



An Active Learning Trust Academy

Neale-Wade Academy

Local Governing Board Minutes

Wednesday 5th July 2023

If for any reason you are unable to attend, please contact ldearlove@neale-wade.org

| Item No | Item | Actions |
|---------|--|---------|
| 1 | <p><u>Welcome / Apologies</u></p> <p>G Horn (GHO) L Crosskill (LC) A Daw (AD) K Nightingale (KN) A Betts (AB) G Thomas (GT) N Enright (EN) L Dearlove (LD)</p> <p><u>Apologies</u></p> | |
| 2 | <p><u>Declaration of Business / Pecuniary Interests & Conflicts of Interest</u></p> <p>None declared.</p> | |
| 3 | <p><u>Chair's Action</u></p> <p>None</p> | |
| 4 | <p><u>Membership of the Governing Board</u></p> <p>No changes</p> | |
| 5 | <p><u>Minutes of the Last Meeting</u></p> <p>Accepted as a true record with no matters arising.</p> | |
| 5 | <p><u>Trust Review</u></p> <p>GHO reported on the Trust Review that took place on 18th September. A gantt chart produced was seen as too complex and narrowed down to include key objective.</p> <p>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</p> | |



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| | <p>behaviour and attendance. The substantive post will be advertised for January 2024.</p> <p>Shirley Young will be monitoring safeguarding weekly.</p> <p>Debbie Gover will support by monitoring attendance.</p> <p>Terri Tanner, Trust SENDCo will visit one day per week.</p> <p>Laura Evans, SIP will work with senior leaders on raising attainment.</p> <p>Jo Trevenna will be working on raising attendance of SEND pupils.</p> <p>GHO and Lynsey Holzer will meet weekly.</p> | |
| 6 | <p><u>Principal's Report</u></p> <p>GHO went through the SLT structure, stating that he is proud of the place the SLT team has reached. He reminded 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.</p> <p>AD: How does it 'feel' in school now?</p> <p>NE replied that he felt the two days since his return felt good. GHO stated that SLT are feeling unsettled.</p> <p>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 priority – especially around SEND and inclusion.</p> <p>EN: Expressed concern about an addition to the membership of the parent forum.</p> <p>AN believes that this will turn into a positive and will prove to a strong advocate.</p> <p>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.</p> <p>KN: Are any of the leavers middle leaders?</p> <p>GHO replied that FB had been asked to gauge an accurate view across the five areas using planned observations. He added that</p> | |



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| <p>the findings were interesting as the results were almost equally split between the five.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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 SEND 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.</p> | |
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| | <p>GT commented that it needs to be about professional CPD. She asked what happens if a teacher is not performing, and if middle leaders would be able to recognised this.</p> <p>GHO reported that this had been discussed in SLT meetings prior to the Trust involvement. Training had been given by EPM on how to conduct difficult conversations. The disciplinary procedures have been re-emphasised. Past problems that have arisen due to recruitment and retention issues and fragility due to lack of confident has been addressed.</p> <p>GHO informed governors that an emergency improvement plan for SNED is in place. The covers: how the provision is mapped and impact; leadership & management of SEND; and quality of SEND teaching. GHO agreed to share the plan with governors.</p> <p>KN: are there training courses for teachers who would become middle leaders?</p> <p>GHO: Yes. This starts with good SLT who have empathy and can coach teachers. NPQ and SENDCo awards are also accessible. NE added that these are good as staff have to take on projects and write lengthy reports.</p> <p>KN: Do these have to be put into practice with a mentor?</p> <p>GHO: Yes – Sarah Thomas and Carla Smith have done this.</p> <p>LC: what are the plans to improve SEND teachers?</p> <p>GHO explained that Improving Teachers Programme is one of the areas being looked at. This is 6-8 weeks of intense impact.</p> <p>AB: asked if teachers have other responsibilities in school.</p> <p>GHO: Yes. These will be linked to training.</p> <p>AB: as the culture changes, and the good moves forward are considered not good enough, is it noticeable?</p> <p>GHO: There is so much going on – but will be noticeable as things become embedded.</p> <p>GT: can I ask about suspensions?</p> | |
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| | <p>GHO: suspension rate is double national average. A hard stance has been made to improve behaviour. Teachers are being held to account</p> <p>AB: I heard that 40% of staff are leaving. GHO: this isn't true. AB: I could see on my learning walk that things are improving.</p> <p>AB: Year 13 results are predicted to be good. Can we celebrate this with good press. GHO: NWA does seem to get a lot of bad press. AD: what about internal celebration. We have had the Science Fair, Paty in the Park, the Brilliant Club. Badges are presented at the discretion of staff. Staff have been congratulated on the outcome of the Trust review. GT: are there any motivational initiatives? GHO: team building in departments. Each faculty has some areas that are better than others.</p> <p>GHO informed governors that the Trust are working on improving the efficiency of governance processes. At some point a representative from the Trust will want to meet with governors.</p> <p>NE: will produce a check list for governors for meetings.</p> | |
| | <p><u>Safeguarding</u></p> <p>Presented the annual safeguarding monitoring report for governors. This covers who the safeguarding governors are, and what training they have had. Areas highlighted:</p> <ul style="list-style-type: none"> • Team meet weekly to monitor • Better safeguarding actions and signpostings • On-line safety is strong • Policy updated for changes in KCSIE – new actions focus on online safety. • Online filtering checklist has been completed (Trust form) • Children In Care lead has personal experience in this area | |
| | <p><u>School Improvement Plan</u></p> | |



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