



**BOLDER ACADEMY**  
**FULL GOVERNING BODY MEETING MINUTES**

**Company Registered Number: 8932893**

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**Chair:** Victoria Eadie

**Clerk:** Rebecca Wilson (RW)

**Date of meeting:** 25<sup>th</sup> June 2024 at 8:00am

**Venue:** Remote meeting

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**Attendance:**

<b>Name</b>	<b>Governor</b>	<b>Other</b>	<b>Present / Apologies / Absent</b>
Rajiv Chandra (RC)	Appointed by Trust		Apologies
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		Present
Andrew McCaffer (AM)	Appointed by Trust		Apologies
Wendy Smith (WS)	Appointed by Trust		Present
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Present
Carin Thakrar (CT)	Parent Governor		Present
Mark Needham (MN)			Present
Jonny Hurn (JH)		AHT 6 <sup>th</sup> Form	Present
Greg George (GG)		Finance Director	Present

The meeting was declared quorate.

Agenda item	Action
<p><b>1. Apologies for absence</b></p> <p>Apologies were received and accepted for AM and RC.</p>	
<p><b>2. Declaration of interest</b></p> <p>No one declared an interest that may conflict with the meeting agenda.</p>	
<p><b>3. Minutes of previous meeting (14 May 24)</b></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><b>4. Matters arising/actions</b></p> <p>The following points were highlighted:</p> <ul style="list-style-type: none"> <li>- <b>Website updates.</b> <u>RW confirmed that she will send website updates to KB.</u></li> <li>- <b>Headteacher Performance Management.</b> DB confirmed that Jane Guest would be able to support with performance management.</li> <li>- <b>Staffing structure.</b> HS confirmed current vacancies: 1 x TA; 1 x site operative; 1 x co-Head PE; English humanities teacher. She also confirmed that the timetable has been written and is tight.</li> </ul>	RW
<p><b>5. Annual review of complaints</b></p> <p>VE confirmed that the annual review of complaints had been shared.</p>	
<p><b>6. Sports and cricket academy</b></p> <p>Mark Needham (MN) shared highlights regarding the sports academy and outlined recent results, which were very strong. He outlined the intake for next year, conscious that the cricket team will further benefit from being able to draw from two year groups. He confirmed that nine candidates are expected to join Bolder, with a further eight possibilities. MN detailed planned engagement for July and August, to support a September start, and confirmed areas of focus over the next few months.</p> <p>Q: A Governor queried current numbers in Year 12.  A: MN confirmed that there were six students in Year 12.  Q: A Governor asked if numbers were sufficient, for the sports academy to be viable.  A: MN confirmed that the ideal would be 15 students against each year group, which is higher than other cricket academies in the local area.  Q: A Governor asked if four nets would be sufficient to support thirty students.  A: MN explained that he would be able to sequence the use of the nets, and increased student numbers would allow access to additional subject blocks which would improve the school offer.  Q: A Governor queried the lowest number of students required for the cricket academy to be viable.  A: MN confirmed that 10 is the minimum, although additional students would cover potential leavers whilst also ensuring quality cricket.  MN emphasised the importance of ensuring a high-quality cricket offer within the state education system.</p>	

## 7. Recruitment strategy for Sixth Form

Jonny Hurn (JH) outlined the approach taken regarding 6<sup>th</sup> Form recruitment and detailed engagement with both internal and external students. Sixty students are planning on attending the induction day, compared to forty-four last year. JH shared expected grades, noting that twenty-one students are secure; this number is expected to increase. He detailed the next steps regarding recruitment, the approach to results day and subsequent engagement. The possibility of collaborating through a Sixth Form consortium is being considered, the focus being on geography and computer science. VE highlighted that some schools ask pupils to sign up for Sixth Form in the summer term of Year 10 and suggested that Year 10 engagement could be a consideration. HS endorsed this suggestion and emphasised that the conversation with students should start in Year 7.

Q: A Governor queried the factors that are impacting on the current Year 11 when considering Sixth form at Bolder.

A: JH explained that the Sixth Form is currently promoted as a family orientated EBacc pathway, with a STEM focus. This very much encompasses to 40-60 students who take triple science, recognising that some will go to other Sixth Forms. JH recommended that at the start of next school year Governors consider the pathways offered as well as the students being targeted, as part of a wider strategic conversation which supports the marketing of the Sixth form going forward.

