An Active Learning Trust Academy



Local Governing Board Minutes

Wednesday 5th July 2023

Item No	Item	Actions
1	Welcome / Apologies	
	G Horn (GHO)	
	L Crosskill (LC)	
	A Daw (AD)	
	K Nightingale (KN)	
	A Betts (AB)	
	G Thomas (GT)	
	N Enright (EN)	
	L Dearlove (LD)	
	Apologies	
	<u> </u>	
2	Declaration of Business / Pecuniary Interests & Conflicts of Interest	
	None declared.	
3	Chair's Action	
	None	
4	Membership of the Governing Board	
-		
	No changes	
5	Minutes of the Last Meeting	
	Accepted as a true record with no matters arising.	
5	Trust Review	
	CUO reported on the Truct Devices that to all related are 10 th	
	GHO reported on the Trust Review that took place on 18 th	
	September. A gantt chart produced was seen as too complex and	
	narrowed down to include key objective. It was noted that the VP role vacated by JRO had not been	
	recruited to. The Trust recognised that more support is needed	
	and Fay Baxter has been appointed in the interim, bringing with	
	her tried and tested procedures from Cromwell. NE is overseeing	
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	 behaviour and attendance. The substantive post will be advertised for January 2024. Shirley Young will be monitoring safeguarding weekly. Debbie Gover will support by monitoring attendance. Terri Tanner, Trust SENDCo will visit one day per week. Laura Evans, SIP will work with senior leaders on raising attainment. Jo Trevenna will be working on raising attendance of SEND pupils. GHO and Lynsey Holzer will meet weekly. 	
6	Principal's Report	
	GHO went through the SLT structure, stating that he is proud of the place the SLT team has reached. He remined governors that that the team has been streamlined significantly since his arrival, leaving a stronger team with expertise in key areas. Adam Daw and Simon Bainbridge are supporting on SEND.	
	AD: How does it 'feel' in school now? NE replied that he felt the two days since his return felt good. GHO stated that SLT are feeling unsettled. NE added that the changes have had an effect, although staff can see the need. Student Voice have highlighted they believe staff are too strict on uniform. Students understand why this is important and recognise that some students are still 'pushing it'. Communication with parents has improved, but needs to remain a high priory – especially around SEND and inclusion.	
	 EN: Expressed concern about an addition to the membership of the parent forum. AN believes that this will turn into a positive and will prove to a strong advocate. AN commented that SLT were supporting staff, making sure everyone knows they are doing a good job. EW noted that middle leaders need to be the drivers of change and to understand how exciting the journey for change will be. 	
	KN: Are any of the leavers middle leaders? GHO replied that FB had been asked to gauge an accurate view across the five areas using planned observations. He added that	

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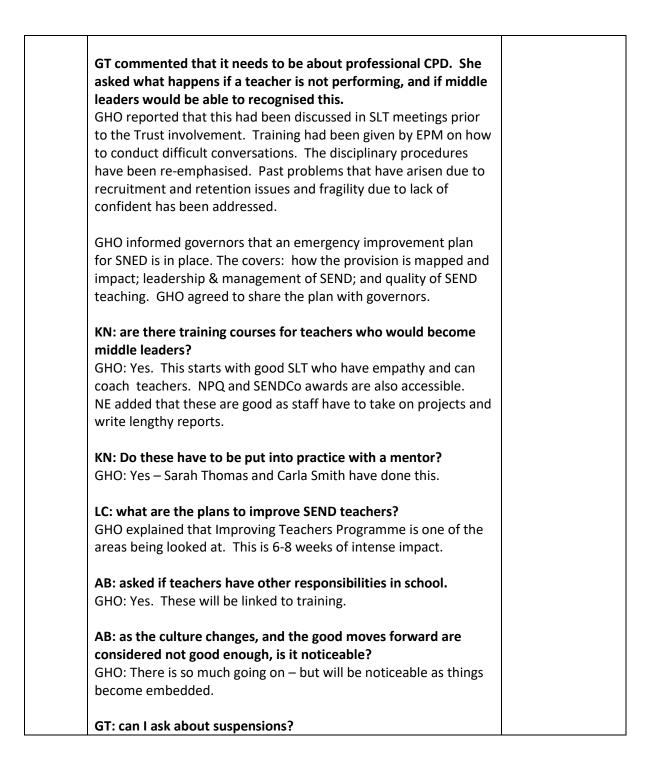
the findings were interesting as the results were almost equally split between he five.
GHO informed governors that a Drama teacher had been appointed, but Drama is now to be merged with English. KN: How are English teachers able to teach Drama? GHO explained that it was being written into the scheme of learning.
GHO summarised other recruitment: Recruited 2 x English teachers Science is fully staff with all scientists Maths all subject experts Recruited 3 x language teachers Recruited to IT & Computing and Humanities Overall, school has 200 hours of excess teaching hours so there is sufficient staffing in place to support cover. Music has recruited 2 x musicians Art is staffed by artist specialist.
KN noted that languages is a strong subject, with delivery of A level being introduced next year. GHO agreed, adding that recruitment has been hard. TA recruitment has been particularly difficult.
 LC: how will we increase results if we cannot recruit? GHO explained that LE's remit is attainment at KS4. AB: Asked if LE is from the Trust and for clarification of her role. She asked how the Trust support work in school. GHO replied that the change of pace is rapid. LE will be working with MH.
LC: are you confident that SEND pupils are getting enough focus from subject and middle leaders to be part of the achievement plan? GHO explained that SNED pupils are supported heavily, eg laptops, reader pens, overlays, and dyslexia products. Observations have been lessened as staff had felt overwhelmed with the amount of change, and it will give them confidence to embed process into everyday working.

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	GHO updated on headlines – nothing new. There is a focus on teaching and learning with Cromwell.
	Positive relationships being introduced on professional days. Staff are being provided with inspirational books.
	GT reported that the local community are appreciative of the current level of visibility.
8	AOB
	GHO reported that an external Health & Safety audit has reported no serious concerns. Site safety was considered good.
9	Dates of Future Meetings
	To be confirmed for new academic year.