



An *Active Learning* Trust Academy

Neale-Wade Academy

**Local Governing Board Minutes**

Wednesday 11<sup>th</sup> October 2023

*If for any reason you are unable to attend, please contact [ldearlove@neale-wade.org](mailto:ldearlove@neale-wade.org)*

Item No	Item	Actions
1	<p><b><u>Welcome / Apologies</u></b></p> <p>G Horn (GHO)            Sam Mandley (SM)            Kirsty Gallagher (KG)            L Crosskill (LC)            A Daw (AD)            K Nightingale (KN)            A Betts (AB)            L Dearlove (LD)</p> <p><b><u>Apologies</u></b></p> <p>G Thomas (GT)</p>	
2	<p><b><u>Declaration of Business / Pecuniary Interests &amp; Conflicts of Interest</u></b></p> <p>None declared.</p>	
3	<p><b><u>Chair's Action</u></b></p> <p>None</p>	
4	<p><b><u>Membership of the Governing Board</u></b></p> <p>No changes</p>	
5	<p><b><u>Minutes of the Last Meeting</u></b></p> <p>Accepted as a true record with no matters arising.</p>	
6	<p><b><u>Trust Update</u></b></p> <p>GHO spoke about the Trust paperwork LD had received following a Clerks briefing recently. LC asked if the agenda would be set in stone. LD explained it was a guide but it could be added to or adapted.</p>	

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<p>The summary sheet would be completed at the end of each meeting by LD.</p> <p>GHO spoke about the termly report to Governors which looks more simplistic. All governors happy with the documents.</p> <p>Governors spoke about the areas they could focus on and the areas of responsibilities. AD suggested they all take a faculty area as well as the mandatory areas.</p>		
Safeguarding	Lucetta Crosskill	
Attendance	Lucetta Crosskill / Adam Daw	Sam Mandley
SEND	Katherine Nightingale	James Crawley
Training and Development	Anna Betts	Sarah Thomas
Website and Community Relations	Anna Betts	
Behaviour	Gill Thomas /Adam Daw	Kirsty Gallagher
Disadvantaged Children	Katherine Nightingale	
Student Voice	Katherine Nightingale	Sam Mandley
Children in Care	Katherine Nightingale	James Crawley
English	Adam Daw / Katherine Nightingale	C Smith / F Baxter
Maths	Lucetta Crosskill	K Bridge / F Baxter
Science	Gill Taylor	L Delahaye / L Evans
Humanities	Anna Betts	N Rowe / A Harriman /F Baxter
Tech/Art	Katherine Nightingale	S Starr / C Howlett
Languages	Adam Daw	E Davall / L Evans



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PE	Lucetta Crosskill	S Bathurst / L Evans	
IT Business and Media	Anna Betts / Katherine Nightingale	S Bradbury/L Evans	
<p>GHO asked Governors if they had chance to read the policies which they had and he explained they haven't really changed much. <b>LC is going to meet with our new DDSL Laura Elliott.</b></p> <p>When referring to the behaviour policy LC asked about Paul Dix. GHO said it is still happening in the background but the communication hasn't been great.</p> <p>Governors ratified all policies.</p>			
<p><b><u>Behaviour and attendance</u></b></p> <p>GHO welcomed SM and KGA to the meeting who would talk briefly about behaviour and attendance.</p> <p>SM showed the governors her attendance sheet which tracks students' attendance across all year groups. She said there are various areas she would like to take a deeper dive into bit as part of a restructure of responsibilities within SLT, SM has only just taken on attendance and it needed a lot of work on it.</p> <p>LC asked what attendance was like at the moment across year groups.</p> <p>SM replied overall attendance is getting better especially now the students who didn't attend NWA in September have been off rolled.</p> <p>SM said Year 8 attendance id better than others and Year 11 is the lowest although there are a high number of students who are persistently absent in Year 11.</p>			



