

Minutes			
<b>Title:</b>	Full Governors Meeting		
<b>Date:</b>	18 <sup>th</sup> June 2015	<b>Time:</b>	6.00pm
<b>Chair:</b>	Iain Kinnis	<b>Location:</b>	The Compass

MEMBERS					
Name	Present /Apologies	Name	Present /Apologies	Name	Present /Apologies
Tracy Birks	Apologies	Suzie Foulsham	✓	Atika Kohli	✓
Emma Brown	Apologies	Rosalind Goldson	✓	Chris Parkinson	✓
Hazel Cole	✓	Sharon Harrison	✓	Steve Sargent	✓
Colin Crane	✓	Jenny Hobden	✓	Jason Scrimshire	✓
Matt Dover	✓	Martin Holt	Apologies	Andy Smith	✓
Maria Everley	✓	Iain Kinnis	✓	Penny Smith	✓
Carly Harper (Clerk)	✓	Nick Palmer (Assistant Principal)	✓		

NOTES	
#	Agenda Item
5.	<b>Curriculum Reforms presented by Nick Palmer, Assistant Principal</b>
	<p>5.1 The Assistant Principal (AP) circulated a PowerPoint handout 'Curriculum Challenges Ahead'. He confirmed the changes to the grading system starting in the Autumn Term 2015. This will affect our KS3 cohort. A governor asked what information has been shared with parents regarding the changes? The AP said that he will be circulating information in the Autumn term to parents. Another governor asked if the system changes have been confirmed now? The AP replied yes as far as he is aware. A governor asked if the information that has been circulated in the press correct i.e. relating to the compression of grades? The Principal explained the grading for governors.</p> <p>5.2 The Principal shared further information regarding the English Baccalaureate (EBacc) and an announcement from the DfE on Twitter. Latest information regarding the Ebacc from the DfE see following link: <a href="https://www.gov.uk/government/publications/english-baccalaureate-ebacc/english-baccalaureate-ebacc">https://www.gov.uk/government/publications/english-baccalaureate-ebacc/english-baccalaureate-ebacc</a>.</p> <p>5.3 The Principal spoke about extending languages from Year 7. A governor asked if students with English as a second language will have the chance to gain a qualification in their home language? The Principal replied that the academy already supports this across the school.</p> <p>5.4 The Principal informed governors of 2 excellent appointments made to languages over that last few months. This will help to expand languages provision for all.</p>
1.	<b>Welcome, Apologies and Resignations</b>
	Apologies from Emma Brown and Martin Holt were accepted by the governors. The Clerk confirmed she had not received any resignations. See Item 14 for succession planning information.

