

Minutes			
Title:	Full Governors Meeting		
Date:	10 th March 2016	Time:	6.00pm
Chair:	Hazel Cole	Location:	Compass

MEMBERS					
Name	Present /Apologies	Name	Present /Apologies	Name	Present /Apologies
Judith Chambers	✓	Kate Grocock	✓	Aimee Kilbourne	✓
Bob Chamberlain	✓	Jenny Hobden	✓	Chris Parkinson	✓
Hazel Cole	✓	Emma Hollis - Brown	✓	Jason Scrimshire	Apologies Accepted
Colin Crane	✓	Martin Holt	✓	Andy Smith	✓
Matt Dover	✓	Geoff Hurst	✓	Penny Smith	✓
Maria Everley	Apologies accepted	Iain Kinnis	✓		
Rosalind Goldson	✓	Atika Kohli	✓	Susie Foulsham	Absence
Carly Harper (Clerk)	✓	Simon Brown (Seconded Principal)	n/a		

NOTES	
#	Agenda Item
1.	Welcome and Apologies
	<p>1.1 The Clerk confirmed that she had received apologies from Jason Scrimshire and Maria Everley. The governors accepted these apologies.</p> <p>1.2 The Chair confirmed she had received a resignation from Suzie Foulsham. The governors agreed to accept her resignation. The Chair asked the Clerk to inform the GDS. Action: Clerk to inform the GDS of the resignation and send her the card signed by the governors.</p> <p>1.3 The Chair confirmed that there are now two parent governor vacancies and welcomed Geoff Hurst and Judith Chambers as potential candidates to fill the roles. Geoff and Judith gave introductions, shared their experience and confirmed the reason for why they wished to join the governing body. They were both asked to leave the room. The Chair confirmed the motion to accept each candidate as parent governors. The motion was proposed, seconded and unanimously agreed by all governors present at the meeting.</p>
2.	Declarations of Interest
	Jenny Hobden declared an interest in item 6 – See the Clerk for further details of the interest declared.
3.	Items for AOB
	<ul style="list-style-type: none"> Exams
4.	Notes and Actions from 10th December 2015 and 28th January 2016
	4.1 Action points were discussed and updated. See pages 8 and 11 of these Minutes.
5.	Questions on the Principal's Report
	<p>5.1 The Principal shared an overview of his report and governors asked questions.</p> <p>5.2 Q: A governor asked for further explanation of the Year 7 recruitment and the expected numbers? The Principal confirmed that our recruitment has been capped at 250, which means that 40 applications have been refused their first choice by the LA. This has caused issues for parents including 30</p>

applications who have been turned down from Dovelands Primary School parents. These places have been allocated to New College. The Principal has been informed that the academy will only be funded for 230 even though the plan is 250. He is discussing this loss of funding with the LA as this may put us in financial difficulty in 2 years' time. Obviously the Principal is sympathetic to parents who have not been able to gain a place at the academy.

5.3 The Principal confirmed that there had been a change in the allocation of funding policy in 2013 and a rise in student numbers due to age range change. He further explained the reason for the shortfall in funding. He confirmed that he has booked a meeting with Lesley Haggard from the LA to explain the case for additional funding due to the age range change and the impact that this has had and will have on the academy. Should there be no resolution the Principal will be seeking independent legal advice. CF: the governors agreed that this was the right course of action. *Q: who is the admissions officer?* The Principal confirmed that it was Jenny Laurence. The governors discussed the possibility of taking all 280 students on roll and the implications of the shortfall in funding. The Principal confirmed that he had spoken to parents who had not received a place for their child. Parents are considering going to the Press. The Principal is happy to speak to the press, if required. CF: It is felt that the community perception of the academy is changing for the better. The Principal confirmed that there will be the opportunity for parents to appeal the LA decision. The governors proposed a motion to support the Principal's request to seek legal advice and proceed to judicial review of the funding should a resolution with the LA be untenable. It was proposed, seconded and unanimously approved. **Action: The Principal is to seek legal advice and judicial review should the resolution with the LA be untenable.**

5.4 CF: A governor confirmed that he was pleased that the academy is not just accepting that this is the funding and is happy to support the academy if required. The Principal confirmed that he feels we have a unique situation and strong case. **Action: The Principal should contact the NAHT to see if there have been any similar cases.**

