



**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:** 3<sup>rd</sup> December 2024 at 8:30am

**Venue:** Remote meeting

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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		Absent
Stephen Davis ( <b>SD</b> )	Co-opted Governor		Apologies
Andy De Angelis ( <b>ADA</b> )	Ex-officio	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		Apologies
Carin Thakrar ( <b>CT</b> )	Parent Governor		Present
Greg George ( <b>GG</b> )		Finance Director	Present

The meeting was declared quorate.

Agenda item	Action
<p><b>1. Apologies for absence</b></p> <p>Apologies were received and accepted for WS and SD, noting that RC was absent.</p>	
<p><b>2. Declaration of interest</b></p> <p>No one declared an interest that may conflict with the meeting agenda. RW confirmed that she will circulate the declaration summary at each meeting so Governors can highlight any updates.</p>	
<p><b>3. Minutes of previous meeting (1 Oct 24)</b></p> <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>	
<p><b>4. Matters arising/actions</b></p> <p>The following points were highlighted:</p> <ul style="list-style-type: none"> <li>- <b>Safeguarding training.</b> <u>Governors were reminded of the importance of completing safeguarding training. HH confirmed that she will share her school safeguarding certificate.</u></li> <li>- <b>AI Policy.</b> ADA confirmed that he will share the AI Policy by email after it has been reviewed.</li> </ul>	<p>All Govs HH</p>
<p><b>5. Committee Terms of Reference</b></p> <p>The Board agreed both Committee Terms of Reference, noting that there had been no updates.</p>	
<p><b>6. Companies House Annual Return</b></p> <p>It was noted that the Annual Report was agreed at the AGM.</p>	
<p><b>7. Membership</b></p> <p>DB confirmed that he will take on the role of SEND Governor. <u>VE also highlighted the value of recruiting a governor from Sky, and confirmed that she will look at this with AM.</u></p>	<p>VE/AM</p>
<p><b>8. Headteacher's update</b></p> <p>VE asked that Governors take the Headteacher's Report as read, noting the need to review the school data and consider the proposed changes to the curriculum and the school day. Referring to the school data, a Governor congratulated ADA on the wider inclusion agenda, noting that the level of internal and external suspensions has markedly reduced. ADA acknowledged that Year 11, Pupil Premium students and boys continue to be disproportionately represented in the behaviour data, recognising that the school has a good understanding of the needs of specific cohorts. Referring to the curriculum, ADA outlined the intent to build a set of teaching and learning principles that link to the school values. He emphasised that staff have been heavily involved with this process and confirmed the</p>	

fourteen points that will ensure consistency between lessons; joint learning walks are planned with Heads of Department to support quality assurance.

Q: A Governor queried the main areas of discussion and focus with staff regarding this process, and asked if there were any areas of surprise.

A: ADA highlighted that work is required regarding teacher judgement, noting that a high proportion of staff gave themselves the highest possible score. Differentiation within the classroom is a key consideration and has informed the planning to embed effective formative assessment; ADA expanded on the process of implementation.

VE acknowledged the importance of placing teaching and learning at the heart of this area of work and acknowledged the benefits of adopting a bottom-up approach. ADA confirmed that a two-year CPD programme has been created to support these changes, which supports a coherent approach. This programme will be run by middle leaders and the support provided ensures that staff are aware of the importance placed on this piece of work.

Referring to curriculum, ADA outlined current barriers and highlighted that the school was not meeting the 32.5 hours each week, noting that this is guidance. The school provides more personal development than any other subject at Key Stage 3, and at Key Stage 4 ADA also outlined differences in hours which do not meet guided learning hours. In addition, lunchtime currently requires twenty members of staff which is large. ADA outlined lunchtime routine, noting that long queues have a negative impact and there is a better way of managing this process. Changes are being planned for September, the intent being to go to consultation in the summer term, with scope to also trial any changes in the summer. Tutor contact time will also be increased for Key Stage 4, which is currently limited to one weekly assembly. ADA shared the preferred proposal, noting the value of an early finish on Friday. To confirm proposed changes:

- Move the start of the day to 8:30am.
- Work to six 50 minute periods.
- Have two 40 minute lunch periods.
- Finish 3:10pm on Monday to Thursday.
- Finish at 2:20pm on Friday.

ADA shared the allocation of lessons against the new timetable and confirmed a stronger foundation in science and some humanities subjects. Key Stage 3 will also have more time on subjects. Referring to Key Stage 4, ADA outlined the different options.

Q: A Governor queried the impact on staff of moving to an 8:30am start and highlighted that some students with the Cricket academy have very long commutes.

A: ADA highlighted that an earlier start would result in an earlier finish and will not have an overall impact on staff. VE reiterated the importance of deconflicting with other schools, recognising the impact on transport.

Q: A Governor queried the impact on lunchtime clubs.

A: ADA confirmed that currently there were no lunchtime clubs, although the potential opportunity for this will be lost; currently all clubs are scheduled for after school.

VE highlighted that covering two forty minutes windows at lunchtime is a long period for staff and ADA confirmed that he was planning on reducing this to thirty-five minutes in time.

Q: A Governor queried the staffing of the curriculum against planned changes.

A: ADA emphasised that changes will be positive, with teachers having more teaching time against their subject.

Q: A Governor asked if there will be staffing gaps against the new timetable.

A: ADA acknowledged this point and confirmed that it is likely the school will need to employ an additional humanities teacher, and possibly a science teacher if the offer increases. The introduction of business studies will also impact on staffing.

Q: A Governor queried the impact on Key Stage 4 on having less time for their subjects and queried the impact of reducing the number of options to three.

A: ADA confirmed that most schools expect students to take nine GCSEs, recognising that several schools are considering reducing this offer to give pupils more time against each subject.

Q: A Governor queried the impact of managing personal development.

A: ADA confirmed that this will sit against form time, totalling thirty-five minutes a day.

Q: A Governor queried the feedback from staff as part of this engagement.

A: ADA confirmed that an early finish on Friday was important for staff and highlighted that currently the school finish was relatively late for the remainder of the week.

ADA expanded on the different options that had been considered and VE acknowledged that this wider piece of work had been valuable and should continue.

## **9. FAR Committee report**

VE confirmed that the Committee had considered the audit, noting that there were no serious concerns. GG outlined further considerations regarding the credit card and VE agreed to sign the statement every month, along with the management accounts. GG also confirmed that the risk register had been rationalised. VE highlighted that the Committee had received feedback regarding lettings, noting the requirement for further input against the business element of this piece of work.

## **10. Chair's verbal report**

VE thanked ADA and his team for their hard work, and noted how positively initial change has been received within the school. She also thanked DB for the support he is providing to ADA. DB acknowledged the level of consideration regarding suspensions, inclusion and attendance. He acknowledged the positive impact, which is evidenced in the data, and recognised the value of the wider discussion. DB also commended the work undertaken regarding SEND, and ADA highlighted that a SEND review was planned for December. VE confirmed that the impact of complaints has reduced, noting that a historic complaint had been raised but did not go to Stage 3.

## **11. Governor Training/Visits**

VE reiterated the importance of Governors completing safeguarding training and asked that Governors highlight any training that they would like to complete. It was agreed that governor visits required further thought and ADA and DB confirmed that they will look at this and consider potential opportunities. CT also highlighted that she would be happy to engage with a pupil panel and HH highlighted that she could complete a safeguarding or teaching and learning visit.

ADA/DB

## **12. Finance paperwork**

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

## **13. Policies**

Governors ratified the following policies:

- ECT Policy
- H&S Policy
- Privacy notice for pupils and parents
- Pay Policy – to agree the pay scales
- Allegations of abuse against staff

- Grievance policy and procedure
- Staff expectations and code of conduct

DB asked that the school ensures that Governors understand a change in position regarding any policy. ADA highlighted the requirement to consider the Hounslow family leave policy, noting that further consideration is required conscious of the cost implications. He also highlighted that he was in the process of reviewing Browne Jacobson policies.

**14. AOB**

No points were raised.

**Next meeting date**

- Tue 28 Jan 2025 at 8am, remote meeting

**Confidential minutes have been filed separately**

Meeting ended at 10:00 am.

**Signature:**

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**Name of  
Chair:**

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**Date:**

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