

Minutes – Hanham Woods Academy Council Meeting

Version: Approved
Meeting Date: 27th January 2026
Location: Hanham Woods Academy
Time: 5:30 pm – 7:30 pm

Present:	Jon Gould (JG)	Chair
	Lisa West (LW)	Safeguarding
	Kevin Hawthorne (KH)	Attendance
	John Bowman (JB)	PP and LAC
	Mohamed Azeem Haroon (MAH)	Teaching and Learning
	Nick Tucker (NT)	Staff representative
	Finlay Porter (FP)	Careers
In attendance:	Chris Ballard (CB)	Principal
	Josh Hocking (JH)	
	Nick Hurrell (NH)	
	Rebecca Thorne (RT)	
	Hannah Wyatt (HW)	Clerk
Apologies:	Wendy Hellin	Clerk
	Kath Cooper (KC)	Senior Principal

Minutes

		Action
1	Introduction, Administration and Apologies	
1.1	JG welcomed all members to the meeting and announces that the meeting is being recorded via Teams. Apologies were noted as above.	
1.2	Meeting commenced at 17:35.	
2	Declarations of Interest	
2.1	No new declarations of interest were made.	
3	Academy Council Membership	
3.1	JG reported the Patrick C has resigned from the Council, JG has thanked him for his contribution to the Academy. As Patrick was SEND Councillor the role would need to be covered and JG suggested a review of all roles. Councillors were asked to consider which roles they might like to take up and discuss with JG.	
4	Minutes of Previous Meeting	
4.1	The minutes of the previous meeting were noted not to be found on Governors Hub. JG will look through and approve at a later time and send over any questions.	
5	Academy Council Report	

5.1	CB presented the Academy Council Report, providing a detailed updated covering behaviour, student conduct, leadership oversight and ongoing challenges.	
5.2	<p>Student Outcomes</p> <ul style="list-style-type: none"> - Current assessment data indicates that progress remains broadly in line with trust expectations. - Intervention strategies are targeted at identified groups to secure improved outcomes. - Predictions remain cautious but realistic given the current cohort profile. <p>Q: How secure are the current predictions? Predictions are based on moderated internal assessment and Comparative data across the trust.</p> <p>Q: Are there specific subjects causing concern? Some variability remains but targeted curriculum and staffing support is in place.</p>	
5.3	<p>Quality of Education</p> <ul style="list-style-type: none"> - Curriculum sequencing continues to be embedded. - Quality assurance processes are ongoing, including lesson visits and work scrutiny. - Professional development remains aligned with academy improvement priorities. <p>Q: How is consistency maintained across departments Department reviews are identifying variability, and support plans are implemented where needed</p>	
5.4	<p>Attendance</p> <ul style="list-style-type: none"> - Attendance remains an area of focus. - Persistent absence continues to be closely monitored. - Targeted intervention and family engagement strategies are in place. <p>Q: Has attendance improved compared to last year There has been some improvement, though levels remain below pre-pandemic benchmarks</p> <p>Q: What additional strategies are being implemented Increased parental contact, attendance panels and collaboration with external agencies</p>	
5.5	<p>Behaviour and Exclusions</p> <p>Behaviour was discussed in detail primarily by CB.</p> <ul style="list-style-type: none"> • Behaviour systems remain embedded and are applied consistently. • Data indicates a clear structure of consequences and restorative follow-up. • Suspension figures were reviewed. While suspensions remain necessary in certain cases, leaders emphasised that early intervention is prioritised to reduce repeat incidents. • Permanent exclusions remain low. 	

