

Minutes – Tewkesbury Academy Council Meeting

Version: Approved

Meeting Date: 7th July 2026

Location: Tewkesbury Academy

Time: 5:30-7:30pm

Present:	Chair Sue Maizonnier (SM)	Chair of Academy Council
	Jon Quinn (JQ)	Vice Chair – Sponsored Councillor
	Steve Hawkins (SH)	Sponsored Councillor
	Emily Bytheway (EB),	Sponsored Councillor
	Patricia Stringfellow (PS)	Sponsored Councillor
	Richard Marriott (RM)	Staff Councillor (Teaching)
	Jen Green(JGr)	Staff Councillor (Professional Services)
	Jane Lewis (JL)	Parent Councillor
	Jon Gallagher (JG)	Parent Councillor

In attendance:	Kathleen McGillicuddy (KM)	Principal
	Tony Searle (TS) (Joining via Teams)	Education Director
	Jasmine Legrand (JLG)	Clerk
Apologies:	Clare De Glanville	Vice Principal

Actions from Previous Meeting:

5.1.1	ACTION JLG to look at academy council skills audit started by MK (complete) – to share	JLG
5.1.2	ACTION Sports centre utilisation report action (carry over) – Martin to provide report KM to follow up, two streams of profit and giftaid to school.	JLG/MT
5.1.3	ACTION Removal from lesson statistics to be included in the next AV report (carry over)	KM
5.1.4	ACTION The site walk through with AC's and CDG (carry over) – CDG dates September with notice	CDG
6.1.3	ACTION Programme outlining provision and costs (Abbey View) to be sent to JLG by KM (carry over)	KM/JLG
6.2.3	ACTION – Data to be included from truanting and on call reports of behaviour in next AC report (Complete)	KM
6.4.2	ACTION – JLG to attach a blank copy of one (wellbeing plan) with the minutes (carry over)	JLG
6.5.14	ACTION – SM, RM and new AC to work together on how that can come through. (staff voice) (carry over)	SM/RM

6.6.5	ACTION SM to discuss with KM (support strategic planning and feedback on risks)	SM/KM
6.6.7	ACTION TS to investigate (ringfenced money). (chase Tony)	TS
4.1	Action missing from the bottom of the page - 6.5.12 action for Kathleen complaints data ACTION JL to amend and re-share for approval (complete)	JL
6.33	ACTION – any questions can be shared with JLG to be shared with TS. (complete)	JLG/TS
6.53	Have there been some clear terms of reference for that group? Can we have that shared? ACTION – KM to share dates and times and have a parent AC join that group. (complete)	KM
6.60	This is going to hit the most disadvantaged children most, will there be any extra support or encouragement for them to resit? ACTION – KM to take away and look at and book in (complete)	KM
6.67	Are we able to share the questions and responses that have been provided by KM with staff? ACTION – KM to consider this. (complete)	KM

Minutes

		Action
1	Introduction, Administration and Apologies	
1.1	Apologies from CDG	
2	Declarations of Interest	
2.1	RM – NEU workplace representative	
3	Academy Council Membership Update	
3.1	RM resignation. Agreed to wait until September before electing a new staff AC. JQ renewing his TOO for another 4 years. Clarification of TOO given.	
4	Minutes of Previous Meeting	
4.1	Accept as a record	
5	Matters Arising (Actions from previous meeting)	
5.1	(Action 4.1 from above) Complaints – 88 not directly attributed, 9 open, one moved to stage 1. 121 complaints relating to strike, excluding ones to Ofsted. All responded to.	
5.1.1	Who deals with the complaints? Allocated out to the appropriate members of staff to resolve. ACTION Ask for data from CLF on complaints to them about strike action	JLG
5.2	ACTION Sports centre utilisation report action (carrying over) – Martin Thomas to provide report, KM to follow up, two streams of profit and giftaid to school.	JLG/MT/KM
5.3	ACTION Removal from lesson statistics to be included in the next AV report (carrying over)	KM
5.4	ACTION The site walk through with AC's and CDG (carrying over) – CDG, ask for dates in September with notice.	CDG
5.5	ACTION Programme outlining provision and costs (Abbey View) to be sent to JLG by KM (clarify)	KM/JLG
5.6	ACTION – Data to be included from truanting and on call reports of behaviour in next AC report (Uploaded to Gov Hub - complete)	KM

