Morecambe Bay Academy

Minutes of the Meeting of the Academy Improvement Board Held at 4pm on 12th February 2020 at Morecambe Bay Academy

Present:

Mr P Bell – Chair
Mr R Gittins – Vice Chair
Mrs V Michael - Principal
Mrs L Nicholls
Mr G Gomersall
Mrs D Blezard
Mrs L Newby
Professor J Crewdson
Mrs C Marney – Clerk to the Board

1. Apologies

Apologies were received and accepted from Mrs L Winston

2. Declarations of Interest

There were no Declarations of Interest.

3. Minutes and Matters Arising

It was agreed that the minutes of the meeting held on 11h December 2019, having been circulated have been approved and signed by the chair as a correct record.

4. Principals Report

The Principal discussed staffing with the board and the vacancies that have arisen. We have advertised these vacancies on our website and throughout the trust. An experienced teacher of French was appointed this week and interviews for other vacancies will be held after the half term. The Principal discussed the difficulties of recruiting staff in core subjects and the idea of having a lead practitioner and also over staffing in these subjects. The board questioned the need for extra staff and also the cost implications. The Principal explained her reasoning behind this was that overstaffing in core generates capacity to address underperformance and would give us the flexibility to address gaps and improve outcomes.

Eden Project

The Principal attended a meeting this week at Lancaster and Morecambe College and is also a member of the steering group and part of the working group. Once funding is agreed the project should accelerate and is expected to open in 2023, there are ambitious plans for Morecambe. A professor from the Eden Project is meeting with the Principal after the half term.

Mental Health Project

Three year funding has been agreed for a Mental Health Project for schools in the area. There would be four mental health workers, two supervisors and a clinical advisor for the group. They will offer support to students and schools and liaise with external services. Barnardos are the charity taking this on. We have offices in the house which they are currently looking at to use for the project. The board questioned safeguarding and if they are working with other schools would they be based here and have visitors. The Principal assured the board that the house would be purely a base and they would go out to other schools for visits

Capacity and Development Plan

The AIB will be aware that we are focusing on all aspects of the development plan that are about improving outcomes. We intend to review this at Easter.

Year 11 are responding well. The weekly intervention afterschool is well attended with over 50 students each night. Lancaster University have led revision workshops and bespoke packs of revision materials have been given to all students.

Those students who attend AP, or are in the ARC, have been given individual revision plans and an additional teaching timetable has been created to generate a small “rescue” cohort of Year 11 boys.

This week, all students who missed a mock, fell off a tier, or got a U grade are resitting their mock exams. This should give us a clearer picture of current progress.

5. Endeavour 1 and Analysis

The Principal discussed the data review that the board had already received. There will be a more realistic prediction ready for the next AIB Meeting as mock examinations will have taken place.

6. Science Deep Dive and Action Plan

In January there was a Deep Dive in Science. The Principal read through the report and the recommendations. Head of Science and Science Technician from MBA have visited another school in the trust and have adapted their Risk Assessments and Policies. Health and Safety procedures have been reinforced and changes are being made in the Schemes of Learning and curriculum. The board questioned teaching in Science. The Principal agreed that there was good teaching in Science and some improvements have been made and resources are being shared throughout the MAT. The board said Science was a huge department and would benefit from extra staff to assist the Head of Department.

Action: The board would like to hear about the improvements that have been made at the next meeting

7. Options and Staffing

Yr8 – Option choices and blocks were shared with the board and discussed. The Principal explained that there were 40 more boys than girls in this year group which is why more Product Design and PE lessons were being offered. There are no extra Maths and English this year and that is because SEN are going to offer assistance to our weaker students.

Yr12 – First choices only have been looked at so far but this may change.

8. Update on Development Plan

Discussed in Principal's Report

9. Behaviour and Attendance Statistics and Analysis

The Principal discussed the data that had already been shared with the board. There is still work to do on attendance as we are still not in line with National Average but there has been an improvement and AIM's are much more proactive and have been carrying out home visits. Attendance figures were affected by the Norovirus sickness bug which will be similar

in all schools. PA figures are significantly lower but this still needs to improve. Parents applying for holiday in term time is high and parents being fined does not seem to have any effect. On calls have reduced as have exclusions but they remain high compared on national average.

10. Recruitment and Retention

The Principal asked the board for permission a Recruitment and Retention Package to recruit the best new teachers and facilitate strong candidates to move into this area. The package will be offered to the strongest candidates and there will be some criteria to meet. The board questioned the Principal on costs and what the evidence base was.

11. Update on Buildings

The modules for the new block should arrive on site next week, it was postponed because of the high winds. At the moment, the handover date is 24th April and old block will now be demolished in the summer.

The door project is still ongoing, with the promise of completion at half term.

The roof project is complete on the main building, most of T Block and work has started on the Library and Sixth Form area. Due to the weather some tiles have slipped on the main roof and this will now be a priority and hopefully should be completed over the half term. The remaining money in this project will be allocated to dropped ceilings in the main building.

The windows project has been tendered and a meeting with the successful company has taken place. This is a complex, potentially disruptive piece of work, so needs careful planning.

The IT office has moved out of the house, into the main building, with a view to renovating the house.

The tender for the house and gate project came in over budget. As a result, we are exploring what we can afford to do, prioritising safeguarding and the gates.

The board praised the site staff for all their hard work and could notice a difference in the building on every visit.

12. AOB

Professor Crewdson asked if the board found the training on 1st February helpful, all agreed it was.

Meeting closed at 5.45pm

The date of the next meeting will be Wednesday 1st April 2020