5.5 The Principal confirmed the numbers for Year 10 intake.

5.6 The Principal recognised the amazing job that staff are doing in engaging students with exam preparation. Staff are implementing far more differentiation across all levels. Each student in Year 11 has a mentor. The academy has increased the opportunities in Maths, English and Science tutoring. This has been shown in the recent governor visits. Staff have increased the support of students at Post 16 too. *Q: A governor asked can the academy staff do more interventions that have greater impact?* The Principal confirmed that they have a greater understanding of what works and with the additional capacity the academy staff are doing more and more outside of the normal school hours to support students including holiday and Saturday revision sessions; walk and talk learning in the main hall; demonstrating how to answer past papers effectively; adding additional bus service for revision afterschool on a Monday. *Q: A governor asked for an explanation of a walk and talk?* The Principal explained what the Mathematics department were implementing and that a governor who had visited gave an overview of the positive experience that she had witnessed. The Principal further explained that the idea is that students gain a greater understanding of how to fully answer a question to gain the most marks in the environment that they will be sitting the exam, which sticks in their memory as a positive experience. *Q: A governor asked if this was happening in all subjects?* The Principal confirmed that Mathematics, English, Science and History are trialling this type of intervention. *Q: A governor asked if this was being recorded?* The Principal confirmed that these would be turned in to podcasts for students and used across the school. *Q: A governor asked if there was need to extent the budget to support the interventions?* The Principal confirmed that the academy was not turning down any intervention ideas due to budget. The outcomes and interventions for students this year will help to develop the program of interventions for next year like in previous years. *Q: A governor asked how we ensure the wellbeing of the students?* The Principal confirmed that the Maximising Learning Team (MLT) are working to personalise the experience for all students and work to their needs to reduce stress, anxiety and build resilience. More students in Year 10 have made a positive move to the academy and want to be here. This year we have 43 applications from high achievers. CF: The Chair of Governors asked that the People

	<p>and Stakeholders committee arrange a visit to explore the wellbeing of students. Action: The Chair of People and Stakeholders to add to the next agenda in the Summer Term.</p> <p>5.7 There was a discussion regarding exam boards and changes of grade boundaries. CF: A governor recognised that exam strategies are important. CF: it is important that the academy is not just an exam factory and they continue to maintain the work they are doing in creating well round students. This is shown in the Principal's report.</p> <p>5.8 Q: A governors asked the Principal to quantify how scores are improved using feedback– is this by 3 or 4%? The Principal confirmed that it was difficult to quantify. The report shows that improving feedback for students, supports them to reflex and improve their work. Q: A governor raised a concern over the stretch and challenge of home learning. The Principal confirmed that departments are using a range of flip learning to help students prepare for their exams.</p> <p>5.8 The Principal confirmed that the Pupil Premium gap has reduced from last year. See the governor visit.</p> <p>5.9 The Principal confirmed that the uniform was being updated for Year 9 and 10 students to include a blazer. Q: A governor asked if this had been agreed by governors? The Principal confirmed that this had been presented a while ago at the People and Stakeholders committee meeting. The decision was to go with what students and their parents wanted.</p> <p>5.10 Q: A governor asked how the exclusion figures compared to the previous year? The Principal confirmed that the incidents requiring exclusion had been reduced from the previous year. There was a zero tolerance to fighting and there had been a small number of incidents which have been dealt with. The Challenge Partners report also shows that students love school and buy into our ethos. Lunchtime behaviour has been an issue but the academy has steps in place to deal with incidents of unacceptable behaviour quickly and effectively. Q: A governor asked if Learning and Teacher had been graded as good or outstanding? The Principal confirmed that individual lessons are not graded but the lessons that were visited showed some fantastic practice – these would have been good with outstanding features. The areas of excellence were highlighted a Chemistry and School Improvement.</p>
6.	<p>Update on the MAT</p>
	<p>6.1 The Principal confirmed that the school wishing to join the MAT were going out to consultation and he will write to our parents to explain that they have the opportunity to contribute to the consultation. A primary school who the Principal has met with has expressed interest in becoming part of the MAT. The Head teacher will be presenting a proposal to their governors on the 14th March. The Principal is also meeting with a number of primary school Head teacher over the coming weeks who may also be interested in join the MAT. The Principal confirmed he had yet to hear any news of the application from the DfE.</p> <p>6.2 The Principal has had positive feedback from the University of Leicester who likes our 4th Way vision and he will be meeting to discuss our vision further with Chris Wilkins, who is the Head of the PGCE programme. CF: A governor raised concern over ensuring that Leicester University share our vision. The Principal confirmed that anyone joining the MAT must share this vision. Action: The governor should contact the Principal to discuss in more detail any concerns she may have. Q: A governor asked for clarification of what the 4th Way vision is? The Principal explained the vision and how David Claricoates, Assistant Principal, is collaborating with David Hargreaves who is a leading visionary in this field.</p> <p>6.3 Q: A governor asked where they could find the consultation information? The Principal confirmed that there would be a copy on our website. CF: The governors would like to review the letter prior to print. Action: The Principal will share the letter with governors for their comment prior to circulating to parents.</p> <p>6.4 CF: A governor raised concern over the pace of the MAT and that they feel they are not involved enough with the process to be able to support the school effectively. The Principal confirmed the current position and suggested that he update the governors using google docs. It was agreed that the Principal will update the governors on a weekly basis. Action: The Principal to create and share information regarding the MAT with all governors. This should also be a FAI at the next FGBM. Governors involved</p>

