

**The Neale-Wade Academy**  
**Local Governing Board**  
**Minutes of the Meeting**  
Held on Wednesday 23rd September 2015 5pm

Present: Mrs N Jones (Vice) Mr J Wing (Exc. Head)  
Mrs A Carlin Rev A Chandler Mrs G Langley  
Mrs H Ludlow Mrs J Nickalls Mr A Triggs

In Attendance: Mrs K Reeson (Clerk)

Apologies: Mr A Pugh  
Apologies Not Received: Mr K Butcher

**[Post Meeting Note: Apologies were received from K Butcher but not recorded by the Clerk]**

Item	Notes	Action
1	<b>Welcome &amp; Apologies for Absence</b> Apologies had been received prior to the meeting from Mr A Pugh.	
2	<b>Declaration of Pecuniary &amp; Non-Pecuniary Interest</b> No new declarations were indicated.	
3	<b>Minutes of the last Meeting (7/7/15)</b> The minutes of the last meeting were accepted and signed as a true record.  <b>Matters Arising</b> 9) ALT had been contacted and they confirmed the skills audit will be considered when appointing a new Trust Governor. 11) JW confirmed the Academy Improvement Plan has been circulated. He stressed this was a working document and some areas had been reviewed and amended to target specific subject areas following the summer exam results.	
4	<b>Appointment of LGB Vice Chair</b> KR explained only one nomination had been received for Nichola Jones. The Governors agreed the nominee could stay in the room for the vote and NJ was happy with this arrangement. All Governors voted in favour of NJ continuing as the Vice Chair of the LGB, and she was duly elected.	
5	<b>Results 2015, Progress 8 &amp; Attainment 8</b> JW asked to address these two items in reverse as it would make more sense when analysing the summer exam results.  <b>Progress 8 (P8)</b> From 2016 the Academy results will be measured using P8 & A8. This has been introduced by the DFE to ensure a broad curriculum is delivered in all schools and is made up of the following subjects: 2 x Basics – 1 English Literature/Language & 1 Maths 3 x EBAC subjects (Science, Computer Science, Geography, History & Languages) 3 x other approved subjects (EBAC, Arts, Academic or Vocational)	