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<p>SM said there is a lot of work going on with attendance including a 100% attendance competition.</p> <p>LC asked if students will be penalised if they have had time off for a funeral for example.</p> <p>SM said they are looking at things like that but did say it is done termly rather than across the whole year.</p> <p>SM said she is also looking at communications home to educate parents on the importance of attendance.</p> <p>Governors had a discussion on their experiences in school regarding attendance and AD suggested altered times for those students who struggle to attend school. He said you would also have to make sure parents are aware that they are responsible prior to them attending school.</p> <p>KN asked if there is a focus on mental health as this plays a huge factor.</p> <p>GHO said Heather Pauls responsibility is mental health and that it is a huge undertaking with very little resources available. He said wellbeing for staff is also a focus. – <b>Action – invite Heather to the next meeting.</b></p> <p>KGA spoke about behaviour and how staff are being encouraged to take ownership of behaviour in the classroom. KGA spoke about the behaviour team and that they have Ross and Jo assisting them with this. She said they have recruited a new head of year who is due to start in post in January and they have one head of year going on maternity leave. KGA explained to governors the structure of the team and how it works.</p> <p>KGA spoke about Paul Dix. GHO explained Norma who had recently left was employed to help with capacity. She has now been replaced with Jo Trevenna and Ross Wilson who are sharing the 5 days. GHO explained Paul Dix sat with Norma who left and hadn't really developed this. He said SLT should have had training which</p>	
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	<p>didn't happen so we haven't been able to confidently roll it out yet.</p> <p>AB said the Open Evening was great and she thought the students were a real credit to the school. She said she had a real sense of pride walking around the school. KGR agreed and said staff are now out on doors greeting students as they enter the classroom, they have planners on the desk etc. Mobile phones are much better and staff are seeing much less.</p> <p>KGA said she is keen to push the positive points as this is low. A new relocation room is being used which has been successful but the next move is to try and settle students in class rather than them being removed.</p> <p>AD said you will see which staff members use it a lot.</p> <p>KGA said you also have to best place students as some don't cope in seclusion.</p> <p>LC said it is about knowing your students.</p> <p>AB said she has seen staff at the back gate challenging uniform which was good to see.</p> <p>LC said it helps then be ready to learn.</p> <p>KGA said the repetition does help. She said once staff stop asking, students think it is ok to drop standards. She said 98% of students comply.</p> <p>KN asked how are you managing supply staff and the behaviour associated with this.</p> <p>KGA said you have to earn your stripes at NWA. If students know you are here to stay, the relationships build. She explained this is being looked at and new staff are being appointed. The current Assistant HOYs also assist with cover for familiar faces. A new UQT has been recruited to teach Spanish and RE.</p>	
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	<p>KN said, so in time you will look to cover internally.</p> <p>GHO explained that internal cover supervisors cover longer term absence.</p> <p>KGA said Ross is working on truancy and removals from lesson.</p> <p>LC asked if staff get to lessons and say it shouldn't have been a C3/4.</p> <p>KGA said we are looking at that and how it should be dealt with in lesson.</p> <p>GHO said a few members of staff are being supported with behaviour in lessons and how to deal with it.</p> <p>KGA said some class mixes also need looking at.</p> <p><b>Katherine had to leave the meeting</b></p>	
	<p><b><u>Principals Report</u></b></p> <p>GHO asked if governors had read the report and if they had any areas or questions they would like to go in to deeper.</p> <p>GHO said suspensions are lower with seclusion being looked at for those who could be suspended. 3 suspensions so far this year.</p> <p>Looking at GCSE results Languages made an improvement and Vocational subjects are better. Maths did better than English. Governors can use this information to look at subjects they should deep dive.</p> <p>Governors happy with the information in the report.</p>	
	<p><b><u>Safeguarding</u></b></p>	



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	<p>GHO said KCSIE talks about online safety. GHO spoke about online filtering and how our IT technicians are now sitting on the safeguarding panel.</p> <p>No mobile phones in school supports the KCSIE.</p> <p>GHO said education for parents is a focus.</p> <p>AD said he has some information he will send through.</p> <p>GHO said sharing inappropriate images is also a safeguarding concern. Logging of concerns is good and the school is looking at the rainbow flag kite award around anti bullying.</p>	
	<p><b><u>AOB</u></b></p> <p>GHO explained that the Trust have appointed a new Executive Principal called Paul Farr who is here as long as we need him</p>	