy council meeting in December 2025.</u></b> <b><u>ACTION – TS/KC to liaise with the School Improvement Team to obtain additional support before re-sits take place in November 2025.</u></b>	<b>Principal</b> <b>EP/Principal</b>
7.1	<b><u>ACTION – Principal to ensure copy of the audit and risk register is provided to the H&amp;S link councillor after the meeting.</u></b>	<b>Principal</b>
7.2	<b><u>ACTION – Clerk to confirm if new Risk Register can be uploaded onto Gov Hub for councillors to review.</u></b> <b><u>ACTION – H&amp;S report to be added to Agenda for Feb and July. Invite Ops Man and JR (H&amp;S Officer) to those meetings.</u></b>	<b>Clerk</b> <b>Clerk</b>
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7.6	<b><u>ACTION – Academy to implement actions in Modern Slavery and Human Trafficking Statement. – To be shared in the next safeguarding meeting. CLOSED for purposes of academy council meeting.</u></b>	<b>Assistant Principal - Inclusion</b>
7.7	<b><u>ACTION: To review and discuss the strategic plan for managing teacher absence.</u></b>	<b>Principal</b>
7.8	<b><u>ACTION: To share the challenges involved in maintaining a wide-ranging curriculum.</u></b>	<b>Principal</b>