RW  
(Agenda)

*MN and JH left the meeting*

## 8. Chair and Vice Chair for next year

VE explained that she had not been planning on continuing as Chair beyond this year. Having spoken to AM, she explained that he is still settling post maternity leave. VE confirmed that she had also spoken with DB and is happy to continue to Chair the meetings if DB can provide wider support. She confirmed that Governors supported this approach, recognising that the formal process of appointment will be followed at the start of next school year. It was agreed that VE, DB and AM will talk this through in more detail, recognising the importance of ensuring that Andy De Angelis (ADE) is appropriately supported.

VE, DB,  
AM

## 9. Headteacher's Report

HS confirmed that the success criteria and impact measures from the Development Plan have been presented to Governors. She acknowledged pleasing information, particularly in relation to behaviour and attendance. She confirmed that she had shared next steps for the new school year with ADE, the focus being on teaching and learning and classroom engagement. Absence management also needs some attention, conscious of national levels regarding staff absence. HS summarised the current situation regarding teaching staff absence (3 at Stage 1, 4 members of staff have received OH referrals) as well as support staff (2 at Stage 1, 4 with OH referrals). HS also acknowledged the impact of staff absence on quality of teaching and support; this information has been shared with ADE.

Q: A Governor asked if Andy would pull together the Development Plan.

A: HS confirmed that she was happy to do this work but emphasised the importance of ADE having ownership of this work.

HS referred to safeguarding and highlighted four on Child Protection (CP), nine Children in Need (CIN), two Looked After Children (LAC), four previously LAC, seven under multi agency referrals, seven with risk assessments for self-harm. Internal exams are currently being

marked, and HS highlighted that reading test data was looking very positive and expanded on the clear impact.

Q: A Governor acknowledged the positive feedback that had been shared and asked for more detail regarding handover between Headteachers.

A: HS outlined the areas covered and acknowledged that ADE had been extremely receptive. She also detailed his engagement with staff.

Q: A Governor asked if senior leaders were more reassured.

A: HS acknowledged that change always raises concern but confirmed that having met with ADE staff were happier. VE also expanded on interviews that have taken place with ADE for two internal leadership roles and confirmed appointments.

HS highlighted that the school will support 27 trainees next year, which needs to be an area of focus.

#### **10. Finance and Audit Committee Report and budget, 2024-25**

VEA confirmed that the FAR Committee had met, and following extensive work were ready to recommend the budget to the Board. GG referred to the management accounts and confirmed that a small surplus of £43k was anticipated against the original outturn plan, noting that initially a deficit of £240k had been anticipated. He emphasised that there was stability in outturn which would support a balanced the budget. Referring to the budget, GG highlighted a small surplus is expected for the first year. A Deputy Headteacher has been deferred until January 2025, recognising that minor adjustments against staffing should not impact significantly. A small deficit is forecast for year 2 and year 3, which is considered prudent and realistic. The importance of securing pupil numbers was acknowledged, recognising that Sixth Form numbers against year 3 were ambitious. VE acknowledged that student numbers were the biggest risk to the budget and confirmed that the Committee were happy to recommend the budget to the Board, recognising that minor changes may take place within spending capacity limits. She confirmed that Board approved the budget that had been circulated with the papers.

#### **11. Development Session Follow-up**

VE confirmed that development session points had been covered during the meeting, and HS highlighted that ADE would like to teach, but not in the first year.

#### **12. Chair's report**

VE confirmed that she will speak with Kate Biant regarding safeguarding training and reminded Governors to highlight to RW when training had been completed.

VE  
Govs

#### **13. Finance paperwork**

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

#### **14. Policies**

Governors ratified the following policies:

- Reserves Policy
- Financial Procedures Manual
- Financial Scheme of Delegation

**15. AOB**

HS confirmed that the main issue with the water had been resolved and it is hoped the school will be able to open tomorrow.

VE thanked HS for her hard work, emphasising that she will be missed next year. HS thanked Governors for their support.

**Next meeting date**

- Tue 1 Oct 2024, at school

Meeting ended at 9:20 am.

**Signature:**

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**Name of  
Chair:**

\_\_\_\_\_

**Date:**

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