



BOLDER ACADEMY
FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Andrew Dodge
Clerk: Rebecca Wilson (RW)
Date of meeting: 16th May 2023 at 8:00am
Venue: Remote meeting

Attendance:

Name	Governor	Other	Present / Apologies / Absent
Rajiv Chandra (RC)	Co-opted Governor		Present
Andrew Dodge (AD)	Appointed by Trust		Present
Victoria Eadie (VE)	Appointed by Trust	Also a Member	Apologies
Fran Heaphy (FH)	Staff Governor		Present
Jo Killingley (JK)	Parent Governor		Present
Andrew McCaffer (AM)	Appointed by Trust		Present
Wendy Smith (WS)	Appointed by Trust		Present
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Present
Eileen Sheedy (ES)	Appointed by Trust		Present
Carin Thakrar (CT)	Parent Governor		Present
Kate Biant (KB)		School Business Manager	Apologies
Greg George (GG)		Finance Director	Present

The meeting was declared quorate.

Agenda item	Action
<p>1. Apologies for absence</p> <p>Apologies were received and accepted from VE. KB was also unable to attend.</p>	
<p>2. Declaration of interest</p> <p>No one declared an interest that may conflict with the meeting agenda.</p>	
<p>3. Minutes of previous meeting (28 Mar 23)</p> <p>The minutes were approved as a true and accurate record of the meeting and were signed by the Chair.</p>	
<p>4. Matters arising/actions</p> <p>The following point was highlighted:</p> <ul style="list-style-type: none"> - Pastoral support plans. <u>ES confirmed that she will aim to complete a visit to look at pastoral support plans for before the next meeting.</u> - Pupil voice school visit. <u>RC confirmed that he will complete a visit to engage with a pupil voice activity.</u> - Governor panel meetings. AD confirmed that Governor panel meetings have started with pupils who are at risk of permanent exclusion; <u>this will be covered at a later meeting.</u> 	<p>ES</p> <p>RC</p> <p>RW (Agenda)</p>
<p>5. Annual review of complaints</p> <p>HS confirmed that she has received no complaints this term, with nothing further to highlight since the last formal report; a full annual summary will be covered at the next FGB. HS also highlighted an escalation in complaints across the Borough. ES confirmed that the Local Authority (LA) intend to feedback to Ofsted how easy it is for parents to complain, with the recommendation that parents should provide evidence that they have followed the school's complaints policy prior to contacting Ofsted.</p>	
<p>6. Headteacher Performance Management</p> <p>AD confirmed that AM, VE and WS will sit on the Headteacher Performance Management Panel. <u>HS highlighted that she had yet to confirm an external advisor.</u></p>	HS
<p><i>FH joined the meeting</i></p> <p>7. Headteacher summary report</p> <p>Referring to Quality of Education and the curriculum, HS confirmed that the school was almost ready to outline subject options, noting that recruitment against certain subjects remains challenging e.g. business studies. The aspiration is to offer a quality curriculum that is supported by a stable staffing structure. Having spoken to Year 11 several times, the timetable has been blocked to facilitate the Sixth Form offer. Year 11 have started their exams and students are calm and have worked hard. ES highlighted how well-prepared students are and acknowledged the bespoke provision that is matched to a child's needs. She also confirmed that students have been kept in school and are being actively supported which is a much better way of working.</p>	

Referring to Pupil Premium (PP), FH confirmed that student voice has been completed around attendance. General trends that have been highlighted are length of the school day and extracurricular activities that fit students' interest. She confirmed that the later point will be further investigated, conscious that the school offer is strong. FH is also working with the transition lead to ensure that PP students are actively supported. The needs of PP students in Year 10 are being captured, to be shared across the school in preparation for Year 11. HS confirmed that the transition process is being actively supported, and primaries are using the 6 into 7 database to inform this process. VE has also been working with Fran Gibney to update SEND arrangements regarding Compass.

Q: A Governor asked if there were any changes planned against Compass.

A: HS confirmed that additional funding has been made available for certain specialists, and over dependency has been tackled in order to get students back into the classroom.

Additional support is also available to the most vulnerable students through a nurture group, the focus of which will continue.

HS suggested that Governors join a Monday Middle Leaders session, when Year 10 assessment information is shared. She also highlighted that planning for the Thorpe Park visit continues.

Govs

Referring to **Behaviour and Attitudes**, HS highlighted that a group of senior leaders in HEP are looking at how to teach behaviour and social norms, conscious of the impact of the pandemic. She highlighted that Governor Panels have started, and AD and WS have met with students whose behaviour is of concern. AD confirmed that he and WS had met with two students and provided further feedback. WS confirmed that the panels have worked well, and are hopefully reinforcing the message from staff which it is hoped will have an impact. AD acknowledged the impact of home life on school behaviour, and subsequently staff retention.

Referring to **Personal Development**, HS confirmed that a values day was forecast. The end of term is also busy with a Year 11 prom. Taster days, an activity week and residential trips are also planned. HS highlighted that residential trips can be expensive, which is why activity weeks are so important; parents have been approached for feedback regarding next year's offer. ES highlighted that at her school, she has always used PP funding to support half of trip expenses. She has also reduced the lengths of residential trips, recognising that transport costs impact significantly.

Referring to **Leadership and Management**, HS confirmed that the first planning session with Accenture has been completed, the focus being on the long-term school vision and what the vision looks like. Managerial skills to support the development of the senior team have also been a focus. HS confirmed that recruitment continues to be a key priority, recognising the level of fluctuation that is being managed. A full recruitment breakdown will be given at the next FGB. RC asked that the impact of staff changes be captured against financial planning for FAR.

RW
(Agenda)
GG

JK joined during this Item

8. Chair's report

AD fed back on the mid-term review for Headteachers performance management and confirmed that the Ofsted inspection had been captured. Interviews have taken place for a Deputy and Assistant Head, and an Assistant Head has been appointed. AD highlighted that he will be away mid-June to mid-July but will return for the next FGB meeting.

9. **Development session 6th June**

AD reminded Governors of the development session scheduled for 6 Jun and encouraged full attendance. He shared the suggested structure of the session, which was agreed by Governors.

10. **Meeting dates 2023-24**

Governors agreed the meeting forecast for 2023-24. RW confirmed that she will circulate meeting invites.

RW

11. **Finance paperwork**

RW confirmed that Governors have seen the finance paperwork up to March.

12. **Policies**

AD confirmed that there were no policies to ratify. RW confirmed that she will circulate the policy tracker to Governors.

RW

13. **AOB**

RC confirmed that the Sky sports team will meet regarding sports academy. It is also hoped to get two women cricket internationals. RC confirmed that Sky remains keen to support Bolder.

AD wished students, staff and parents all the best with exams.

Next meeting date

- Tue 27 Jun 23 at 8am, at Bolder

Meeting ended at 8:45 am.

Signature:

Andrew Dodge

Name of
Chair:

ANDREW DODGE

Date:

27/06/2023