



BOLDER ACADEMY

FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Andrew Dodge
Clerk: Rebecca Wilson (RW)
Date of meeting: 28th June 2022 at 8am
Venue: Virtual meeting

Attendance:

Name	Governor	Other	Present / Apologies / Absent
Rob Collie (RC)	Appointed by Trust		Present
Rajiv Chandra (RCh)	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		Apologies
Andrew McCaffer (AM)	Co-opted Governor		Apologies
Wendy Smith (WS)	Appointed by Trust		Present
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Present
Eileen Sheedy (ES)	Appointed by Trust		Present <i>and</i>
Birinder Tember (BT)	Parent Governor		Present
Kate Biant (KB)		School Business Manager	Present

The meeting was declared quorate.

Agenda item	Action
1. Apologies for absence	
Apologies were received and accepted for JK and AM.	
2. Declaration of interest	
No Governor declared an interest that may conflict with the meeting agenda.	
3. Minutes of previous meeting (17 May 22)	
The minutes were approved as a true and accurate record of the meeting and were signed by the Chair.	
4. Matters arising/actions	
The following points were highlighted:	
- Governor visit. JK to visit the school in February to discuss the impact of the diversity workshops with students. <u>This visit will take place in the summer term.</u> <i>Outstanding</i>	JK
- Staff attendance at meetings. HS confirmed that she was in the process of finalising staff contribution to FGB meetings for 2022-23.	
- Cyber security training. <u>KB confirmed that she will chase those Governors who have yet to complete cyber security training.</u>	KB
5. Agree meeting dates, 2022-23	
Governors were reminded of the meeting forecast for 2022-23 and <u>RW confirmed that she will swap AM with RC for the Annual HT performance management meeting.</u>	RW
6. Headteacher Report / SEF	
AD confirmed the content of the Headteacher's Report and HS asked for questions, starting with Quality of Education.	
Q: A governor referred to the data that had been received and asked if there had been any surprises.	
A: HS confirmed that this was the first time the school had completed a set of mocks, which has generated a very clear picture. Significant staff turnover has impacted against specific subjects and was expected. Head of Department analysis is thorough and will inform future work. HS acknowledged that departments knowledge at individual student level is strong and ensures clarity.	
Q: A Governor queried the difference between predicted and actual grades.	
A: HS confirmed that mock results show a Progress 8 score of +0.03 against professional predictions of +0.58. HS acknowledged that these predictions were high, and VE highlighted that there was a danger that something could be missed because of this. HS acknowledged the value of the Head of Department analysis, which is more realistic. AD outlined how the Progress 8 score is calculated.	
Q: A Governor asked what percentage of pupils will be measured against Progress 8.	
A: AD confirmed 144 pupils out of 150.	
AD outlined the recommendations highlighted against this section of the report:	

- First FGB in the Autumn Term, the meeting is used to hear from current Heads of Department alongside new Head of Departments in the priority subject areas.
- SEND Leads present to Governors on how to address underachievement. ES confirmed that she will engage with this.
- Governors continue to ask subject leaders how they are ensuring high quality assessment data and information.
- A potential middle leaders meeting is used to review Key Stage 3 results and Governors join this to hear evaluations and next steps. HS confirmed that she will arrange this meeting and ask for volunteers; VE confirmed that she will attend.

RW
(Agenda)
ES

HS

AD asked that HS and FH give a flavour regarding the approach taken by subject leaders. FH outlined the training and CPD that has taken place, with an ongoing focus on standardisation of predictions. HS confirmed that all departments had been asked to capture specifics, including CPD time. Several staff are examiners which enhances the school's ability to support other staff.

Q: A Governor asked if moderation took place with other schools.

A: HS confirmed that this takes place with more practical subjects e.g., Art, noting that the recent mock exams have been based on past papers.

Q: A Governor asked if an external examiner could consider a sample of the mock papers.

A: HS confirmed that this was a good idea and will explore further.

AD asked for feedback from Parent Governors regarding the mock exams, which was provided. HS acknowledged that this was a new experience for the year group and recognised the resilience and maturity that was demonstrated. This was good preparation for next year, e.g. working in the hall, and students celebrating completion of the exams.

Q: A Governor questioned the approach to managing grade predictions, noting the difference between predictions and actual results.

A: HS confirmed that detailed analysis regarding the impact of individual students is taking place and will help to explain this discrepancy e.g. some students are in alternative provision due to social and emotional health needs. VEA confirmed that students will also take mock exams in Year 11, which is another opportunity to help students and parents prepare. FH confirmed that sessions are being planned to help inform parents how they can support their children during exams.

AD referred to the **Behaviour and Attitudes** section of the report and shared the exclusion data, noting the disproportionate spread amongst Year 8. HS acknowledged this point and highlighted that a new behaviour system has been implemented, supported by an exclusions room. Further work is required, although changes are starting to have an impact. This half term another Aspire group has been set up for students who are repeatedly receiving fixed term exclusions. Some students are finding school life very challenging and alternative provision has been necessary. The school is good at analysing ongoing trends which informs strategic decisions.

Q: A Governor asked if the upward trend in internal exclusions and suspensions was reflective of other schools in the area.

A: HS confirmed that she had seen this increase reflected through inspections and data from a large academy trust. AD and VE endorsed the wider upward trend across education.