2.	<b>Declarations of Interest</b>
	There were no declarations of interest raised regarding tonight's agenda.
3.	<b>Items for AOB</b>
	<ul style="list-style-type: none"> <li>• Achievements</li> </ul>
4.	<b>Notes and Actions from 5<sup>th</sup> March 2015</b>
	4.1 Action points were discussed and updated. The governors present agreed that the minutes were a true record of the last meeting. The Chair signed the minutes. <b>Action: The Clerk to add the minutes from the 5<sup>th</sup> March to the website.</b>
6.	<b>Questions on the Principal's Report</b>
	<p>6.1 The Principal's report was circulated prior to the meeting. The Principal and the SLT team reported on the whole school's achievements since the last meeting.</p> <p>6.2 A governor asked if the iPads would be available for other students across the academy or this is not the case will they be at a disadvantage? The Principal confirmed that all students will be able to access technology. We also have a policy of 'bring your own device' to school for all students to enhance learning.</p> <p>6.3 A governors asked if the academy will be narrowing its curriculum offer? The Principal confirmed that this would narrow slightly if class sizes are reduced but the academy has always been able to protect the broad and balanced curriculum to date and it intends to do so in the future. The Principal confirmed the student numbers for next year.</p> <p>6.4 CF: The governors recognised that the Learning and Teaching committee is very important to ensure the curriculum pathway is right for the students across the academy.</p> <p>6.5 The Principal gave information regarding the latest Challenge Partners (CP) review. The positive feedback from the team was that, should the examination results be in line with our in-year tracking data, the team would support an overall judgement of 'Outstanding'. The Principal also confirmed this year's areas of excellence as Mathematics and Learning Technologies. See Appendix 1 of the Principal's report which identifies further strengths and areas to develop.</p> <p>6.6 Further positive information was given regarding the standard of teaching in KS3 – this was confirmed that lessons were as good as KS4. The Principal commented that this year has been a training journey for all staff teaching at KS3, however he has witnessed some excellent lessons. Highlighted was a lesson taught by Science specialists in Humanities. The teacher layered their specialism within Science and related it back to Humanities. The Principal felt that these lessons have been a truly joyous experience to witness and an absolute pleasure to be in.</p> <p>6.7 The next step of this journey is not to limit variation and allow teachers to fly.</p> <p>6.8 The Chair of Governors urged all governors to record their visits to the academy with the Clerk.</p> <p>6.9 A governor asked for clarification on the student voice feedback (Appendix 3 of the Principal's Report). The Principal suggested that one of the questions may have been misinterpreted by some students and the Assistant Principal who is leading on the area is working with students to improve this statistic. The Principal confirmed that we will be able to compare the results with national data next year.</p> <p>6.10 The Principal recognised there may be an opportunity to invite Ofsted in next year.</p> <p>6.11 Confidential minute – see page 22 of 27</p> <p>6.12 A governor asked how the academy supported students who suffer from stress at this time of year? The Principal confirmed that the Maximising Learning Team (MLT) are highly trained in various areas including counselling and we buy into a counselling service. A governors asked how many students asked for support? The Principal suggested around 70-80 students have been helped in some</p>

	<p>way but only around 3 or 4 students are at the extreme end of this scale. A governor asked if this was likely to get worse in the future due to the changes in examinations? The Principal confirmed that this is a possibility but the academy is always looking for strategies to support young people to achieve their goals. A governor asked what kind of strategies are used currently? The Principal confirmed that the academy has different layers of support including mentoring, mock examinations, modelling answers from past papers, room changes, if required. The academy responds to individual needs and requirement by supporting students in a sensitive way. A staff governor gave an overview of what happens during a 'walk and talk mock examination'. The teacher uses a visualizer in the examination room and demonstrates how to solve the problem along with how to achieve the maximum number of marks for a particular question. The students have a go at a similar one and feedback is given to the group.</p> <p>6.13 A governor asked for an update on the attendance across the school? The Principal confirmed that the Attendance Officer has various strategies that are helping to improve attendance across the school.</p> <p>6.14 CF: A governor gave feedback from the positive experience that their child has had during the Primary Science days. They commented that a happy child equals a happy parent.</p> <p>6.15 CF: The Chair asked if the school needed to raise the marketing budget to ensure longevity of student recruitment? The Principal suggested that the academy had overspent in this area but that we need to be more focused moving forward and not get complacent in the future. He suggested that a learning experience in the academy has emotional connections for the students and this is a preferred way to spend funding available as the students get enjoyment from this.</p> <p>6.14 CF: The governors asked if all staff involved the Primary Science days could be congratulated on their success. <b>Action: The Clerk to send an email to the Head of Science.</b></p>
7.	<p><b>Verbal update following the Strategic Planning Day presented by Hazel Cole</b></p>
	<p>7.1 The Vice Chair of Governors confirmed that during the day the focus was:</p> <ul style="list-style-type: none"> <li>• Vision and Reality</li> <li>• Autonomy verses policy</li> <li>• Student feedback and questions</li> <li>• Skills across the Key Stages</li> <li>• High professional Capital</li> <li>• Overview of the Wheel and Pledges</li> <li>• Clarification of expectations</li> </ul> <p>7.2 The Governors and the Clerk broke into a smaller group to devise their own wheel and possible pledges to enable a greater focus for the governing body. This was also shared with governors. <b>Action: All governors to return comments regarding the Wheel and Pledges to the Clerk before the end of July.</b></p> <p>7.3 The Vice Chair asked that all Committee Chairs ensure their remits are fit for purpose. <b>Action: Committee Chairs to ensure remits are checked and updated with the Clerk.</b></p> <p>7.4 The Vice Chair commented that during the Autumn term that governors will be asked to contribute to a Governors' Development Plan. <b>Action: Anyone who is interested in helping with the Development Plan should contact the Clerk.</b></p>
8.	<p><b>Received Verbal Reports from Committee Chairs, including Questions, Governor Visits, and policies to be ratified.</b></p>
	<p>8.1 The Chair of the People and Stakeholders committee gave information regarding of their discussions including their return to pastoral issues, KS3 lunch clubs, gaining a better community view of the school and the positive feedback from Richard the Third event.</p>

