



BOLDER ACADEMY
FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Andrew Dodge
Clerk: Rebecca Wilson (RW)
Date of meeting: 5th October 2021 at 8:00am
Venue: Bolder Academy

Attendance:

Name	Governor	Other	Present / Apologies / Absent
Rob Collie (RC)	Appointed by Trust		Present
Andrew Dodge (AD)	Appointed by Trust		Present
Victoria Eadie (VE)	Appointed by Trust	Also a Member	Present
Fran Heaphy (FH)	Staff Governor		Present
Jo Killingley (JK)	Parent Governor		Present
Wendy Smith (WS)	Appointed by Trust		Present
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Present
Eileen Sheedy (ES)	Appointed by Trust		Present
Birinder Tember (BT)	Parent Governor		Present
Kate Biant (KB)		School Business Manager	Apologies
Adam Walthaus (AW)		Deputy Headteacher	Present (Item 14)

The meeting was declared quorate.

Agenda item	Action
<p>1. Election of Chair <i>AD left the meeting</i></p>	
<p>AD was re-elected as Chair for a one year term.</p>	
<p><i>AD joined the meeting and took on Chair</i></p>	
<p>2. Election of Vice Chair</p>	
<p>AD explained that RC was keen to handover the role of Vice Chair, noting his ongoing commitment to Bolder. WS confirmed that she was happy to take on this role. WS was elected as Vice Chair for a one year term.</p>	
<p>3. Apologies for absence</p>	
<p>All Governors were present, noting that JK joined the meeting remotely. Apologies were received and accepted from KB. AD welcomed FH as the newly elected Staff Governor.</p>	
<p>4. Declaration of interest</p>	
<p>No Governor declared an interest that may conflict with the meeting agenda.</p>	
<p>5. Minutes of previous meeting (29 Jun 21)</p>	
<p>The minutes were approved as a true and accurate record of the meeting and were signed by the Chair.</p>	
<p>6. Matters arising/actions</p>	
<p>All points from the previous meeting were closed.</p>	
<p>7. Register of Interest</p>	
<p>RW asked all Governors to complete a Declaration of Interest form before leaving the meeting.</p>	
<p>8. Governance structure</p>	
<p>AD referred to an updated document detailing the governance structure and confirmed that the Board continued to support this structure.</p>	
<p>9. HT verbal update</p>	
<p>HS confirmed that the SEF and SIP were written in July and were based on information taken from Department Heads and other sources. There are clear patterns, and needs have been identified. Student support is a key focus across the school, recognising that specific students need to catch up and do better. The Pupil Premium gap also needs to be worked on and specific ethnic groups have been identified as requiring support through CATs testing, notably white British, Somalian, School Support SEN pupils. HS confirmed that curriculum development was there, recognising the need to focus on the current requirement within the classroom. New staff will be skilled up to ensure they can tackle student needs, noting there are twenty six new staff this year. AD highlighted that the recent external School Review was very positive with no surprises and reinforced the</p>	

Board's own evaluations based on the information provided by the school. HS confirmed that there were no big surprises in the school's review and acknowledged that staff know Bolder well. VEA acknowledged that the curriculum is well planned and established and highlighted the importance of ensuring the classroom is learner driven, rather than curriculum driven, recognising the level of support that is currently required. She also highlighted the importance of Heads of Department's ensuring new staff and students also understand the curriculum. FH acknowledged that the review captured the importance of Heads of Departments equipping their teams, which comes with experience now departments are fully established. She also highlighted that the current group of new teachers have yet to have a full year in school with normal classroom routine.

Q: A Governor asked how long it takes to embed the curriculum, recognising the level of student need.

A: FH explained that the English Department works on termly cycles and it is possible to judge impact relatively quickly; it will be possible to compare with July data in December.

Referring to the report, VEA highlighted that pastoral, safeguarding, attendance and support were all very positive. ES confirmed that the uniqueness of Bolder will sell the school.

Q: A Governor asked how big the inspection team were.

A: HS confirmed that it was six, which is bigger than an Ofsted team.

VEA highlighted current concerns with behaviour involved passive disengagement which is a result of the pandemic. HS acknowledged the need to spark engagement and a hunger for learning and emphasised that the inspection had been very thorough. AD confirmed that he will attend a staff briefing to congratulate and thank staff and introduce himself to new staff members.

HS highlighted that twenty two additional students have joined the school in the last week; mobility continues to be managed. She also recognised an increased level of mobility with staff, with three teachers resigning in the first week due to relocation decisions.

Q: A Governor asked if Bolder had gained any Afghan refugees.

