



An Active Learning Trust Academy

Neale-Wade Academy  
**Local Governing Board Agenda**  
 Wednesday 31 January 2024 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	PRESENTER	
1	<p><b><u>Welcome / Apologies</u></b></p> <p><b><u>Attendance</u></b>            Graham Horn GHO            Gerald O'Connor GOC            Karen Jarvis KJA            Lucetta Crosskill LCR            Anna Betts ABE            Adam Daw ADA            Katherine Nightingale KNI            Gill Thomas GTH            Louise Dearlove LDE</p> <p><b><u>Teams</u></b>            Paul Farr PFA</p>	Chair	
2	<p><b><u>Declaration of Business / Pecuniary Interests &amp; Conflicts of Interest</u></b></p> <p>None to declare</p>	Chair	
3	<p><b><u>Membership</u></b></p> <p>Libbie Coe expressed interest to LCR</p> <p>LCR asked if the role should be put out to all parents?</p> <p>ADA said it looks like the board needs another Trust Governor too. He said behaviour and English are big areas for a small board.</p> <p>Anna suggested contacting local feeder schools.</p>	Chair	<p>Action</p> <p>KJA to contact Libbie Coe and look at Trust Governors</p>
4	<p><b><u>Minutes from the Last Meeting</u></b></p> <p>LDE Sent over the contact details for HOD and SLT</p> <p>Pastoral Bulletin sent to Governors to aid communication.</p> <p>Katherine asked for the school diary to be communicated.</p>	Chair	



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5	<p><b><u>Termly Report to Governors</u></b></p> <p>GTH asked about the Reach for the Stars interventions and if it was well staffed.</p> <p>GHO explained that KGA is a backup for sessions and the Heads of Year stand in when needed. Mr Woollard who is a Head of Year is also a maths teacher.</p> <p>GTH asked about attendance after school and if that was well attended. She asked about students who travel via bus after school.</p> <p>GHO explained we also run tutor sessions.</p> <p>GTH asked if the school are tracking progress.</p> <p>GHO said it was being tracked and a second mock session would take place to look at gaps in knowledge. He said gap analysis is also working well.</p> <p>KJA asked if this specifies areas the student is lacking knowledge.</p> <p>GHO explained it rag rates areas. He said it also looks at each question asked independently.</p> <p>GTH said that is great as long as there are teachers in school to assess it and thinks that is an issue.</p> <p>GHO agreed.</p> <p>LCR asked about the wave system.</p> <p>GOC explained the school have taken away the C System in favour of the Waves. He said he is looking at those students who are causing defiance and looking at all aspects including the curriculum to see if it fits the child. He said sometimes it needs to escalate so we will look at parental engagement.</p> <p>Wave One – Internal</p> <p>Wave Two – Middle Leaders to support.</p> <p>Wave Three – More serious and will include SLT involvement, including possible alternative provisions. We want to move to a relationship-based system. He said the policy that sits underneath it is in process and how staff implement it should be complete soon. GOC also explained the new app called Class Charts which is used by various schools, but it needs to be robust before it is rolled out to parents.</p> <p>KNI said students have told her they don't understand what is different.</p> <p>GOC explained that students were informed prior to Christmas but said they won't fully understand until it is fully functioning, and they can see</p>	Chair	



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it working, he said this should happen next week. GOC explained that he has rolled this out over a few schools, and it works but takes time. GTH said she was talking to teachers about the Paul Dix training, and they have indicated that it hasn't been used. She said classes she witnessed on a visit today was not good and said she didn't see any strategies being used. She said she had seen it previously with a member of SLT and GHO but not when looking at lower-level teachers.

GOC explained that GHO was working with middle leaders and when we see things that are not right, we are going straight to middle leaders with advice.

GHO showed a slide with training for middle leaders where they will be completing bite size training with Graham Parker. Each week there are morning briefings with a 'Tweek of the Week and will tie in the corner stones of the Paul Dix training.

KJA asked how this is being measured.

GOC said he is looking at a Quality Assurance Calendar.

ADA asked what the statistics for support requests.

GOC said they are starting to pick up on staff who are requesting for support multiple times. And will look at why, is it the class groupings or do they need training.

GHO explained that you would also expect English Maths and Science to have higher statistics due to the number of lessons compared to MFL for example. He said the more experienced teachers want to have restorative conversations and get them back to lesson. He said there is also more staff the corridors.