5.7	ACTION – JLG to attach a blank copy of one (wellbeing plan) with the minutes (carrying over)	JLG
5.8	ACTION – SM, RM and new AC to work together on how staff voice can come through to AC(carry over)	SM/RM
5.9	ACTION SM to discuss with KM (support strategic planning and feedback on risks)	SM/KM
5.10	ACTION TS to investigate (ringfenced money). (chase Tony)	TS
5.11	Action 6.60 from above – The opportunity for students to resit/be accepted into the Sixth Form with lower grades. Tewkesbury Academy will support them all with their next steps. If the student data prior to results indicated they were suitable, but their results weren't as expected, we will accept them. If there are going to be a lot of children failing Maths and English, our concern will be whether we then have a number of NEETs – we will look at this in the next meeting. ACTION – To review NEET's following results day.	KM/AC's
6	Principal's Report	
6.1	Attendance and behaviour	
6.1.1	Unauthorised absence – PP is 8.1%, but our overall is 4.3%. What is the link between the Academy and the Local Authority now, do they need to follow up on it? The Local Authority work in partnership with us, they have recently revamped processes and procedures to make it more straight forward. Fines can be a deterrent, but it is not the answer for our vulnerable cohort. We haven't prosecuted anyone to date; we have taken them to the threshold and then they have home educated. We work with them.	
6.1.2	What is your main focus for improving our vulnerable student's attendance data? We will work on this through our relationships with families and precision within job roles.	
6.1.3	How will the pastoral team engage in attendance, tell us more? Across the Trust, the family link role and actions of attendance roles will be more specific going forwards. Kate Willis is leading on attendance across the trust and giving standardised guidance and precision on role. Eg: For a tutor, connecting with child and strong relationships with the family will be their role, and the attendance link officer will do the actual chasing up of the absence. When the roles are finalised they will be shared.	
6.1.4	Are there other schools struggling with attendance too? Yes, it is not only us, but we are significantly behind.	
6.1.5	Typically, girls' attendance is good, do we know what the cause is for the low percentages? In our year 8 cohort we have specific challenges, mental health, behavioural and have other factors which are not relating to school concerns. Some will be moving to Home Education.	
6.1.6	Do the home educated numbers show in our figures? Once a pupil is home educated, they come off our role and the Local Authority take responsibility.	

	Ultimately, they are not kept an eye on in the same way, we would prefer them in school where we can keep an eye on them, particularly for vulnerable students.	
6.1.7	Can you tell us more about the “comparison of other schools' attendance” document? It is a relatively new AI report, comparing the Academy to statistical or close neighbours to give us an idea of how we should be performing. They are trying to find things to motivate, ways to galvanise and be positive about attendance. AB target – the minimum we would need to improve by is 0.4%.	
6.1.8	Is there some value in getting involved with other local schools for attendance? Yes absolutely, but we would do this after the work from in the trust, perhaps in the Autumn term.	
6.2	Behaviour	
6.2.1	Year 8 girls – they are a specific concern for suspensions, pastoral and interventions in place? Anonymised case studies can be produced, social services concerns and other external agencies. ACTION – Anonymised case studies on year 8 girls to be shared with Academy Council	KM
6.2.2	Suspensions have increased by a large amount since 24/25. Strike has had some impact, but why is it so high this year? There has been some tightening up, some students do know what they can do to be suspended and they choose to leave us no choice. To counter the number of suspensions, we have training planned with SLT and Pastoral in de-escalation and approaches. We also have a form to follow before suspending, revamped considering new guidance, this is to slow down the action, to gain voice and ensure we are meeting needs of students from SEN perspective.	
6.2.3	The intervention tracker, is that related to this? And do we have a few students who are proportionately having multiple suspensions? The intervention tracker is to show the stages of intervention available to support the student over time. Where we have the same children being suspended on multiple occasions, it goes through the stages of behaviour levels and interventions available to support. ACTION – Data to be provided on individuals being suspended where there are more than 2 suspensions in a term.	KM
6.2.4	Tracker is good, providing early intervention with parents.	
6.2.5	What would Ofsted say about the current situation? They would be very concerned about the current situation. Our suspensions are high, inclusive mindset work to be done to improve this.	
6.2.6	The more you suspend the child, the more you lose the parent support, and the parent may not be as receptive to working with the school to prevent suspensions.	
6.2.7	Staff leavers and joiners. What are the numbers of teachers and support staff leaving overall in the year?	

