



BOLDER ACADEMY
FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Andrew Dodge

Clerk: Rebecca Wilson (**RW**)

Date of meeting: 30th March 2021 at 8:00am

Venue: Remote meeting due to COVID-19

Attendance:

Name	Governor	Other	Present / Apologies / Absent
Rob Collie (RC)	Appointed by Trust		Present
Andrew Dodge (AD)	Appointed by Trust		Present
Victoria Eadie (VE)	Appointed by Trust	Also a Member	Present
Bethan Jones (BJ)	Staff Governor		Present
Jo Killingley (JK)	Parent Governor		Present
Wendy Smith (WS)	Appointed by Trust		Present
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Present
Eileen Sheedy (ES)	Appointed by Trust		Present
Birinder Tember (BT)	Parent Governor		Present
Kate Biant (KB)		School Business Manager	Present

The meeting was declared quorate.

Agenda item	Action
<p>1. Apologies for absence</p> <p>All Governor were present.</p>	
<p>2. Declaration of interest</p> <p>No Governor declared an interest that may conflict with the meeting agenda. No Governor highlighted a change to their declaration of pecuniary interest.</p>	
<p>3. Minutes of previous meeting (2 Feb 21)</p> <p>The minutes were approved as a true and accurate record of the meeting. The Chair signed the minutes and emailed them for filing.</p>	
<p>4. Matters arising/actions</p> <p>All actions were completed.</p>	
<p>5. HT Report</p> <p>AD explained that given the pressures of Covid and the premises move, he had asked HS to provide a short Headteacher Report. He asked HS if she had any additions to the report. HS confirmed that the school has done further reviews, and has looked at additional literacy intervention and emotional, behavioural and welfare needs; this will inform additional interventions post Easter.</p> <p>Q: A Governor questioned parental feedback. A: HS confirmed that a parental survey was completed, which reflected the feedback received from students.</p> <p>Q: A Governor asked if concerns had been raised by parents or any particular challenges. A: HS confirmed that the school has actively worked with the concerns raised by parents and had received some lovely messages on return to school. JK confirmed that the second lockdown was better and was more engaging. This point was endorsed by BT, who highlighted that students also had to manage a lot of screen time. ES highlighted that she liked the balance of live and recorded lessons, which fitted with the approach taken by primaries.</p> <p>AD referred to page 2 and highlighted that he was mindful to avoid using reductive terms such as 'recovery' or 'catch up'. HS recognised that there was significant work to do in this area, and the impact of previous trauma for some students is clear; students also recognise that their self-esteem has been impacted. After school clubs have been saturated and library hours have also been extended. HS also recognised the need for additional counselling. VE highlighted the importance of remembering what we are good at whilst taking the positives from the experience, recognising that skills and independence have developed. She also highlighted the importance of students having fun social time; they need joy in their lives. HS recognised the positive feedback she had received from lockdown.</p> <p>Referring to the GCSE offer, AD highlighted that he was disappointed that music was not an option and asked if it would be offered the following year. HS explained that the offer is dependent on the requests from students. JK highlighted that students have not been fully introduced to drama and music and acknowledged that the new</p>	

building will help with this provision. AD confirmed that there were no questions against the Behaviour & Attendance and Safeguarding sections of the report. Referring to the Leadership & Management, AD asked for an explanation regarding the Fair Access Panel. VE outline the Fair Access criteria and explained that children who fall into this category are considered by the Fair Access Panel. The Panel can direct a school to take a child which is an in / out process and managed fairly across all schools in Hounslow. Primary and secondary leaders sit on the Panel, and in normal circumstances it would sit weekly.

Q: A Governor asked if the school had received any positive lateral flow tests.

A: HS confirmed that there had been three positive tests and the students had been sent home. She also highlighted a fourth identified through home testing. VE confirmed that figures were reflective of data across Hounslow.

Q: A Governor queried the number of applicants to the school and asked if it would be full.

A: HS confirmed that the admissions team have indicated that the school will be full. VE highlighted that this was an achievement, conscious there are lower numbers this year.

