



**BOLDER ACADEMY
FULL GOVERNING BODY MEETING MINUTES**

Company Registered Number: 8932893

Chair: Victoria Eadie

Clerk: Rebecca Wilson (RW)

Date of meeting: 14th May 2024 at 8:00am

Venue: Remote meeting

Attendance:

Name	Governor	Other	Present / Apologies / Absent
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		Present
Wendy Smith (WS)	Appointed by Trust		Present
Heidi Swidenbank (HS)	Ex-officio	Headteacher	Present
Carin Thakrar (CT)	Parent Governor		Present
Kate Biant (KB)		School Business Manager	Present
Greg George (GG)		Finance Director	Present

The meeting was declared quorate.

Agenda item	Action
<p>1. Apologies for absence</p> <p>VE welcomed HH to the meeting. Apologies were received and accepted for RC.</p>	
<p>2. Declaration of interest</p> <p>No one declared an interest that may conflict with the meeting agenda.</p>	
<p>3. Minutes of previous meeting (26 Mar 24)</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>4. Matters arising/actions</p> <p>The following points were highlighted:</p> <ul style="list-style-type: none"> - Website updates. <u>RW confirmed that she will send website updates to KB.</u> - Pay Committee. <u>The Board confirmed that HH will join the Pay Committee.</u> - Model Articles of Association. <u>VE confirmed that the updated Articles will be considered at the next meeting.</u> 	<p>RW RW GG/RW (Agenda)</p>
<p>5. Annual review of complaints</p> <p><u>HS confirmed that she will share an annual summary of complaints at the next meeting.</u></p>	<p>RW (Agenda)</p>
<p>6. HT Performance Management</p> <p>VE confirmed that VE, AM and WS will undertake Headteacher Performance Management, and <u>DB agreed to share a contact of someone who may be able to support with the process.</u></p>	<p>DB</p>
<p>7. Safeguarding update from the DSL</p> <p><u>VE explained that the safeguarding update from the DSL will be considered at a later meeting. She also confirmed that she will ask that Governors undertake safeguarding training through Browne Jacobson, for completion by the first FGB. For this year Governors were asked to forward their safeguarding certificates to RW, who will pass them to the school. KB highlighted the requirement for Governors to also complete GDPR training.</u></p>	<p>RW (Agenda) VE/RW Govs RW</p>
<p>8. Headteacher summary report</p> <p>HS confirmed that predicted grades had been shared and highlighted that Year 11 had been excellent. As a year group they have been focused and diligent, noting the importance of staff ensuring that they pace themselves.</p> <p>Q: A Governor asked if maths results were stronger.</p> <p>A: HS confirmed that there was a significant change in Progress 8 from the last FGB, which was predominantly driven by an improvement in maths.</p> <p>HS also explained that caution still needs to be taken with Progress 8 predictions as this is the first time many staff have taught the specification.</p>	

Referring to her report, HS confirmed that the budget was a key area of work, noting that at the last meeting a deficit of £443k was presented. Every effort is being made to set a surplus budget, and this work is going in the right direction. HS also confirmed that leavers and destinations had been shared following the resignation date of 31 May which Governors discussed in further detail. It was noted that Adam Bones will also be leaving in September and HS highlighted that there was a risk that most senior leaders may leave, and this had been identified last summer. A Governor queried this point and HS acknowledged the level of challenge, alongside a perceived lack of support and suggested that Governors should reflect on this point. AM confirmed that he had met confidentially with Adam Bones and confirmed that there were a few points for reflection. He also highlighted that future engagement with staff needed to be considered, conscious that a member of staff no longer sits on the Board. VE raised concerns regarding a lack of loyalty to the school and HS challenged this point, emphasising that there is exceptional loyalty to Bolder. She also stressed that the priority needs to be on ensuring stability for September. Staff leavers were considered in further detail and HS confirmed that the Head of PE had been a potential move, noting that a PE teacher was also relocating. VE acknowledged that recruitment could be challenging, and HS confirmed that repeated adverts had been circulated for music, geography, science and PE. VE recognised that there was serious risk regarding recruitment and confirmed that new joiners were positive. HS highlighted that she would share a staffing update after half term.

HS

9. Headteacher recruitment

Governors considered arrangements for Headteacher recruitment on 20 May. VE thanked Lorraine Rice for the significant support that she has provided, recognising that this is a big piece of work. VE further outlined the plan for the 20th, which had previously been shared by email.

HH left during this item

10. Policies

Governors ratified the following policies:

- Leave of Absence Policy
- Information Security Policy
- Relationships and Sex Education Policy
- Data Breach Policy
- Data Protection Policy. KB confirmed that she will add the Governing Board to the list of contacts notified if a report is sent to the ICO.
- Data Retention Policy
- Freedom of Information Policy
- Car Park Management Plan

KB

12. AOB

VE acknowledged the level of change being managed by the school and highlighted the need to confirm a Plan B. She emphasised the importance of making the right appointment, and highlighted risk across the SLT. The Board acknowledged scope to reach out to partnership schools for support, which will be done transparently and at the right time. VE confirmed that partnership engagement will be considered in further detail at the development session.

VE

Governors also acknowledged the importance of ensuring HS plays a key role in transition to ensure that her good work continues, and a farewell also needs to be arranged.

Next meeting date

- Tue 25 Jun 2024, at school

Meeting ended at 9:30 am.

Signature:

**Name of
Chair:**

Date:
