



**BOLDER ACADEMY**  
**FULL GOVERNING BODY MEETING MINUTES**

**Company Registered Number: 8932893**

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**Chair:** Victoria Eadie

**Clerk:** Rebecca Wilson (**RW**)

**Date of meeting:** 25<sup>th</sup> March 2025 at 8:00am

**Venue:** Bolder Academy

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**Attendance:**

<b>Name</b>	<b>Governor</b>	<b>Other</b>	<b>Present / Apologies / Absent</b>
Rajiv Chandra ( <b>RC</b> )	Appointed by Trust		Present
Stephen Davis ( <b>SD</b> )	Co-opted Governor		Present
Andy De Angelis ( <b>ADA</b> )	Appointed by Trust	Headteacher	Present
Silvia Del Corso ( <b>SDC</b> )	Parent Governor		Present
David Brockie ( <b>DB</b> )	Co-opted Governor		Present
Victoria Eadie ( <b>VE</b> )	Appointed by Trust	Also a Member	Present
Helen Holton ( <b>HH</b> )	Co-opted Governor		Present
Andrew McCaffer ( <b>AM</b> )	Appointed by Trust		Present
Wendy Smith ( <b>WS</b> )	Appointed by Trust		Present
Carin Thakrar ( <b>CT</b> )	Parent Governor		Present
Greg George ( <b>GG</b> )		Finance Director	Present

The meeting was declared quorate.

Agenda item	Action
<b>1. Apologies for absence</b>	
<p>All Governors were present.</p>	
<b>2. Declaration of interest</b>	
<p>No one declared an interest that may conflict with the meeting agenda.</p>	
<b>3. Minutes of previous meeting (30 Jan 25)</b>	
<p>The minutes were approved as a true and accurate record of the meeting and will be signed by the Chair at a later date.</p>	
<b>4. Matters arising/actions</b>	
<p>The following points were highlighted:</p>	
<ul style="list-style-type: none"> <li>- <b>Parent Governor visits.</b> <u>ADA confirmed that SDC and CT visit the school to consider the parent survey results and will also meet with a group of students.</u> Governors discussed the best way to support parental engagement with the survey.</li> </ul>	<p>ADA/CT/ SDC</p>
<ul style="list-style-type: none"> <li>- <b>Policies.</b> <u>RWI acknowledged that further thought was required regarding the forecasting of policies.</u></li> </ul>	<p>RWI</p>
<ul style="list-style-type: none"> <li>- <b>Engagement with Sky.</b> <u>ADA confirmed that he and AM will meet with Rob Collie.</u></li> </ul>	<p>ADA/AM</p>
<b>5. Sustainable Governance</b>	
<p>VE acknowledged that the balancing of leadership commitments between AM, DB and herself was unusual and required review, noting that the approach to Chair and Vice Chair required further thoughts. She asked <u>Governors to reflect before the next meeting, when governance roles will be considered.</u></p>	<p>RWI (Agenda)</p>
<b>6. Headteacher's update</b>	
<p>ADA shared the approach to the consultation regarding changes to the structure of the school day. Following initial feedback from staff, he confirmed that form time will take place at the start of the school day and lunch will be split over two periods of forty minutes.</p>	
<p>Q: A Governor asked if form time counted as a taught session.</p>	
<p>A: ADA confirmed that it will count as a targeted session and has been allocated as two lessons.</p>	
<p>ADA fed back against the 51 responses received from staff.</p>	
<p>Q: A Governor queried the 1 star comments.</p>	
<p>A: ADA explained that the focus was on the change to Fridays.</p>	
<p>ADA emphasised that a more balanced curriculum will be offered to pupils and SD acknowledged that the curriculum rationale was strong and is the key consideration.</p>	
<p>Q: A Governor asked why Fridays had finished early.</p>	
<p>A: VE explained that this supported staff retention and recruitment and was balanced against longer school days Monday to Thursday.</p>	
<p>ADA highlighted that he would meet with a Headteacher who has given every teacher a first or last period off over a two week timetable, and VE acknowledged that recruitment was challenging, and it was important to ensure a positive offer to staff.</p>	

ADA outlined key staffing points to the Board:

- A Deputy Headteacher has been appointed for September.
- Two vacancies for science teachers, with one teacher relocating and the second leaving.
- It is hoped that the geography vacancy from last year has been filled, noting that another geography teacher in the department will also cover psychology.
- The Exams Officer is relocating, and it is hoped to recruit for the summer.
- Vacancy for a Year 7 Pastoral Manager.
- Vacancy for a SEND lead interventions coordinator, noting that recruitment will be paused until after Easter.

Q: A Governor asked if staff have been approached regarding their plans for next school year.

A: ADA confirmed that staff have been asked for feedback, and the SLT is also being monitored. He also highlighted flexibility against some departments and expanded on the class structure for English and maths.

Q: A Governor queried the Teach First applicants.

A: ADA confirmed applicants for science, MFL and geography and the Board discussed the approach to Teach First in more detail.

