



BOLDER ACADEMY
FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Victoria Eadie

Clerk: Rebecca Wilson (**RW**)

Date of meeting: 26th January 2025 at 8:00am

Venue: Remote meeting

Attendance:

Name	Governor	Other	Present / Apologies / Absent
Rajiv Chandra (RC)	Appointed by Trust		Present
Stephen Davis (SD)	Co-opted Governor		Present
Andy De Angelis (ADA)	Appointed by Trust	Headteacher	Present
Silvia Del Corso (SDC)	Parent Governor		Present
David Brockie (DB)	Co-opted Governor		Present
Victoria Eadie (VE)	Appointed by Trust	Also a Member	Present
Helen Holton (HH)	Co-opted Governor		Apologies
Andrew McCaffer (AM)	Appointed by Trust		Present
Wendy Smith (WS)	Appointed by Trust		Present
Carin Thakrar (CT)	Parent Governor		Present
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 for HH.</p>	
<p>2. Declaration of interest</p> <p>No one declared an interest that may conflict with the meeting agenda. VE highlighted that the summary of declaration of interest will be shared at every meeting, and emphasised the importance of Governors ensuring this is up to date.</p>	
<p>3. Minutes of previous meeting (3 Dec 24)</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>4. Matters arising/actions</p> <p>The following points were highlighted:</p> <ul style="list-style-type: none"> - Credit card signature. GG confirmed that VE has been signing these documents. - Governor visits. VE highlighted the importance of finalising governor visits. DB confirmed that he had completed a SEND visit. VE asked that <u>ADA arrange a time for CT of SDC to visit the school and agree and are of focus.</u> VE acknowledged that WS also visits the school. - Written resolution for the Articles of Association. RW confirmed that this had been actioned, and feedback had been received from the Members. 	<p>ADA/CT/ SDC</p>
<p>5. Draft meeting forecast, 2025-26</p> <p>The Board agreed the proposed meeting forecast for 2025-26.</p>	
<p>6. Headteacher's update</p> <p>ADA confirmed three main areas of focus:</p> <ul style="list-style-type: none"> - Year 11 & Year 13 update. - Consultation for changing the timings of the school day and the impact on the curriculum. - Staffing and recruitment update. <p>Year 11 mocks took place before Christmas and staff are now in the process of building their understanding of the situation. He explained that the initial picture was not positive in relation to 9 to 5 grades and 9 to 4 grades, including maths and English. It has been acknowledged that this is not a strong year group, and a drop in outcomes is anticipated. Referring to distance from target, ADA highlighted that this compares to last year, conscious that the targets are lower. He acknowledged an issue regarding maths, which is a priority. An external review of maths has been planned, and ADA highlighted concerns regarding curriculum planning, as well as the quality of implementation. He also queried if students were being entered at the right tier. Feedback from the review will inform an action plan which will start to address concerns. ADA also explained that it can be a struggle to find time to implement interventions, which is being looked at by the Heads of Departments, noting that the structure of the new school day will support interventions.</p>	

Computer science is a concern in both Year 11 and Year 13, specifically quality of implementation within the classroom, noting that significant support has been put in place. ADA expanded on the support provided, recognise that complaints have focused on computer science and provision against this subject. ADA expanded on the leadership of computer science and confirmed that this subject will be offered for GCSE next year, but not A level.

ADA confirmed that the school is managing a period of observation, and support plans are in place where needed. More detailed feedback was provided at parents evening for Year 11, and specific students are being targeted for extra support; behaviour is also being closely managed. VE acknowledged that maths is an ongoing concern and ADA expanded on the current situation. He highlighted that the Head of Department was aware of the issues and needs to address these points as a matter of urgency. ADA expanded on these issues and confirmed that the planned maths review will help generate clarity regarding areas of focus.

Q: A Governor asked if there was enough time to implement change, conscious that the exams are next term.

A: ADA confirmed that the school will have a clear action plan by Thursday afternoon, which will inform the approach going forward.

SD reassured Governors that there is sufficient time for granular planning and highlighted that if required his Head of Maths can provide further support regarding tiering.

Referring to **Year 13**, ADA explained that staff are becoming familiar with Alps and Year 13 data. He expanded on Year 12 and 13 data and provided feedback by subject. DB highlighted that data does not reflect concerns regarding computer science. ADA explained that these students are very academic and completed the bulk of the curriculum last year. VE also acknowledged the impact of small student numbers on overall data. ADA outlined the impact of not having any pastoral support against the Sixth Form, which impacts directly on the Head of Sixth Form, and requires further thought going forward. He also highlighted that in general the Cricket Academy students are not as academic, which requires further thought for next year's admissions.