	<p>8.2 The Chair of the Infrastructure committee commented on areas that have been designated for improvement from the recent Capital Plan visit, reductions in the catering takings during the summer term, the good news regarding the £30,000 utility bill refund and the bid of £275,000 for the school roof that the Business Manager has secured, the possible cost for the new server, the Nursery places and developing the service we provide in the future, they are in the process of appealing the decline of the window bid, and upgrading the lighting in Science block. The Chair and Business Manager are looking to develop the 5 year Capital Plan and set up a Health and Safety Committee in the Autumn Term. <b>Action: The Infrastructure Committee to set up a Health and Safety committee then visit the school to ensure that the Health and Safety Policy is fit for purpose in the Autumn Term.</b></p> <p>8.3 The Chair of the Finance Committee gave the good news regarding the increase in pupil numbers particularly for Year 7 and how this has positively affected the budget. The Chair asked for the Investment and Reserve policies to be ratified by the Full Governors. The Policies were ratified by Governors as fit for purpose. <b>Action: The Clerk to update the log and circulate to the whole school.</b> The Current Chair of Finance is stepping down from the governing body and the role will be open to any governor. <b>Action: Governors who are interested in the role should contact the Clerk to express their interest and should they wish to know more about the role and the time commitments they should contact the current Chair for further details.</b></p> <p>8.4 The Chair of the Learning and Teaching committee gave information regarding the recent Challenge Partners visit including lesson observation feedback, Evidence of the Personal Improvement Plan (PIP) for all teaching staff showed clear evidence that objectives are linked to professional development and improvement of Learning and Teaching across the school. They also gave information of the developments for A, G &amp; T programme (HIPE) which is a High Performance Programme to ensure all students have high expectations and aspirations. The Chair asked for the SRE, PSHE policies and the Home Learning agreement to be ratified by the Full Governors. The Policies were ratified by Governors as fit for purpose. <b>Action: The Clerk to update the log and circulate to the whole school.</b></p> <p>8.5 The Chair of the Steering committee confirmed that all governors should prioritise attending all of their committee meetings and, if short on time, should opt to send apologies to the Full Governors' Meetings. All governors are welcome to attend any meetings but priority should be given to committee meetings. The Chair confirmed that the governors will be revisiting the skills audit in the autumn term, the Clerk confirmed that this has been uploaded on to Bluesky. <b>Action: Anyone who is having problems accessing the system should contact the Clerk.</b></p>
9.	<b>Annual Report and Accounts</b>
	9.1 The Chair of the Finance committee proposed that the committee should be delegated the authority and responsibility for the 2015/16 budget approval. This was proposed, seconded and unanimously accepted.
10.	<b>Verbal Update from Safeguarding Governor</b>
	10.1 The Safeguarding governor confirmed that there have been no safeguarding issues raised.
11.	<b>Verbal Update from Link Governor</b>
	11.1 The Link governor gave information relating to training and development.
12.	<b>Verbal Update from SEN Governor</b>
	12.1 The SEN governor gave information regarding the changing roles of the LSA's and the fact that they will have a case load of students to mentor.
13.	<b>Harnessing Parent Power Presented by Penny Smith</b>
	13.1 A governor gave information regarding the recent conference she had attended. It was agreed

