



BOLDER ACADEMY

FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Andrew Dodge
Clerk: Rebecca Wilson (RW)
Date of meeting: 31st January 2023 at 8:00am
Venue: Bolder Academy

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	Present
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		Apologies
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Apologies
Eileen Sheedy (ES)	Appointed by Trust		Present
Birinder Tember (BT)	Parent Governor		Present
Kate Biant (KB)		School Business Manager	Present
Adam Bones (AB)		Deputy Head	Present
Greg George (GG)		Finance Director	Present
Liz Green (LG)		Deputy Head	
Carin Thakrar (CT)		Observer – Parent Governor from 6 Feb 23	Present

The meeting was declared quorate.

Agenda item

Action

1. New Behaviour Policy Impact

AD introduced Liz Green and acknowledged the impact that she has had on Bolder since joining the school in September; this impact was clearly reflected in the Ofsted report. Liz outlined the approach that had been taken in refining the behaviour system and detailed several points:

- Development of the rewards system.
- The detention system.
- The use and logging of report cards.
- Internal exclusions room.
- Logging of house points and behaviour points.

Liz detailed the pastoral support plan and confirmed that fortnightly strategy meetings had been introduced. In addition, the support available to students has been expanded. Liz shared the data, and outlined how it captures the impact of the new Behaviour Policy; this was expanded on in detail. She also outlined the next steps that will be taken regarding behaviour:

- The pastoral structure will be refined and will include Heads of Key Stages (new roles).
- Engagement with parents will continue to be developed.
- A student mental health survey will be undertaken to support early interventions.
- The rewards system will be further developed.

AD thanked Liz, and highlighted that she was also the Designated Safeguarding Lead.

Q: A Governor asked if the Head of Key Stages was also a teaching role.

A: Liz confirmed that both appointments are teachers and they have a teaching commitment of eighteen hours a week. FH acknowledged the improvement in consistency regarding behaviour. AB also confirmed that the detention system was tighter.

Liz Green left the meeting.

2. Apologies for absence

Apologies were received and accepted from HS and WS.

3. Declaration of interest

VE declared an interest against Item 11, as TPET CEO.

4. Minutes of previous meeting (4 Oct 22)

The minutes were approved as a true and accurate record of the meeting and were signed by the Chair.

5. Matters arising/actions

The following point was highlighted:

- **Pupil Premium.** It was agreed that Pupil Premium will be considered at FAR.

RW
(Agenda)

6. Membership – Parent Governors

AD confirmed that CT has been elected as the new parent Governor with effect 6 Feb 23. He explained that she was the only nomination against two vacancies. It was agreed that

RW

parents will be approached again in the new school year regarding the second Parent Governor vacancy.

7. Chair succession

AD thanked Governors for their response and confirmed that he will have further discussions with those who have shown an interest in the role of Chair.

8. Ofsted inspection – matters arising

AD confirmed that Governors had read the Ofsted inspection report. VE acknowledged that the autumn term had been challenging, which was compounded by a long wait for Ofsted. She emphasised that everyone had been fantastic during the inspection and passed her congratulation on to staff. ES highlighted how pleased she was that Personal Development had been acknowledged as outstanding, which is well deserving and reflects the priority this has been in the school from the very start. VE also recognised the contribution from Sky. AD confirmed that he had informed Rob Collie and had also written in the newsletter to parents. AD acknowledged the need to consider the areas of improvement that had been highlighted and AB expanded on this point, which Governors discussed in further detail.

9. HT summary report

AD referred to the summary report that had been provided by HS and asked for questions.
Q: A Governor asked how the new line up system and revised lunchtime routine was going.
A: AB thanked VE and Hazel Hughes for their support with the new timetable, which had been implemented from the start of term. This captured staff changes as well as the move to one lunch sitting. This benefited staff by effectively reducing the lunch hour from two hours to one. Staff are also able to engage with the full staff body over lunch, and the transition to a new system has run smoothly; most students are served within twenty minutes from the start of lunchtime. FH endorsed this point and confirmed that students have plenty of time to eat lunch. AD asked parents for feedback. ES highlighted that queuing had been raised but has settled. FH confirmed that some students are not happy with the hot and cold food divide. AB acknowledged that this affects a small group of students and emphasised the positive impact of not having to queue outside. GG highlighted that the caterers had been very responsive to the new approach. AD highlighted that the school will be open tomorrow for Year 11 and vulnerable students. AB confirmed that it was expected that forty staff will strike, although it is anticipated that staff from each subject area will be in school.

Q: A Governor asked what had been planned regarding Duke of Edinburgh.

A: AB confirmed that Year 10 are doing the Silver award, which was relaunched after Christmas. The Silver expedition will take place in the summer. AB confirmed that he will highlight the need for greater clarity regarding communication. Year 9 will undertake the Bronze award, noting that the current Year 11 completed Bronze in Year 9.

AB (HS)

10. Sixth Form

AD referred to the paper that had been circulated and confirmed that the intent was for the Sixth Form to open as planned. AM asked for clarity regarding the risks against the Sixth Form. AB explained that there were worries regarding pupil numbers, which are grade dependent. He also highlighted that pupils can change their mind over the summer. He confirmed that the subject offer fits the current staffing structure, and that the financial element was being proactively managed. VE emphasised the importance of considering the

curriculum offer to confirm that a stable staff body can provide against this, noting that beyond this the risk is financial. FH highlighted that staff are generally keen to teach at Sixth Form, and this opportunity will be retention positive. VE highlighted that it is also important to ensure that staff are prepared to teach at Sixth Form, and AB expanded on the planning work that has taken place.

Q: A Governor asked if exit interviews had been completed, and if any general trends had been identified.

A: AB confirmed that last term staff had left for a variety of reasons: personal or to relocate; career progression; Bolder not a fit for the longer term. He confirmed that no clear trend had been identified.

Q: A Governor asked if the school had implemented a retention bonus.

A: AB confirmed that this was not in place at present.

AD confirmed that he had met with VE and HS to consider the challenges facing the Sixth Form against current planning timelines, and that the school is working to the Governors preference. VE confirmed that the curriculum offer had been reviewed and the subject offer had been built around a stable staffing structure, ensuring that the school does not rely on one member of staff against niche subjects. She confirmed that the school had mitigated any risk linked to the curriculum offer, recognising that this will result in fewer subjects being offered. AB highlighted that computing remains an area of focus and staff recruitment coupled with partnership working should mitigate this.

Q: A Governor asked if retakes will be offered at Sixth Form.

A: VE explained that English and maths will continue for students taking BTEC of A level.

11. MAT Proposal

See confidential minutes.

12. Chair's Report

AD outlined his engagement with the school since the last meeting.

13. Governor Training / Visits

AD thanked JK for visiting the school. He confirmed that he will undertake a safeguarding visit, and highlighted that WS will take on the safeguarding role going forward. AD confirmed that he will also discuss potential visits with HS, and plan ahead.

AD
AD

14. Finance paperwork

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

15. Policies

Governors ratified the following policies:

- Risk Management Policy (Last review February 2022)
- SEND Information Report (2022). The Accessibility Audit Plan to be added at page 8 and Complaints Procedure at page 11.
- SEND Local Offer (2022)
- SEND Policy (2022)
- Off-site Educational Visits (2020)
- Visiting Speaker Policy (2021), add to expected behaviour point regarding social media responsibility.

HS

16. AOB

AD thanked JK and BT for their support as Parent Governors. Following further discussion, it was unanimously agreed that JK should remain a Parent Governor until 31 Jul 23. JK was duly re-appointed until this date.

Next meeting date

- Tue 31 Jan 23 at 8am

Confidential minutes have been filed separately.

Meeting ended at 9:15 am.

Signature:

Andrew Dodge

Name of
Chair:

ANDREW DODGE

Date:

28/03/2023