	Total headcount of overall staff ACTION: KM to provide exact numbers of staff leaving over 25/26 academic year	KM
6.2.8	Exit interviews – we understand there is a questionnaire, can we see what that asks? What happens with that data? Response and what happens? Does it go to CLF or? It goes to CLF, we can ask and find out if this is an option to share. ACTION – JLG to explore if able to share information from staff leaver questionnaires.	JLG
6.2.9	How many people take up the offer of exit interview? None with me, we can ask HR.	
6.2.10	We are happy to offer the exit interviews as an Academy Councillor; would you be happy with that? ACTION – To explore offer of Academy Council doing an exit interview, JLG to check with HR (Complete) Note: after meeting TS has advised KM that we must not do this, however councillors wish to discuss this given the exceptional circumstance this year.	JLG
6.2.11	13 resignations, are they only teaching staff or are there support staff leaving too? Everyone was included in that list.	
6.2.12	For the new starters, what is their induction program? They have had an induction day, which consists of time in their department and with SLT, with a tour and safeguarding training etc.	
6.2.13	Did you experience any difficulty attracting staff to the school following strike action? No, it was generally successful, head of maths was the only vacancy we had which was more challenging to fill, but we now have a great appointment to the role.	
6.2.14	Was there any questioning about the strikes? There have been some questions.	
6.2.15	Please can you explain for the Council the restructuring for heads of year? This is not fully confirmed yet; our first proposal was to have non-teaching heads of year. The Heads of year then gave us a counter-proposal – they have more TLR time and less children on role, so have asked if they could take on more than one year group. I have said I am willing to trial that with key metrics to review success until Christmas.	
6.2.16	What are the measures you will be checking for success? Fewer suspensions and removals of suspension, better attendance and other measures.	
6.2.17	How many will we have? Three teaching heads of year, holding 2 years each and one Head of year in year 11.	
6.2.18	The Academy Council queried the rationale for Heads of Year teaching staff holding responsibility for two year groups would increase workload compared with the current arrangement. The Principal acknowledged that the new structure would place additional	

	responsibility on teaching staff. However, this would be supported by increased pastoral capacity, with a dedicated pastoral lead assigned to each year group to provide ongoing support and help manage workload effectively. ACTION – Progress update on Heads of Year for our next meeting.	KM
6.2.19	Post 16 – we have heard about a vocational qualification being proposed, can you tell us what that looks like? This will be coming in next September. We will be offering some courses, like early years, finance, which would suit pupils that would not want to do “academic” A levels. This will link with industries and help to prevent students going NEET. Currently not all detail is published, we will have a position paper which can be shared. ACTION – Share the paper with the minutes (Vocational position paper), Adam to present in the next meeting.	KM/Adam
6.2.20	How does this compare with other offers in other places? At the moment, we have some students go to Gloucester College, and some go to Hartpury. We also have a high level of NEET, and this could be some students who want to stay at TA but would prefer a vocational course. This will require a reimagining of what sixth form looks like, which brings a shift and change for staff to get used to. When we hold open evenings in Autumn Term the information will be shared.	
6.2.21	Refurbishment of sixth form, can we have an update? There is a work-in progress, it won’t be ready for results day, but it will be ready or open for the start of the year Artwork and furniture have been chosen by the year 11s.	
6.3	Results	
6.3.1	Expected data, results data planning, current predictions for A levels? What is the picture for our most disadvantaged students? We will work with clearing and universities by writing to them and fully support our students in their next steps. JCQ exam boards won’t be adjusting their grade ratings unless we can prove a direct link between anxiety and the exam, they said they are sorry but will give no special consideration. Teachers are not predicting a significant impact on grades, this is based on teacher predictions, mocks and coursework, however, we won’t know the impact until the day. We will support every child to find next steps to the best of our ability.	
6.3.2	Will there be some support for teachers with predicting grades for Post 16? Yes, Adam has done some work on this with them, this year has skewed the results.	
7	EDI	
7.1	SM will write to the leaders, for driving with passion on EDI and will thank them on behalf of all of us.	
8	Results Day	
8.1	We felt the paper on results day was good and well considered. It is the Staffs holidays, and they are still coming in to support pupils and families. Are you confident there will be enough support there on the day? I may ask a member of the Executive Team to be here on A Level results.	

	To support with parents or to be doing clearing? Support for SLT.	
8.2	Do you need to be prepared for any switched on “press” who will be potentially waiting to write articles linking with the results day, and could you have a press release? This is a good point to raise and we have talked about it, but there haven’t been actions yet. There is a new app for the year 11s to receive their results, so we will not be sure on numbers coming in.	
8.3	Have staff been invited in and what was the response? They have been invited and we will only know on the day how many staff will be there.	
8.4	RM left the meeting 18:40pm – thanked for his contribution and wished well for his new role.	
9	Confidential Item	
9.1	The Academy Council considered a confidential item. Details have been withheld from the published minutes as they contain sensitive information.	
10	Any Other Business	
10.1	Big thank you to Kathleen for all the work you have done to hold the school together.	
10.2	A positive bit of news: There is a new TA Sailing Club, held on a Friday afternoon 10 children have signed up and it is oversubscribed, this is run through Severn Sailing Club.	
10.3	150 out of 180 attended prom and photos were shared with Academy Council.	
11	Close of Meeting	
11.1	Close of meeting 19:58pm	

ACTIONS

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