KJA asked if the group could talk about science as it was a subject brought up last time.

GHO confirmed recruitment has been difficult especially in science. He said in terms of retention, the school have done a staff survey which closes on Monday.

GTH said she was informed today that Science are down 7 teachers.



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	<p>GHO said staff absence plays a part in that.</p> <p>GTH asked about the two unqualified teachers. She said they are great are not teachers.</p> <p>GHO said the school had lost teachers within a short amount of time. He said part of the Trust help is to have a deeper dive into each subject and Science is at the top of the list.</p> <p>GTH said the new leader said she is staying for the long hall.</p> <p>KNI asked why Wave one refers to homework. She said there has always been an issue with work being set and wondered why it is referred to if it isn't being set.</p> <p>GHO said the school are focusing on the basics and want to get this right.</p> <p>KJA asked if we have the Year 7 numbers yet for September.</p> <p>GHO confirmed that he doesn't have the numbers yet.</p> <p>KJA asked how the Reach for the Stars is being perceived by those who are not part of it and asked if we could give them something different.</p> <p>GHO said at the moment the capacity just isn't there. He said Impress are going to run Easter holiday sessions.</p> <p>KNI asked if this could be made public as there are other things beings planned in the community.</p> <p>GHO moved on to attendance and said the school were 1.5% behind national average at 89.4%. He said the main reason includes casual sickness. He explained Ross Wilson will now take over attendance and informed Governors that we now have 2 extra attendance admin to assist the attendance officer.</p>		
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	<p>KNI said she was looking at inclusion and asked when a student would go to seclusion. She also asked about Core and said she is aware of students who have high anxiety and have nowhere to go.</p> <p>ADA said he reviewed inclusion recently with GTH. He said the tables were spread out like exam tables. He said the students were very well behaved and students were filling in reflection sheets. He said the interesting thing for him was upon talking to students it was seen as a deterrent.</p> <p>GOC said regarding Core/Link, students should be in lesson and if they need pastoral support this should be ongoing and picked apart, but they should still be able to access lesson.</p> <p>KNI said she thinks GOC is missing some students. KNI said she has experience with a student who isn't accessing school because there isn't a suitable place to go. PFA asked for this to be spoken about after the meeting.</p> <p>LCR asked if anyone had any other questions regarding the report.</p> <p>No further questions.</p>		
6	<b><u>Academy Improvement Priority Theme</u></b>	Principal	
7	<b><u>Central Team/Academy Summative Reviews and Recommendations</u></b>	Principal	
8	<p>GHO explained the Trust Review isn't written up yet but said the main feedback given was that the behaviour in corridors were better and low-level disruption in lesson was improving. He said in terms of QA, it was felt consistency needs to be better and looked at urgently and felt teaching was slightly behind. The next steps are to keep battling low level disruption in lessons.</p> <p><b><u>Visit reports from Local Governing Body</u></b></p> <p>ADA summarised his visit by saying the staff on duty did a great job but the reception area was not great. He said the Year 11 assembly where instruction was given for the fire drill process was very instructive. He</p>	Principal CEO Trust	



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	<p>said staff did tend to pull on negatives rather than the positives in the playground but said he recognises that it is early days and saw lots of positive things. He said when talking to students they felt their good behaviour weren't celebrated. GTH said the interactions when coming in to school were great. ADA said it will be interesting to come back in a few terms time to give it time to imbed.</p> <p>GTH said she has liaised with the One Stop and they are going to continue only letting in one student at a time.</p> <p>ABA said she came in for the training days with Paul Di. She said she felt the break off times were not long enough and felt the training could have been longer to delve into it deeper</p> <p>KNI said she came in for the careers event which was great.</p> <p>GTH said she also visited the Bridge. She said she was impressed.</p>		
9	<p><b><u>Polices</u></b></p> <p>/</p>		
10	<p><b>Training Review</b></p> <p>Governors confirmed they had attended the Trust training.</p>		
11	<p><b><u>AOB</u></b></p> <ul style="list-style-type: none"> <li>• <u>Safeguarding Review</u></li> </ul> <p>GHO said the Safeguarding review very positive and thanked Lucetta.</p> <p>GHO said there will be another Trust Review in March.</p>		
9	<p><b><u>Dates of Future Meeting</u></b></p> <p>27th March          22nd May          10th July</p>	Chair	



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