AD referred to attendance, and highlighted data that had been circulated. HS confirmed that attendance was lower than pre-pandemic but is higher than national levels. Tracking systems are even tighter, noting a small group of students who are persistent absence; a few have named places at alternative provision. The school will refer to EWS when appropriate and some families have been fined. AD confirmed that he is confident that the school is doing everything it can to maximise

attendance. He referred to the mobility data and HS acknowledged that this continues to be a challenge, both in terms of in flow and out flow, highlighting that another ten students started last week. Management of curriculum needs can be challenging, although this is supported by robust record keeping. The school provides strong advice to dissuade regarding home education. VE highlighted that having ten students return to home education was high, highlighting the importance of maintaining detailed evidence regarding parental engagement. HS confirmed that this is in place, and the school will refer to other agencies when there are concerns regarding a student. AD confirmed that there were no further questions relating to the data provided. AD confirmed that Governors will review the fixed term and internal exclusion data again in the spring term.

RW
(Agenda)

AD referred to the **Personal Development and Leadership & Management** section of the report and confirmed that there were no specific questions.

HS highlighted that the recruitment against the geography, food and science vacancies had not been successful; these posts had been exceptionally challenging to fill; recruitment is ongoing. It has been decided that Year 9, going into Year 10, will not be offered Food Technology due to staffing; current Year 10 will continue their course and contingency plans are in place. AD acknowledged that recruitment is a problem across education. Referring to Sixth Form planning, HS highlighted that Kate Rogers has spoken to 132 students, with 55 confirming that Bolder is a definite for Sixth Form; HS listed alternative destinations that are being considered. She outlined the top five current subject choices from students and confirmed that work will also be undertaken regarding university pathways.

Q: A Governor queried the option for external students to apply to Bolder Sixth Form.

A: HS confirmed that this was an option, although initially it will be challenging to recruit students from other schools.

VE highlighted the importance of analysing the predicted grades of the students who are interested in staying for Sixth Form to ensure the subject offer matches the ability of the year group.

Q: A Governor asked if A level subjects had been confirmed.

A: HS confirmed that the subject offer will be shaped by mock results.

As a final point, HS highlighted that the SLT have had to absorb a significant amount of additional work relating to behaviour, and AD confirmed that he will write to staff who have been affected this year.

AD

7. FAR Committee Report

AD referred to the FAR Cttee report that had been compiled by AM. RC confirmed the key points, highlighting that this year the deficit has reduced, recognising that a deficit had always been forecast with the intent of investing in education. The budget was reviewed by the Committee and has been proposed for ratification. The budget has a level of deficit which is not sustainable in the long term but is appropriate for next year. The Committee also considered the appropriate level of reserve, which should sit within a specific window. The Internal Scrutiny Report was noted, recognising the requirement to review the Reserves Policy, which has been actioned.

8. Teacher retention and survey feedback

AD referred to the survey feedback and acknowledged that very few people mentioned pay, recognising the current focus of some teaching unions. He also acknowledged that travel was becoming an issue. VE highlighted that the train strikes have helped to identify possible alternatives, which could be reviewed to

support staff. FH thanked AD for the significant amount of work he has undertaken in this area, which is very much appreciated by staff. RC highlighted a salary sacrifice scheme for electric cars which is supported by site infrastructure. WS confirmed that Ealing has a similar scheme for teachers and KB confirmed that she will investigate this further. KB confirmed that staff parking was challenging, with ten members of staff currently on a waiting list; all fifty spaces are allocated. VE confirmed that electric bikes can be bought through the biking to work scheme; KB confirmed that she will highlight this to staff.

KB

KB

9. Chair's report

AD confirmed that the ESFA have been informed that a Financial Director has been appointed. He highlighted the summary that had been provided to the auditors regarding the development session for Governors and confirmed the priorities that had been agreed for 2022-23:

- Succession planning, including identifying a new chair by June 2023.
- Embed recently appointed governors.
- Successfully appoint and induct 2 new parent governors to be elected in February 2023.
- Make the development of the Sixth Form a key focus.
- Increase engagement with students and staff (e.g., social event with staff).
- Governors to visit committees if they would like to know more about their work.

10. Safeguarding report

AD referred to the report and highlighted the Section 175 Safeguarding Audit, and the update regarding DBS check management.

11. Budget 2022-23

RC shared slides capturing key points regarding the budget. He referred to the summary on page 6 which shows an increase in income as the school grows. Expenditure also grows, noting that the revenue balance is negative for the three years. The FAR Committee had discussed this point in detail, recognising the impact on the level of reserves. RC outlined the criteria detailed in the Reserves Policy and confirmed that the Committee were content regarding Year 1 of the budget, noting greater uncertainty against Years 2 and 3. He also acknowledged that the budget was prudent, recognising that there is the possibility of further income going forward. AD confirmed that the Board approved the proposed budget for 2022-23.

12. Finance paperwork

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

13. Policies

Governors ratified the following policies:

- Reserves Policy

14. AOB

No points were raised.

Next meeting date

- Tue 4 Oct 22 at 8am, at Bolder Academy

Meeting ended at 9:15 am.

Signature: Andrew Dodge

Name of Chair: ANDREW DODGE

Date: 04/10/2022