ADA provided feedback following the **staff consultation on proposed changes to the school day**. He outlined engagement with staff and detailed the options presented, noting that initial engagement has been positive.

Q: A Governor raised concerns that a shorter lunchbreak could be rushed.

A: ADA confirmed that 35 minutes for lunch would not be as rushed as the current approach, recognising the importance of managing throughput. He also expanded on the changes being considered to reduce queuing.

Q: A Governor asked for confirmation that the current staffing model can match this timetable.

A: ADA explained that the member of staff who will manage timetabling is currently being trained, and it is anticipated that a humanities teacher will be required as a minimum.

SD emphasised the importance of ensuring the school meets the expected weekly hours and RC asked that the cost impact of these changes be captured. DB also emphasised the importance of trying to achieve equity in the revised model.

Q: A Governor asked how the caterers felt about providing a split lunch.

A: ADA confirmed that do date they seem happy and would welcome not having to work from the main hall.

Q: A Governor asked for clarity regarding the approach to personal development at Key Stage 4.

A: ADA explained that Year 10 and 11 only see their form tutor on a Monday at assembly. The personal developments lessons on Tuesday to Friday are effectively another lesson which are covered by different teachers. The only personal development that these students can access is through drop down sessions. ADA explained that he was not confident that the school was doing enough in this area and emphasised that proposed changes will ensure that all students have a form tutor who they meet with daily. VE acknowledged that the current approach was in reaction to staffing pressures.

Q: A Governor asked for confirmation that teachers were supportive of a 35 minute lunch break.

A: ADA highlighted the focus in recognising that every second counts, and confirmed that staff understand the need for these changes.

Referring to **staffing and recruitment**, ADA highlighted the possibility of allocating periods for cover. Referring to resignations, he highlighted that pastoral roles were disproportionately represented, noting the need to confirm that the current systems and processes are manageable. Governors acknowledged this point, which was considered in more detail. ADA outline vacancies and highlighted that a Year 7 pastoral manager had been appointed. The school is also re-advertising for a Deputy Headteacher with a September start being likely. Head of Computer Science is a possibility for after Easter and ADA also detailed the situation regarding TLRs, noting the requirement to allocate these to staff.

Q: A Governor queried the timeline for the Deputy Headteacher appointment.

A: ADA confirmed that the advert runs until 28 Feb, noting scope to appoint earlier.

Q: A Governor asked for the background to this appointment.

A: ADA explained that previously the field was small, and the role was offered to the only viable candidate. The candidate did not accept the appointment for financial reasons, noting that the appointment did not match their role in the independent sector.

ADA expanded on appointments and confirmed that a Head of Business Studies will start in September. The school will also be able to access a construction course from September for ten Year 10 students; the course will run from the school and sponsorship is being sought from local businesses. ADA also explained that cover support was stretched, and it is possible parents may raise concerns.

DB shared feedback following his first SEND visit and highlighted that he had met with the SENDCo. He outlined the approach to line management of the SENDCo which is good, and ensures she is empowered to work to the priorities that she has identified. SEND accommodation is good and the range of external support providers is also positive. DB gave further feedback regarding his engagement with the SENDCo.

Q: A Governor asked for confirmation that the SENDCo has the time required to fulfil her role.

A: ADA confirmed that her teaching commitments were light.

ADA outlined planned pathways and highlighted a Year 9 options section on the school website. VE acknowledged that behaviour and suspension data was good, and thanked ADA for his work in this area. VE also highlighted the need to prepare for the SEND Review on 28 Apr 25.

7. Chair's verbal report

VE thanked DB for his engagement regarding SEND and for regularly meeting with ADA. DB highlighted that the focus had been on the more practical issues that are managed on a weekly basis. VE also confirmed that she had shared a letter from a member of staff who wanted to highlight the positive impact that ADA was having within the school.

8. Governor Training/Visits

VE asked that AM and RC confirm that they have complete the safeguarding training.

AM/RC

9. Finance paperwork

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

10. Policies

Governors ratified the following policies:

- Capability of staff
- Careers education and access policy
- Children missing in education
- Education of children looked after (CLA) and previously looked after (PLA)
- SEND Policy
- SEND Info report
- SEND local offer

VE explained that she may allocate policies when there are a number to review. RW confirmed that she will engage with Kate Biant regarding the management of policies.

11. AOB

AM confirmed that he will call Rob Collie regarding governor recruitment through Sky.

AM

Next meeting date

- Tue 25 Mar 2025 at 8am, remote meeting

Meeting ended at 10:00 am.

Signature:

**Name of
Chair:**

Date:
