



BOLDER ACADEMY

FULL GOVERNING BODY MEETING MINUTES

Company Registered Number: 8932893

Chair: Andrew Dodge
Clerk: Rebecca Wilson (RW)
Date of meeting: 1st December 2020 at 8:00am (following on from AGM)
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
Adam Bones (AB)		Deputy Headteacher	Present
Naomi Quinnell (NQ)		Head of PE	Present

The meeting was declared quorate.

Agenda item	Action
1. Apologies for absence	
<p>All Governors were present.</p>	
2. Declaration of interest	
<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>	
3. Governing Body Membership	
<p>AD confirmed that there were no changes to membership.</p>	
4. Minutes of previous meeting (6 Oct 20)	
<p>The minutes were approved as a true and accurate record of the meeting. The Chair signed the minutes and emailed them for filing. <u>VE confirmed that she will meet with staff to consider staff wellbeing.</u></p>	VE
5. Matters arising/actions	
<p>All points from the previous meeting were closed.</p>	
6. Governor attendance	
<p>AD highlighted that attendance is detailed on pages 11 & 12 of the annual accounts and has been excellent for the year.</p>	
7. Committee Terms of Reference	
<p>Governors agreed the following committee Terms of Reference:</p> <ul style="list-style-type: none"> - Pay Committee - FAR Committee, noting changes to the Terms of Reference and the need to monitor risk 	
8. Companies House Annual Return	
<p>AD confirmed that the Companies House Annual Return has been signed off.</p>	
9. PE curriculum	
<p>HS explained that she wished to share the development of the PE curriculum and introduced Naomi Quinnell who is the Head of PE; PE is directly managed by Adam Bones. Naomi outlined the curriculum intent and confirmed that the PE curriculum has been remodeled in line with the national curriculum. She explained that competition is declining through KS3 and KS4 and confirmed the three main areas of focus for the intent:</p> <ul style="list-style-type: none"> - To educate students to be healthy, happy young people - To allow all students success - The students to experience a broad range of activities 	

Naomi outlined the feedback that had been captured from student voice and confirmed that the Year 7 model has been extensively reviewed through the Youth Sport Trust. It has also been reviewed by three additional leaders, one of whom is a headteacher with a PE background; the process has been extensive. She confirmed that the curriculum covers a breadth of sports which were outlined, as well as depth of skill.

Naomi outlined wider sporting provision and confirmed that Bolder had twice been the top secondary school in the past 6 weeks in the London Youth Games virtual challenges. The school has entered Sport Impact for pentathlon and cross country and will also introduce house and form competitions and will develop community links. Naomi confirmed future plans for PE and also updated Governors on sporting fixtures. She outlined the internal competitive sports program that has been planned for the school.

Q: A Governor asked if wider sports provision would apply to all years or specific cohorts of students.

A: Adam confirmed that all year groups will go to Harlequins, although it is being trialed by one year group. This intent to expand to the whole school applies to all sports.

Q: A Governor asked for confirmation that those students who are taking part in team training will not be able to also take part in the Duke of Edinburgh award scheme, questioning if they were being penalised.

A: Adam confirmed that this was part of the wider discussion about the Being Bold sessions for Year 9, and their current focus on team sports and Duke of Edinburgh. Training can take place after school but will have an impact and financial consequences. Lunchtime is not practical due to time limits.

A Governor highlighted the importance of balancing breadth of opportunity with specialist team training. Another Governor suggested that the focus on team sports should take place outside of the school day and that financial consequences were manageable. It was agreed that competitive sports will not be part of the Being Bold package, which will allow all of Year 9 to access Duke of Edinburgh.

ES highlighted that she has met with some of her past pupils who have highlighted how popular the move to Grasshoppers has been. HS confirm that the school is really looking forward to moving to the new building which will facilitate an extensive indoor and outdoor sports offer. The school is making every effort to overcome current obstacles. VE highlighted the value of having a fulltime coach, possibly male, who knows the school well.

NQ and AB left the meeting

10. 10.1: Headteacher Report – Quality of education

AD referred to the Headteachers Report and suggested that it be considered by section. He referred to quality of education and highlighted that no member of staff is delivering outside of their subject area. He also highlighted that Bolder is the highest attending school for Subject Networks. AD asked for questions.

Q: A Governor highlighted that the Assessment Policy was reviewed and asked if there were any changes.

A: HS confirmed that the assessment window has widened, and that SEF week reviews for individual departments has provided feedback.

Q: A Governor asked if study skills have been introduced for Years 7 & 8.

A: HS confirmed that no subjects have been dropped and the focus has been on literacy during these seasons. VEA recognised that accelerated reading and catch-up reading schemes are interesting.

AD highlighted the recommendation to Governors detailed at the end of this section and HS suggested that educational experts on the Board check SLT evaluations, working with specific areas such as SEND.

10.2: Headteacher Report – Behaviour and attendance

AD highlighted that behaviour was positive and no student has received a fixed term exclusion more than once. HS confirmed that a group of students has found the return to school challenging. There has been poor behaviour and disagreements, particularly at social times, and the school is looking at offering an early internal intervention programme. HS recognised the benefits and impact that Dominic, the basketball coach, has had on students. She also recommended that Governors engage with student voice activities that are focused on behaviour and attitudes.