	<p><i>in the MAT and Free school should also update on the progress at the governing body at the next meeting.</i> The Principal confirmed that he will not go beyond the remit that has been set by the governors. Decisions will be confirmed with governing body should they go beyond the remit approved. <i>Q: A governor asked if the Nursery will be separate from the MAT or included?</i> The Principal confirmed that they do have a separate OFSTED number, but he would need to investigate the implications further, if they are to be included as part of the MAT. Action: The Principal will report back to the governing body regarding the Nursery being part of the MAT.</p>
7.	Free School Update
	<p>7.1 The Principal reported that the bid was submitted by the deadline. He feels that the bid reflects the requirements of the DfE with regard to Free Schools and that the venture is of low risk and financially viable.</p> <p>7.2 Once the bid has been considered the Principal, Assistant Principal and the governors involved will be invited down to London for an interview/meeting. This will probably be about May time. The agenda will be to discuss the vision for the Free School.</p> <p>7.3 <i>Q: A governor asked when the Free School will become public?</i> The Principal confirmed that this is already out there in the community, but he will make a bigger media splash if the Free School is approved. The Principal confirmed that they are running a pilot scheme from September this year.</p> <p>7.4 <i>Q: A governor asked if this is a big risk if turned down?</i> The Principal suggested that the DfE has an amount of money to spend of viable Free Schools and can't see why we would be refused – but we are going to go ahead with the vision to improve the provision for young people across our community. The Chair confirmed that the government needs to open 25 Free Schools this year and to her knowledge they have only received 1 application other than ours – this was confirmed at a conference she attended recently.</p> <p>7.5 CF: The governors wished to recognised the work that had been put into the completion of the bid by Rebecca Harbour.</p>
8.	Future Active Proposal
	<p>8.1 A proposal was circulated prior to the meeting by Chris Ripley. The proposal was for Chris Ripley to become a Director of Future Active Ltd.</p> <p>8.2 A governor gave feedback from the original presentation which was at a committee meeting earlier in the term and outlined the details for consideration. A number of governors were wary of endorsing the proposal as they felt there was an element of risk to the academy. A governor felt the proposal was unclear and that Chris Ripley had not answer the required questions regarding risk and liability. The Principal clarified that the company has a working surplus and this will be retained by the academy to mitigate the redundancy liability. The Principal confirmed that this venture will benefit from working with the partnership.</p> <p>8.3 The governors requested HR advice regarding Chris Ripley setting up a new company as potentially this company will be a competitor to the academy.</p> <p>8.4 Colin Crane left the meeting at 7.50pm.</p> <p>8.5 The governors agreed that should the company go ahead they would like to draw up a contract to ensure that the new Ltd company takes on the responsibility/liability for redundancy. When this was in place the governors would be happy to endorse the project.</p>
9.	Receive Questions on written reports from Committees
	<p>9.1 The CoG thanks committee chairs and governors with allocated roles for their written reports. Governors were asked if anyone had any questions regarding the statements? No one raised any questions at this time.</p> <p>9.2 The Learning and Teaching Committee wished to pass on their thanks for the years of service to Di Mattock, Clerk, as she has resigned from her post to move to Dorset.</p>