	<p>Points now equate to the previous grades A*-F, the value of which is added up across the 8 subjects (English &amp; Maths values doubled) and then divided by 10. Targets are set on prior attainment in KS2 and are individual to each school. It is not compulsory to take eight subjects and any students taking fewer than eight subjects will be awarded 0 points for the unfilled slots.</p> <p><b>Attainment 8 (A8)</b> This is the average achievement across the same eight subjects.</p> <p><i><b>NJ: will the academy stop offering some courses if they are not on the approved list?</b></i> JW: ideally all courses will meet P8 requirements. However, there will always be the need to offer alternative provisions for a small cohort of students. Traditionally it was possible to achieve 100% Pass rate in Vocational subjects but these have become more rigorous, with an exam element, which means they are less accessible to lower ability students.</p> <p>KR will circulate further information on P8 &amp; A8</p> <p><b>Results 2015</b> JW took the Governors through a PowerPoint presentation detailing key areas of the GCSE results for 2015 (KR will circulate).</p> <ul style="list-style-type: none"> <li>• If results had been reported against P8 they would have been -0.3 below target</li> <li>• If results had been reported against A8 we would have achieved a score of 4.3</li> <li>• Headline measure was 6% down mostly due to unexpected low Maths results</li> <li>• EBACC subjects 7% up overall</li> <li>• English up at 76% with high levels of expected progress at 88%</li> <li>• Maths down at 61% - grade boundaries for C/D border were 8 marks higher than expected. We had an internal 'buffer' of 5 marks that would usually account for a more normal move of 2-3 marks at a grade boundary.</li> <li>• Science up overall</li> </ul> <p><i><b>NJ: is it possible to switch to an exam board with more consistent grade boundaries?</b></i> JW: No, it is impossible to plan for an 8 point shift in grade boundary with any exam board.</p> <p><i><b>NJ: Will students still need to achieve the equivalent of a C grade in English &amp; Maths under the new reporting system?</b></i> JW: Yes, but if we get attainment right, the progress will take care of itself. We will be reporting the following: percentages of students who pass English Language, Maths and both English and Maths (this is called Basics)</p> <ul style="list-style-type: none"> <li>• Pupil Premium – some work is still needed to close the gap in overall achievement</li> <li>• This year students had to take English Literature for their English Language results to count</li> <li>• History – results only increased slightly despite increased subject intervention</li> <li>• Languages – disappointing results. Subject teaches will now be given additional SLT support from Scott Gaskins and Claire Howlett. A return to 'chalk&amp; talk' and more traditional teaching methods may benefit the subject.</li> <li>• Media – lower results than expected</li> <li>• Art – disappointing results. Additional SLT support is being given and Subject Leader has been sent to observe alternative courses and methods of delivery at other schools.</li> <li>• Drama, Music &amp; Resistant Materials – results as expected although Head of Music was extremely disappointed</li> </ul>	<p><b>K REESON</b></p> <p><b>K REESON</b></p>
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	<ul style="list-style-type: none"> <li>• Catering – very good coursework but exam results brought overall figure down</li> <li>• Graphics – low but expected considering cohort of students</li> <li>• RE – very successful as a number of students were switched to the full course late on in the year</li> <li>• Computer Science – lower results, difficulties with delivery as teachers were not specialised</li> <li>• Ingots – an intense computer course that was delivered to boost IT and give students an additional qualification</li> <li>• Business – as expected</li> <li>• Vocational courses – lower results following revamp of qualifications which now include an exam.</li> </ul> <p><b>JN: is there a new Head of Maths?</b> JW: no, staffing remains the same. A recent learning walk in Maths demonstrated good levels of progress and understanding across the board when students were asked about the learning activities they were doing.</p> <p><b>NJ: what is the best way for Governors to monitor the progress of weaker subjects?</b> JW: there are assessment points coming up and teacher observations, which should give an indication of progress. GO allows us to track all subject areas closely.</p> <p><b>JN: didn't the academy arrange external moderation in Languages to check levels?</b> JW: Yes, however this was through an acquaintance of the school and has subsequently proved to be not good enough. We will put more robust arrangements in place in the future. Students will be studying Spanish next year instead of German as this should be easier to learn, and we have people in post who already provide high quality teaching with the right language skills to teach this language.</p>	
6	<p><b>Policy Updates</b></p> <p><b>Behaviour Policy</b> – JW advised the Governors there had been a couple of incidents recently for which students had been permanently excluded or a 'managed moved' organised to another school. The nature of the incidents meant the Police were involved, however, the Behaviour Policy was not explicit on what the actions of the Academy should be. An additional chapter entitled 'Exceptional Circumstances And Prohibited Items' has been added. The additions were accepted and signed by JW &amp; NJ.</p> <p><b>ALT HS Policy for Staff &amp; ALT Whistleblowing Policy</b> – these were circulated for information only and a local copy signed for our records by JW &amp; NJ.</p>	
7	<p><b>Governors Link Reports</b></p> <p>NJ presented the Health &amp; Safety update recently undertaken by A Pugh. She confirmed that AP works in line with the ALT recommendations circulated in their H&amp;S update report.</p>	<b>K REESON to inform ALT as requested</b>
8	<p><b>Governors Audit of Effectiveness</b> <span style="float: right;"><b>A Chandler left at 6.30pm</b></span></p> <p>There were no discussion points from the recent audit carried out by NJ &amp; AP. The results were used to help complete the ALT Scaling wheel exercise. <b>See Appendix 1.</b></p> <p>The SEF report is ready and will be circulated asap.</p>	<b>J WING</b>
9	<p><b>Pecuniary Interests Register 2015</b></p> <p>Governors were asked to complete and sign Pecuniary Interest forms and return to the Clerk as soon as possible.</p>	<b>K REESON to monitor</b>
10	<p><b>Review of Link Governors</b></p> <p>Following the recent ALT Hub meeting it was decided to review the current Link Governor positions. JW suggested a 'School Effectiveness Group' which will be</p>	

	<p>considered in the future. After a short discussion it was agreed the following areas were needed:</p> <ul style="list-style-type: none"> <li>• Safeguarding</li> <li>• Behaviour</li> <li>• Health &amp; Safety</li> <li>• Quality of Teaching, Learning &amp; Assessment</li> <li>• CEIAG (careers education, information, advice and guidance)</li> <li>• Attendance, LAC, Pupil Premium &amp; SEN</li> </ul> <p>It was also agreed that the minimum expectations of Link governors would be to meet with the relevant SLT lead once a term. Visits should link in with the Academy Improvement Plan and any other relevant initiatives. A standard template to report visits back to the LGB will be circulated. The Clerk will ask Governors to indicate a first and second choice and positions allocated appropriately.</p>	<b>K REESON to circulate</b>
<b>11</b>	<p><b>AOB</b></p> <ul style="list-style-type: none"> <li>• Recent ALT reports on Leading Active Learning and the Capital Programme were circulated for information only</li> <li>• AT asked if black trainers were now allowed as he had noticed more students wearing them. JW confirmed they were acceptable without any coloured logos on them.</li> <li>•</li> </ul>	
<b>12</b>	<p><b>Date of Next Meetings</b>  Committees – 18/11/15  LGB – 25/11/15</p> <p><b>Meeting closed at 7.15pm</b></p>	