HS highlighted that most students have completed two student questionnaires that cover wellbeing and a wider school piece. Over 80% of students said that there was an adult in school who they could talk to. 84% of students strongly agreed that they feel safe in school. Of those students who did not feel safe, their concerns related to Woodbridge Park students and COVID-19. 93% of students said that the school encourages diversity and respect for one another. Students have asked for their phones at lunchtime; this will not happen. They have also highlighted that they receive too much homework, which is being considered. Regarding wellbeing, HS highlighted that students have referred to strong friendships and relationships. She also highlighted that students emotional state and self-image are areas that require further support, whilst also confirming the programmes that are already in place.

10.3: Headteacher Report – Personal development

No questions were raised.

10.4: Headteacher Report – Leadership and management

HS recommended to Governors the importance of continuing to support and review the impact of COVID-19 on senior leaders; AD confirmed that this will be looked at in more detail at Item 13.

10.5: Headteacher Report – Subject reviews

Referring to the subject reviews that had been circulated, AD asked ES and VE for comment. VE confirmed that they were very thorough and very good. She is interested in the questions to teachers and pupils and thought reviews were very well put together. HS confirmed the structure of the reviews and highlighted that every review had a student focus. ES recognised that the next steps had clarity and hoped that they were manageable for staff. HS confirmed that staff are to develop high priority areas that will be captured in an action plan.

11. Governors engagement with the school

ES highlighted that she and WS met with Fran Gibney. She confirmed that Fran has a holistic view of SEND in the school and knows and understands how SEND students need to be supported. Quality first teaching is needed for SEND pupils, with a holistic approach that ensures each individual student is supported. Fran talked about the crossover with SEND and the pastoral team, noting that multi-agency support was extensive. Progress of SEND students was considered and it is clear SEND is well managed across the school. WS recognised the positive,

inclusive language and the need to highlight positive impacts. She also highlighted that Fran oversaw over 40 pupils and recognised that this number will increase with the size of the school. ES acknowledged that parents can be challenging and recognised that Fran encourages positive relationships and is very diplomatic. Bolder is a small school and this has clearly attracted a large number of SEND pupils.

JK confirmed that she had met with Danielle Warren and Adam Walthaus to look at PSHE and RSE. She highlighted that PSHE was non-statutory and RSE was statutory. RSE covers specific areas by year group, with teachers tailoring subjects to fulfil the needs of students; teachers will tackle issues as they come up and have a fluid approach. PSHE is an important area of the curriculum and equips students to manage challenging situations; JK outlined the areas covered. She confirmed that it was delivered in multiple ways, including discussions, tutor time, Being Bold lessons and assemblies. JK confirmed that she was extremely impressed with Danielle and Adam, who are both committed and passionate about their subject areas.

BT confirmed that he considered spiritual, moral and social and spoke with Adam Walthaus and Connie Howley; they are both very passionate about the subject. They talked about integrating this area into the curriculum and outlined the areas covered and implementation, noting that the approach taken is very broad. BT questioned how well this is measured and suggested support from Sky regarding external evaluation of effectiveness. AD highlighted that this could be linked to student surveys and HS confirmed that this area was a strength of the school.

12. FAR Committee Report

RC confirmed that a summary of the FAR Committee meeting had been circulated; there were no questions.

13. Staff well-being

AD asked Governors to provide feedback on how wellbeing is being supported in their schools. ES highlighted the importance of the small things such as providing tea and coffee. She also confirmed that she is flexible with staff appointments during the school day, has trained three mental health first aiders and encourages team meals to ensure personal contact and also support staff who are suffering from anxiety. WS highlighted that Three Bridges has turned the dining hall into a staff space and have been supportive of pregnant staff. The school has engaged with the community and has also actively supported staff through remote social engagement. VE highlighted that all staff at Springwest have completed a mindfulness course and the focus is on communicating, listening and adapting. She questioned the level of support provided to senior staff, recognising that they have taken the brunt of the impact of COVID-19.

HS recognised that AD checks in regularly. She highlighted that staff are doing their very best, noting that emotions are raw. It is not possible to do everything, all of the time, at the highest standard; something will give. AD confirmed that he will write to all staff thanking them for all they have done this year.

AD

14. Chair's verbal report

AD confirmed that he was meeting regularly with HS and was trying to meet physically when possible; he has visited both sites.

15. Governor training

Governors were asked to highlight any training they have completed to RW.

16. Latest management accounts

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

17. Policies

AD highlighted that the GDPR Policies had been agreed by email in June. Governors ratified the following policies:

- Careers Education and Access Policy
- H&S Policy – recommended by FAR Committee

18. AOB

No points were raised.

Next meeting date

- Tue 2 Feb 21 at 8am, remote meeting

Confidential minutes have been filed separately

Meeting ended at 10:25 am.

Supporting documents:

- PE curriculum presentation

Signature: Andrew Dodge

Name of Chair: ANDREW DODGE

Date: 02/02/2021