	<p>It was noted:</p> <ul style="list-style-type: none"> • Behaviour remains a key leadership priority. • The majority of students meet expectations consistently. • A relatively small number of students account for a disproportionate number of incidents. • Data is reviewed regularly to identify trends and repeat patterns. <p>A recent incident involving a Year 9 student and a teacher was discussed:</p> <ul style="list-style-type: none"> • The incident occurred during behavioural escalation. • The member of staff was struck by the student. • The matter was treated as extremely serious. • Immediate action was taken. • A significant sanction was applied in line with policy. • Safeguarding procedures were followed. • The member of staff was supported appropriately. • A structured reintegration process was undertaken with the student and family. <p>It was emphasised that:</p> <ul style="list-style-type: none"> • This was an isolated but serious incident. • It is not reflective of the broader culture of the school. • Staff remain supported by senior leadership. • Expectations and boundaries remain clear and firm. <p>Councillors sought assurance regarding staff confidence. The Principal confirmed that staff feel supported and that leadership visibility and follow-through are consistent.</p> <p>It was confirmed that behaviour expectations remain high and that consistency is a key focus moving forward</p> <p>Q: Is there a particular year group of concern Year 9 was identified as the year group presenting the greatest level of challenge though the concern does not relate to the entire year group. A small cluster of high-needs and complex students are responsible for repeated incidents with peer dynamics and maturity factors contributing to volatility within the cohort. In response to this, Senior Leaders are tracking incidents closely and behaviour contracts and structured reintegration meetings are in place. Parents are engaged directly where concerns arise and pastoral support has been strengthened for identified individuals.</p> <p>Q: Does this indicate systemic issues within Year 9 This is not a systemic cohort-wide issue, but rather concentrated among specific individuals.</p> <p>Q: How is reintegration managed following suspension Reintegration meetings are held with parents and students with behaviour targets clearly set.</p>	
5.6	<p>Suspension data was discussed with CB confirming that:</p> <ul style="list-style-type: none"> - Suspensions are used when necessary and in line with policy 	

	<ul style="list-style-type: none"> - They are not the first response but part of a structured consequence system. - Leadership aims to reduce repeat suspensions through earlier intervention. - Reintegration meetings are robust and include clear expectations and parental involvement. - Permanent exclusions remain low. <p>Q: Are suspensions increasing over time There are signs of stabilisation though some cohorts present ongoing challenges. Patterns are monitored closely.</p>	
5.7	<p>Pupil Premium and Looked After Children</p> <ul style="list-style-type: none"> - Funding allocation continues to be targeted at academic intervention and pastoral support. - Monitoring ensures disadvantaged pupils are prioritised for additional support. - Progress of LAC students is tracked carefully. <p>Q: How is impact measured Through termly data review and individual case tracking</p>	
6	Safeguarding	
6.1	<p>The termly safeguarding report was reviewed It was confirmed that:</p> <ul style="list-style-type: none"> • Safeguarding procedures were followed appropriately in relation to the serious behaviour incident. • Record keeping and referral processes are secure. • Staff training is up to date. <p>No safeguarding concerns were raised by councillors.</p>	
7	Equality and Diversity	
7.1	<p>The academy continues to monitor behaviour and outcomes across different student groups to ensure fairness and equity. Any incidents relating to discriminatory behaviour are to be logged and addressed. No specific concerns were raised and councillors discussed the importance of continued vigilance and student voice in this area.</p>	
8	Staffing and Wellbeing	
8.1	<p>CB confirmed that:</p> <ul style="list-style-type: none"> • Staff wellbeing remains a priority with workload considerations built into planning. • Leadership ensures visible and practical support following serious incidents. • Staff feel supported in managing behaviour. • Recruitment challenges are monitored in line with national trends <p>Councillors noted the importance of maintaining staff morale in the context of challenging cohorts.</p>	
9	Matters Arising	
9.1	Parental Complaint Recommendations	

	It was confirmed that recommendations arising from a recent parental complaint had been reviewed. LW requested that the feedback from the parental complaint recommendations be formally tracked.	
9.2	<p><i>The following were identified for escalation or noting:</i></p> <ul style="list-style-type: none"> • <i>Behaviour trends within Year 9.</i> • <i>Monitoring of suspension data.</i> • <i>The serious behaviour incident involving a member of staff.</i> 	
10	Any Other Business	
10.1	No additional matters were raised	
11	Date of Next Meeting	
11.1	The date of the next meeting was arrange to be held on the 10 th March 2026.	

ACTIONS

27.01.26 01	Feedback from the parental complaint recommendations to be added to the Outstanding Actions log	CB
27.01.26 02	Provide updated suspension trend data at next meeting	CB