AD confirmed that he will pass on thanks from the Governor Board to all staff.

AD

6. Governors' engagement with school

VE confirmed that she had met with staff, who were extremely positive and upbeat, and recognised the challenges that they had been managing. She had seen a positive picture of a very resilient group of young people who are keen to do their best. She confirmed that they all have someone to turn to for help and emphasised how much she had enjoyed meeting them. AD confirmed that he had attended the mental health session that was run for parents, and recognised the challenges faced by the wider school community. HS highlighted that parents were more responsive to one-on-one sessions but were not so engaged with the options process; parental engagement will be promoted going forward.

7. FAR Committee report

RC confirmed that the management accounts are over budget this school year for understandable reasons. The budget assumptions were agreed and will inform the budget for next year. Internal scrutiny and GDPR reports were considered, they were both very thorough reviews with no concerns raised. TPET has actively supported Bolder as a smaller school. Bolder will pick up the HR element next school year, and the school will take on finance the year after. RC highlighted that Governors are extremely grateful for the support that has been received from VE and TPET. Contracts were considered and the cleaning contract has been agreed, with catering still under review.

8. Alternative provision

AD asked Governors to outline the alternative provision provided by their schools. ES confirmed that alternative provision is offered at Isleworth Town for struggling pupils and those on fixed term exclusions. The school buys in support from a play therapist as well as behavioural support and subscribes to The Bridge. ES highlighted that many primaries are considering stopping this support, although this form of alternative provision is needed, as well as access to outreach programmes. VE confirmed that additional provision was provided in school to offer additional support and outlined this in more detail. She confirmed that options of external support to KS4 was becoming more limited. WS highlighted that her school did not have a significant issue with exclusions. The school does use The Thrive

programme and is buying into this more. A few pupils have recently lost parents, so bereavement is also being managed by the school.

HS explained that she has run a trial for eight Year 9 students. She wanted to take a different approach and was concerned that these students were facing exclusions, which she was keen to avoid. These students work at a different site, in small groups to a full timetable with the strongest teachers, whilst also receiving a lot of wrap around support and mentoring. Two and a half weeks in, the students are very responsive and are keen to return to mainstream education. BJ confirmed that the approach was working well, and students were able to access timetabled subjects. The approach is positive and is having a clear impact, noting that students are motivated and keen to return to mainstream education. HS acknowledged that it was early days, and an evaluation and review is needed.

9. Chair's report

Referring to his report, AD added that he had recently completed training which had highlighted the importance of managing Headteacher wellbeing. The constant updates and directions from the DfE were a significant cause of stress to Headteachers, coupled with the requirement to manage the anxieties and demands of the school community. It was recognised that the greatest support to Headteachers was that provided by other Headteachers, and HS also recognised the efforts and contributions of staff.

Q: A Governor asked for background to the newly appointed Director of Sport.

A: HS gave the background to the individual joining the school and confirmed the focus will be on competitive sport and income generation to support school sport through community use of the sports facilities.

10. Governor training

AD asked that relevant training be highlighted to RW when completed.

All Govs

11. Meeting dates 2021-22

The proposed meeting forecast for 2021-22 was agreed. RW confirmed that she will send out meeting invites.

RW

12. Latest management accounts

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

13. Policies

Governors ratified the following policies:

- Exclusions
- Preventing Extremism
- Anti-Fraud and Corruption
- Designated Teacher for LAC and previously LAC
- Reserves Policy

VE highlighted the value of staff and Governors completing exclusion training which is available through HEP. Referring to the Preventing Extremism Policy, Teacher Regulation Agency needs to be updated on page 4. The Reserves Policy was recommended by the FAR Committee.

HS

14. AOB

Referring to the GB Development session that was scheduled for 8 Jun 21, it was agreed to move this to Tue 15 Jun. HS and VE also confirmed that they will consider how to manage the external adviser requirement for Headteacher Performance Management.

HS & VE

Next meeting date

- Tue 18 May 21 at 8am, remote meeting

Meeting ended at 9:00 am.

Signature: 

Name of Chair: Andrew Dodge

Date: 18th May 2021