



An Active Learning Trust Academy

Neale-Wade Academy  
**Local Governing Board Agenda Minutes**  
 Wednesday 13 December 2023 at 5pm

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

ITEM NO	ITEM	Action	
1	<p><b><u>Welcome / Apologies</u></b></p> <p><b>Attendance</b>            Graham Horn GHO – Principal            Karen Jarvis – KJA – Trust            Lucetta Crosskill LCR – Chair            Gill Thomas GTH – Trust Governor            Anna Betts ABE – Parent Governor            Adam Daw ADA – Trust Governor            Louise Dearlove LDE – Clerk</p> <p>Paul Farr PFA – Executive Principal – <b>Via Teams</b></p> <p><b>Apologies</b>            Katherine Nightingale KNG – Parent Governor</p>		
2	<p><b><u>Declaration of Business / Pecuniary Interests &amp; Conflicts of Interest</u></b></p> <p>Nothing to Declare – Pecuniary Interests form up to date</p>		
3	<p><b><u>Membership</u></b></p> <p>2 trust Governors under on what we should have on the board. – This to be looked at</p>	Ratio of Governors	
4	<p><b><u>Minutes from the Last Meeting</u></b></p> <p>None</p>		
5	<p><b><u>Termly Report to Governors</u></b></p> <p>KJA explained for financial reports, there is a shift to move this away from local governors unless the governors would like to look at it.</p> <p>ABE asked if there can be more communication. She said it is confusing as there appears to be a plan and then it changes without communication. ABE gave the Gantt chart as an example.</p> <p>Graham explained there have been changes and appreciated that. He said PFA has written a rapid improvement plan.</p>	<p>Parental letters to also go out to governors.</p> <p>Staff link contacts to be sent out.</p>	



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LCR explained that governors were concerned that they were not in loop and were feeling undervalued.

GTH said she understood that it is a busy time of year but felt she wanted to be clear with what her role is as governor.

KJA said the key word is communication. KJA asked PFA to explain his role.

PFA apologised and explained his engagement is with the Trust Directly. He said he was appointed 5 weeks ago and only one week prior to the Ofsted Inspection. He said he is trying to establish new routines in school. He said his role is interim until the CEO is happy that the school is in a good position. He apologised for the lack of introductions and would have liked to be at the meeting in person but now circumstances mean he has to work remotely on a Wednesday.

GTH said she would like to come in but needs to be given roles to do that. She said the Governors feel they have community knowledge and with NWA having a reputation, they need to do something about this. Gill said she feels it is difficult at the moment to navigate the negative press surrounding the school.

PFA agreed that their community knowledge is invaluable especially as he doesn't live in the area. PFA would like all parental communication to go to governors.

KJA said she will take this information back to the Trust.

GTH also clarified that governors should contact the staff links to arrange meetings but include Louise into the emails.

GHO spoke about the IDSR which includes performance tables and covers all aspects of data. GHO said for outcomes, progress and attainment, the majority are in the lower percentile. Stark contrast for vocational studies with those being in the top 22%.

GTH asked about consistency. She said in the Ofsted report it recognises that leaders know what should be done?

GHO said through conversations leaders know where the school is at. Looking at the 4 bullet points it is mainly about teaching. The feedback



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regarding relationships was less than positive. It states there is a disconnect between staff and students and they remarked on this.

Governors spoke about the different types of behaviour consultants and how some can be firmer than others. Governors agreed that the PFA Dix approach is best for Neale Wade Academy.

GHO went on to speak about the Rapid Improvement Plan and how this contains two initial phases – One being raising attainment and the other behaviour. He said these areas top everything at the moment.

ABE asked if teacher engagement has changed?