	that the People and Stakeholders committee should develop this research further. <b>Action: The Chair of People and Stakeholders to ensure that this is added to their next agenda.</b>
14.	<b>Governing Body Development &amp; Planning</b>
	14.1 The Chair confirmed that any changes should be confirmed with the Clerk prior to the meeting in September. <b>Action: The Clerk will circulate the current roles and responsibilities to all governors.</b> All governors to reply by August 2015.
15.	<b>Sabbatical</b>
	15.1 The Principal confirmed that two members of staff (Science and Drama) has asked for sabbaticals starting this year. The governors approved and agreed this action.
16.	<b>Clerks update</b>
	16.1 The Clerk gave information from the latest briefing, as follows: <ul style="list-style-type: none"> <li>• Complaints policy should be a 4 step approach – Committee responsible should ensure that this policy is fit for purpose,</li> <li>• Confirmation of new website publishing rules for academies,</li> <li>• New articles of association available – members to decide if current ones are fit for purpose,</li> <li>• New guidance available for schools causing concern,</li> <li>• New standards for Headteachers available,</li> <li>• Annual data check complete – anyone with changes to contact the Clerk.</li> </ul>
17.	<b>Any Other Business (under section 3)</b> <ul style="list-style-type: none"> <li>• None</li> </ul>
18.	<b>FAI</b>
	<ul style="list-style-type: none"> <li>• Progress 8 measures presented by Dave Bennett, Assistant Principal.</li> </ul>
	<b>Next Meetings</b> <ul style="list-style-type: none"> <li>• FGB 6pm on Thursday, 10<sup>th</sup> September 2015</li> <li>• AGM 5pm on Thursday, 10<sup>th</sup> December 2015</li> <li>• FGB 6pm on Thursday, 10<sup>th</sup> December 2015</li> </ul>
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OPEN ACTIONS					
#	Action Item	Owner	Due Date	Status	Notes / Update
	<b>Minutes of the 18<sup>th</sup> June 2015</b>				
Item 4	<i>Minutes to be added from the last meeting</i>	Clerk	Asap	Complete	
Item 6.14	<i>Send email to Head of Science re Science Days</i>	Clerk	Asap	Complete	
Item 7.2	<i>All governors to return comments regarding the Wheel and Pledges to the Clerk.</i>	Governors	July		
Item 7.3	<i>Committee Chairs to ensure remits are checked and updated with the Clerk.</i>	Committee Chairs	Before next meetings		
Item 7.4	<i>Anyone who is interested in helping with the Development Plan should contact the Clerk.</i>	Governors	Asap		
Item 8.2	<i>The Infrastructure Committee to set up a Health and Safety committee then visit the school to ensure that the Health and Safety Policy is fit for purpose in the Autumn Term.</i>	Committee Chair	Autumn Term		
Item 8.3	<i>The Clerk to update the log and circulate to the whole school.</i>	Clerk	Asap	WIP	
Item 8.3	<i>Governors who are interested in the role should contact the Clerk to express their interest and should they wish to know more about the role and the time commitments they should contact the current Chair for further details.</i>	Governors	Asap		
Item 8.4	<i>The Clerk to update the log and circulate to the whole school.</i>	Clerk	Asap	WIP	
Item 8.5	<i>Anyone who is having problems accessing the system should contact the Clerk.</i>	Governors	Ongoing		
Item 13.1	<i>The Chair of People and Stakeholders to ensure that this is added to their next agenda.</i>	Chair of P&S	Autumn Term		

MINUTES AGREED & SIGNED	
<b>Chair:</b>	<b>Date:</b>
Iain Kinnis (Signed by Hazel Cole)	