

Neale-Wade Academy  
**Local Governing Body Notes**  
**Wednesday 23<sup>rd</sup> May 2024**

Please note: minutes are reduced due to clerk being unavoidably absent

Item No	NOTES	Actions
1	<p><b>Welcome &amp; Apologies</b></p> <p><i>It was noted that prior to the meeting, governors had met with newly appointed members of senior staff, who explained their roles. Governors felt this was a valuable meeting and enabled them to gain a better understanding of the management of the academy's new behaviour systems.</i></p> <p><b>Governors Present:</b> Lucetta Crosskill, Anna Betts, Katherine Nightingale, Adam Daw &amp; Karen Jarvis</p> <p><b>In attendance:</b> Graham Horn &amp; Ross Wilson</p> <p><b>Apologies received from:</b> Gill Thomas</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 since the last meeting.</p>	
4	<p><b><u>Membership of the Governing Board</u></b></p> <p>No changes to report. One parent is known to be interested in joining the LGB – a full Parent Governor Election will be held in September. Two parents will be appointed as it was agreed that KN will become a Trust governor.</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>Principal's Report</u></b></p> <p>Mr Horn referred to the written report that governors confirmed had been circulated prior to the meeting. Points covered included:</p> <ul style="list-style-type: none"> <li>• Significant changes in leadership.</li> <li>• The need for consistency and reassurance for staff.</li> </ul>	

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	<ul style="list-style-type: none"> <li>• All who had visited school recently reported that the school is calmer.</li> <li>• Two VP appointments have been advertised to increase capacity.</li> <li>• The Leadership Structure was discussed.</li> <li>• Staffing for September is in a good place, with some subjects over-staffed to support (eg support for inexperienced staff).</li> <li>• A new Behaviour Policy has been rolled out, and impact has already been seen.</li> <li>• The Trust People Promise is due to be launched after half-term as part of the strategy for mental health and wellbeing.</li> <li>• 6<sup>th</sup> Form predictions were discussed. It was agreed to invite the HOSF to a meeting in the Autumn Term to talk about challenges in numbers (which are dropping nationally), and plans for the future. T levels were explained briefly as part of the changing landscape for the Post 11 curriculum. All agreed there was a need to protect the 6<sup>th</sup> Form and its part in increasing aspirations for Year 11.</li> </ul> <p><b>Governors asked how they can support leadership.</b> GH replied that visits are key, with governors triangulating the view of senior staff, by ‘testing’ consistency with staff, particularly middle leaders.</p> <p><b>KJ asked if parents have been informed of the new behaviour policy/system.</b> GH confirmed that the launch included informing parents, and assemblies to students.</p> <p><b>KN asked who was managing the Arts now that the Head of Faculty has become an AP.</b> GH replied that the AP retains overview of the Arts Department.</p> <p><b>KJ asked about GCSE predictions.</b> GH spoke of interventions that had been deployed.</p>	
7	<p><b><u>Safeguarding</u></b></p> <p>GH reported that recording is robust and secure. He spoke of the recruitment of two new Mental Health Support Workers who will undertake senior MH lead training to support a Mental Health Charter. In addition, an application has been received from a YP&amp;F worker to undertake interventions and work in the community.</p> <p>In response to a previous pupil survey where bullying was identified as an issue, MyVoice has been introduced. This is an online system where pupils can report bullying concerns and is part of the Make A Difference campaign. This is in addition to MyConfide (reporting of staff issues) and MyConcern (for staff to report pupil issues). Connor Newton is the member of staff dedicated to review MyVoice, and offer appropriate training and resolutions.</p> <p><b>KN asked if details have been shared with parents.</b> GH confirmed that it had.</p> <p><b>KJ asked if governors review the SCRtracker.</b> LC confirmed that she does under the remit of Safeguarding Link Governor.</p>	

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8	<p><b><u>School Improvement Plan</u></b></p> <p>GH reported that:-</p> <ul style="list-style-type: none"> <li>• behaviour is less vulnerable due to the introduction of the behaviour systems.</li> <li>• Attendance needs to be over 90%.</li> <li>• Year 11 attendance during exams do not impact on stats.</li> <li>• 55 pupils were not placed on work experience.</li> </ul> <p>RW spoke of the impact term time holidays have on learning and attendance. Parents are being fined, but still choosing to take holidays in term time due to cost.</p>	
9	<p><b><u>AOB</u></b></p> <p>KJ made governors aware of a social media campaign by an ex-employee, where individuals from the academy are being targeted and named. The wellbeing of the staff involved is a high priority. If governors were advised to refrain from engaging.</p> <p>AB asked if parents of Year 6 children could receive information on transition.</p> <p>KN asked if the academy would reconsider its policy on hiring out in the evenings and at weekends to allow the school to become a community hub. GH promised to look into how this can be achieved.</p> <p>AB noted that the Drama department are putting on a show on 10<sup>th</sup> &amp; 11<sup>th</sup> July, which is when the next governors meeting is scheduled. GH &amp; LC will consider an alternative date – all governors are invited to the show.</p>	
10	<p><b><u>Dates of Future Meetings</u></b></p> <p>See above – scheduled for 10<sup>th</sup> July 2024 – but likely to be moved.</p>	