GHO replied it is inconsistent. He said looking at statistics teachers are leaving the profession and behaviour impacts on this. GHO said they will be focusing on systematic truancy and the reaction students have when they are challenged to make the right decision. Behaviour in free time was an issue in the report, he said 30 students have been identified and discussions are being had regarding what we can do with those students. He said a plan to take them off the corridors has been looked at and looking at short term interventions for those students. For the students who persistently make the wrong decisions a decision would be made to suspend. He said PFA Dix can look at this behaviour which will be discussed with staff at the professional day on Monday 8<sup>th</sup>. Staff will choose 3 workshops and then take them back to their facilities to discuss.

ABE asked if staff are receptive top this.

GHO explained that in his view, staff need to have a plan.

GTH asked what happens after this.

GHO explained that the school are going to take this one term at a time to make sure things happen. He said the next meeting will be a good time to go in to this deeper. GHO said he feels this change needs drip feeding to staff.

GTH agreed and said in a crisis staff often revert to what they know.

ADA said he thinks it takes several years to change behaviour totally.



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	<p>GHO said staff just want to know there is a plan moving forward and what the initial plan is. To leave at Christmas knowing there is a plan is good. The big challenge is to keep it going.</p> <p>KJA asked who will explain the expectations to the students?</p> <p>PFA confirmed that Gerald will be giving assemblies. Gerald will be taking leadership of KS3 and Kirsty Gallagher KS4.</p> <p>ABE said she has noticed that positive points are much better.</p> <p>GHO said the pastoral leaders now publish a subject leader table – the next phase is getting rid of the C System.</p> <p>GTH asked how parents are going to be informed.</p> <p>GHO confirmed this will be explained in the parent newsletter. He said the recordings from the sessions will also be kept.</p> <p>ADA said it was exciting and feels behaviour will be transformed in time. He also said he feels middle leaders should really drive this to move it forward.</p> <p>KJA said she feels the school haven't got long to get it right as Ofsted will be back.</p> <p>GHO then moved to raising attainment. He said the IDSR and last set of mock results look similar to last year. He said in terms of Trust projects Jeremy Roe is working with Lynsey Holzer to lead raising attainment in year 11 This will be focusing on Maths and English.</p> <p>GTH asked how they are going to identify which areas certain students are weaker on?</p> <p>GHO explained that interventions have already started. Teachers are to look at gaps in knowledge and PFA has commissioned master classes. GHO feels the biggest hurdle is checking gaps in knowledge are filled. GHO said there will be another round of mocks in Feb.</p> <p>GTH said she feels like a lot of positive things are happening.</p> <p>GHO spoke about staffing.</p>		
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	<p>KJA said we need the best people giving intervention. She said they don't need more of the same.</p> <p>GTH said more time needs to be spent on looking at what is wrong.</p> <p>GHO said there have been lots of discussions around staffing and it was felt that the school was too unstable to do a restructure. He said in the background teachers have been held to account. He explained that Faye Baxter came in June and completed staff observations. 40% of staff were not good.</p> <p>LCR said teachers who are leaving have told students that there could be online working due to staff shortages.</p> <p>GHO said the Trust are holding a series of exit interviews with staff who are leaving.</p> <p>GHO said Faye is very efficient and is holding staff to account. He said here the staff will go off sick if they are challenged. He said the current recruitment climate is also not good.</p> <p>KJA asked if staff understand the situation the school is in? PFA said he thinks there is a lack of understanding.</p> <p>GHO said a blunt message was given. The good teachers heard it and the others didn't.</p> <p>GHO said suspensions were down and there are small increases in attendance. He said the next phase is to look at home visits and how we get students in to school. He said unfortunately there are long waiting lists for NHS support and the local authority won't prosecute certain students especially those with mental health.</p> <p>GHO said the safeguarding annual audit is healthy and gave processes a clean bill of health.</p> <p>No concerns or changes to Health and Safety.</p>		
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	<b><u>Visit reports from Local Governing Body</u></b>		
	None this term		
	<b><u>Polices</u></b>		
	Policies up to date		
8	<b>Training Review</b>		
	To send GTH information on her outstanding training		
9	<b><u>AOB</u></b>		
10	<b><u>Dates of Future Meeting</u></b>		
	31st January 27th March 22nd May 10th July		