	9.3 The CoG confirmed that apologies would not automatically be accepted for absence at any committee or full governor meetings. This was to ensure that governors are committed to the governing body and its role in supporting the academy in its duty.
10.	Written update from Safeguarding governor
	10.1 The written update was circulated prior to the meeting. Governors were given the opportunity to ask questions. The CoG suggested that each committee Chair add to their agenda's Safeguarding. It was agreed that this would support the Safeguarding requirements and identify any areas for improvement. Action: The Committee Chairs to add Safeguarding as an agenda item.
11.	Written update from Training and Development governor
	11.1 The written update was not circulated prior to the meeting. The Training and Development governor confirmed his progress so far including thanking the Clerk for her work on the training spreadsheet to track governor training. Action: All governors to update and RAG rate training that they have completed on the spreadsheet.
12.	Written update from SEN Governor
	12.1 The written update was circulated prior to the meeting. Governors were given the opportunity to ask questions. The SEN governor also gave information regarding the 'Henrichment' project and confirmation of the governor visit was discussed.
13.	Governing Body Development and Planning
	13.1 The Chair confirmed that it has been recommended that the Chairs terms of office should be a maximum of 2 terms (8 years). She confirmed that Chairs Training is available to anyone who is interested. It was also suggested that committee Chairs should change next year and anyone who is interested in taking on a role should let her know prior to the summer term meeting. She urged governors to consider what they want to achieve from their role and how they can support the school. 13.2 The Chair asked our new Governors to clarify that they each have a mentor. The new governors confirmed this was the case. 13.3 The Clerk gave a quick update from the recent Clerks briefing that she attended.
14.	Any Other Business (under section 3) <ul style="list-style-type: none"> • Exams were discussed • Admissions and appeals were discussed • Governor visits were agreed for the summer term
15.	FAI
	15.1 Governors to send any FAI for the June meeting to her at least 1 week prior to the meeting.
	Next Meeting <ul style="list-style-type: none"> • Thursday, 23rd June 2016

OPEN ACTIONS					
#	Action Item	Owner	Due Date	Status	Notes / Update
	Minutes of the 10th March				
1.2	Action: Clerk to inform the GDS of the resignation and send her the card signed by the governors.	Clerk	Asap	Completed	
5.3	Action: The Principal is to seek legal advice and judicial review	Principal	As required		

OPEN ACTIONS					
#	Action Item	Owner	Due Date	Status	Notes / Update
	should the resolution with the LA be untenable.				
5.4	<i>Action: The Principal should contact the NAHT to see if there have been any similar cases.</i>	Principal	Prior to the next meeting		
5.6	<i>Action: The Chair of People and Stakeholders to add 'Student Wellbeing Visit' to the next agenda in the Summer Term.</i>	P&S Chair			
6.2	<i>Action: The governor should contact the Principal to discuss in more detail any concerns she may have about organisations joining the MAT.</i>		As required		
6.3	<i>Action: The Principal will share the MAT consultation letter with governors for their comment prior to circulating to parents.</i>	Principal	Prior to circulating to parents		
6.4	<i>Action: The Principal to create and share information regarding the MAT with all governors. This should also be a FAI at the next FGBM. Governors involved in the MAT and Free school should also to be updated on progress at the governing body at the next meeting.</i>	Principal	Next governors meeting	Added as an agenda item	
6.4	<i>Action: The Principal will report back to the governing body regarding the Nursery being part of the MAT.</i>	Principal	Next governors meeting		
11.1	<i>Action: All governors to update and RAG rate training that they have completed on the spreadsheet.</i>	All	Ongoing		

MINUTES AGREED & SIGNED

Chair:	Hazel Cole	Date:	23.06.16
---------------	------------	--------------	----------