Referring to Year 11, ADA confirmed that there were no surprises, although students are not at the level he would want them to be. The Maths Department is the main area that is holding the results back noting that the maths review has captured required actions and there has been a rapid improvement. He also highlighted that the Head of Department has been offered a support plan with documentation and processes in place regarding accountability. A Governor queried the approach to a spiral curriculum. ADA explained that historically the school has followed a mastery model, however new staff have not been trained, with the main issue sitting against quality of delivery and resources. SD highlighted that a lot of schools use White Rose, which is a spiralled curriculum. ADA explained that he has given the Head of Department until the end of this year, conscious that she currently favours the mastery approach.

Q: A Governor asked if the school used an online maths system.

A: ADA confirmed that the school does use an online system however the school is not an online school.

ADA acknowledged that there is a lot of work to do with maths and emphasised that the key point is that what is happening in lessons is not good enough. The Board considered this point in further detail and ADA highlighted that compared to previous year groups, this year group is expected to be lower. The current position in relation to targets is reflective of last year, and ADA highlighted that Easter interventions are scheduled.

Referring to behaviour, ADA highlighted that suspensions were still reducing, noting that two Behaviour Mentors have been appointed.

Q: A Governor asked if staff felt the impact of improved behaviour.

A: ADA confirmed that staff have highlighted that the atmosphere was calmer. Year 11 were presenting the most challenges, recognising that some students were struggling academically and are feeling the pressure; ADA further outlined the profile of the school by year group.

ADA highlighted that admission numbers were generally positive, and numbers were slightly lower compared to last year: 180 first choice; 85 second choice. He also highlighted that last year's catchment was 2.6 miles and this year it has increased to 5.6 miles, noting that there are fewer children in the Borough and families are leaving. The Board further considered the demographic of the local area.

*RC joined at the start of this item*

## 7. FAR Committee report

AM and GG fed back following the recent FAR Committee meeting and confirmed that the external scrutiny regarding H&S had been very useful. VE also highlighted the need to review the Risk Register and reduce its size. Referring to the Sixth form, she acknowledged the impact of falling numbers, which is affecting the finances of the whole school. She acknowledged that the smaller curriculum impacts on the curriculum offer and ADA also raised concerns regarding the ability of the estate to accommodate the Sixth Form. He highlighted that he was keen to develop the Sixth Form and had received 99 applications. The inclusion of business studies and psychology has helped to attract students, and it is hoped that at least 50 students will commit. ADA also outlined the challenges regarding the school estate and the Board considered the impact of the subject offer in more detail. VE also suggested in looking at the 'pathway' approach used by colleges, recognising the need to support the school offer with effective marketing. The Board also recognised the popularity of apprenticeship pathways, which require further thought and could potentially be developed alongside Sky. It was also noted that colleges start to engage in Year 10 and schools are therefore already behind the marketing strategy. ADA acknowledge the need to build a strategy, and where possible there is value in utilising local partners. ADA confirmed that he will give this piece of work further thought and will also work on understanding the number of pupils required to ensure a break even. The Board further considered the current financial risk against the Sixth Form, recognising the need to financially support a deliberate strategy. Governors were also keen to promote a USP for Bolder that will have the impact needed. ADA acknowledged the need to review the advertising of the Sixth Form and the Board further considered the best approach regarding this piece of work. ADA confirmed that he and AM will meet with Rob Collie, recognising that the Sky offer a strong pull for potential students.

## 8. Chair's verbal report

VE confirmed that she had nothing further to add, and thanked ADA for all he had done since joining Bolder.

## 9. Governor Training/Visits

WS confirmed that as the safeguarding governor she meets termly with the DSL. It was agreed that Liz Green (LG) will attend the next FGB to further outline safeguarding issues. WS highlighted that during a recent visit LG had highlighted issues with attendance as well as some Borough wide concerns. The impact of term time holidays and religious holidays on attendance was acknowledged, as well as the impact of poor mental health which many students are managing. She confirmed that three students were Looked After Children (LAC) and acknowledged some difficult interactions with multi agency engagement. The requirement to capture safeguarding with the Headteachers report was highlighted. VE thanked WS for her support and confirmed that the SEND review had been rescheduled to the end of April. The Board considered H&S training, and RWI confirmed that she would look at training through the NGA. VE confirmed that Parent Governor visits had been planned and reminded Governors to ask a safeguarding question when they visit e.g. "Do you feel safe in school?".

RWI  
(Agenda)

ADA

RWI

## 10. Finance paperwork

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

**11. Policies**

Governors ratified the AI Policy for Staff and Students which will come back to FGB for further review, noting that a quarterly review period would be best.

**12. AOB**

RC queried the savings account used and GG highlighted that he was pleased with the 3% return against an instant access savings account. GG confirmed that he will share the details of the account with RC.

GG

**Next meeting date**

- Tue 13 May 2025 at 8am, remote meeting

Meeting ended at 9:35 am.

**Signature:**

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**Name of  
Chair:**

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**Date:**

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