A: HS confirmed that the school had taken four, recognising that many have families in this country.

10. SEF & ADP

Covered at Item 9.

11. Safeguarding

AD confirmed that he had conducted a check of the SCR with Penny Davies and Lorraine Rice. He had also recently met with Adam Walthaus. HS recognised the importance of maintaining a high level of vigilance regarding staff and students. She also highlighted an increased use of sexual or racist language in the playground; this will be addressed in school. Strategies for the most vulnerable students have also been discussed with the Local Authority.

It was agreed that non-school-based governors should undertake a Safeguarding training refresher.

VE confirmed that Penny will send through the details of safeguarding training, which TPET governors complete annually.

AD confirmed that all Governors have read the updated KCSiE; the school will circulate a quiz which covers this.

AD, RC,
WS, BT,
JK

VE

HS

12. Website compliance

HS confirmed that Suelin Billingham had checked the website compliance prior to the school review.

13. Increasing diversity follow up

HS confirmed that three members of staff have completed CPD with Ealing. The course is very powerful, and reflects on what individuals can do, and their context. A video clip is also planned for the website and HS confirmed that she has engaged with Sky. Referring to the updated website information, RC confirmed that the tone was more approachable; Governors were asked to review their website biogs. AD confirmed that he will also look at recruitment opportunities through Inspiring Governance and Governors for Schools.

All Govs
AD

14. Attendance

Adam Walthaus joined the meeting

Adam Walthaus joined the meeting to update governors on attendance. He acknowledged that attendance was currently a struggle for the school and highlighted changes to the guidelines. He emphasised the importance of ensuring a consistent approach with all students and confirmed that daily attendance meetings are being held. Attendance is analysed, and external support sought when necessary. The focus on attendance will continue throughout the year and parents are kept fully informed. The school actively encourages good attendance from all students. Adam also acknowledged that safeguarding issues outside of school have been the main obstacle to attendance, although no clear trends have been identified. Punctuality has improved, which has been supported by Breakfast Club. He also highlighted the importance of celebrating success, noting that 99 students have 100% attendance, and 259 students have attendance above 96%.

Adam highlighted that a tiered approach has been established and is being supported with letters home to parents. He highlighted that several students are unable to attend school due to high anxiety, noting that good contacts have been developed with social care and the school nurse. Interventions have been reviewed and tiered according to impact, noting the importance of continuing with support when students are in school; play therapies continue to be used to support attendance. VE confirmed that processes and procedures have been reviewed by Alex Pett from TPET, as well as through the school review. Adam recognised the importance of engaging with Year 7, acknowledging that they have not had a full school year since Year4.

Q: A Governor queried the training and school policy regarding home visits for staff.

A: Adam confirmed the approach taken and the processes that are in place. HS acknowledged that it has been difficult to invite parents into school over the past eighteen months, and emphasised it is now important that the school removes any perceived barriers. She also highlighted that Late Gate and Breakfast Club are good opportunities for Governors to visit and observe.

Q: A Governor asked if mental health was the main issue with safeguarding.

A: Adam confirmed that it was in terms of safeguarding, recognising that mental health is a common need across many families.

Adam Walthaus left the meeting

15. Chair's Report

AD highlighted that his report had been circulated with the meeting paperwork. Governors thanked him for the feedback.

14. Finance paperwork

RW confirmed that she will circulate the finance paperwork for August.

RW

15. Policies

Governors ratified the following policies:

- Child Protection and Safeguarding Policy.
- Public Sector and Equalities Policy.
- Health and Safety Policy.
- Attendance Policy – agreed in advance of the meeting by email.

HS highlighted that the following policies were outstanding:

- Critical incident – will be ratified at the next FGB.
- Allegations against staff – to be re-evaluated and low-level concerns captured.
- Pay Policy – yet to be received from Browne Jacobson.

HS
HS

HS

16. AOB

VE highlighted that the current impact of Covid was much higher than expected, recognising that a large number of pupils are not attending school. Staff and student attendance is likely to get worse, noting that fluctuating attendance impacts on the classroom. Learning is provided to students at home if they are well enough to study.

Q: A Governor asked how many students were currently off school for Covid.

A: HS confirmed that it was about twelve students and one member of staff.

Governors recognised the impact this would have on education and lost learning, and also acknowledged the impact on staff with children at home.

RC suggested that Sky provide an update regarding plans for this academic year, including fundraising.

RW
(Agenda)

Next meeting date

- Tue 7 Dec 21 at 8am, AGM & FGB, remote meeting

Meeting ended at 9:20 am.

Signature: 

**Name of
Chair:** Andrew Dodge

Date: 7th December 2021