



The Neale-Wade Academy
Full Governing Board
Minutes
Wednesday 13th July 2016 at 5pm
Reception Meeting Room

Present:	J Wing (Exc. Head), N Jones (Vice), K Butcher, A Chandler C Howlett, M Brown, R Watts, A Carlin, A Triggs
In attendance:	K Reeson (Clerk), H Hitch (left 5.45pm)
Apologies:	J Nickalls, A Pugh (Chair),

N Jones took the Chair in the absence of A Pugh

Agenda Item	Notes	Actions & Agreements
	All relating documents were circulated before the meeting unless stated	
1.	Welcome & Apologies for Absence Apologies were received and accepted from A Pugh & J Nickalls	
GOOD NEWS STORY! <i>Student X joined in Year 7 with lower prior attainment having had a tough journey through Primary education. X found it difficult to interact with others and had very little self-confidence. Supported by the SEN department, X was able to develop key skills in order to be able to access the full curriculum. Throughout the time spent at NWA, X has grown in confidence and developed the resilience to be able to progress into college education. Student X has recently left Year 11 and is set to achieve better than expected outcomes overall. X now has the coping skills to be successful in life, and is able to look people in the eye and hold a conversation.</i>		
2.	Declaration of Pecuniary & Non-Pecuniary Interest No new declarations were indicated.	
3.	Minutes of the Last Meeting 11/5/16 The minutes of the last meeting were accepted and signed as a true record. Matters Arising 5) Ofsted Inspection Trail Document: The ALT have appointed a Maths Lead across all the Trust academies to oversee improvements in achievement. Initially the priority will be Primary schools but this work will filter up. 9) Link Governor Reports: See agenda item 9. CPD Sessions 12) It was not possible to arrange a meeting with Student Voice before members left school.	
4.	Child Protection Report HH took governors through the annual report on Child Protection. Points to note include: <ul style="list-style-type: none"> • There has been another rise in the number of students with concerns at 487 • There are currently 19 CIN students with 2 on Child Protection Plans (this fluctuates throughout the year) • Robust methods of training and reporting have contributed to the rise • Full CP Training will be given bi-annually, with appropriate updates in alternate years • Prevent training has been delivered to all staff • We have been awarded the Bronze Award for our work with Young Carers, and hope to achieve the Silver award next term • A Safeguarding area is under development for the website • Webpage will signpost other agencies available to support in key areas • Information will be given to students in assemblies and followed up in tutor time 	

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	<p>HH advised governors about an ongoing CP situation that is particularly disturbing and part of two police investigations. A risk assessment has been carried out to ensure other students are not affected by the issues raised. There is the potential the case will be reported in the media at some point in the future, but the identity of the student and the school will remain confidential. HH wished to thank JW for his support whilst this difficult situation continues to develop.</p> <p>GOVS: do we give advice to our students on how to use the internet and social media safely?</p> <p>This is covered across several areas of the curriculum and E-Safety assemblies have been held.</p> <p>GOVS: do we have to have the student in school?</p> <p>The student was placed with us and a full risk assessment has been completed. There is no reason for the student to be educated off site.</p> <p>GOVS: has Prevent been taught to students?</p> <p>Again, there are a range of assemblies planned to cover Prevent, FGM, homophobia and a range of other issues faced by young people.</p> <p>GOVS: do governors need to have the full Prevent training? We have completed an online course.</p> <p>Governors are due to have updated CP training and this can be incorporated into the session.</p> <p>Governors approved an update to The Safeguarding & Child Protection Policy to reflect the change of Designated Persons. No other amendments were needed.</p> <p style="text-align: right;">HH left at 5.45pm</p>	<p>CLERK to arrange</p> <p>POLICY approved</p>
5.	<p>Principals Report</p> <p>JW took the governors through the most recent Principal's Report. School characteristics show the breakdown of current Y9 to be 46% girls & 54% boys. This has the potential of lowering future KS4 results as boys traditionally perform less well than girls. Early intervention has already started with key groups of students to ensure we close the gap. Current Y10 data also indicates anticipated lower levels of achievement compared to the current Y11 cohort. However, changes to curriculum and exam structures could also have an unknown impact on future results.</p> <p>GOVS: what does NOBT stand for in the report of racial incidents? In isn't on the key.</p> <p>This will need to be checked in case it is an error.</p> <p>[Post-meeting note: NOBT = Not Obtained]</p> <p>GOVS: is the behaviour and racial incidents linked to current society changes? [Brexit]</p> <p>There has not been any unusual change in reasons for incidents. Overall, there has been a significant drop in C2s from last year. This is partly down to more engagement with parents through resolution meetings.</p> <p>There has been a wide range of educational visits this term and many detailed reports can be found on the NWA website.</p> <p>Staff Ofsted Questionnaire – a recent questionnaire, linked with Ian Seath's visit, yielded a low response with a higher than anticipated negative result. There are a number of factors that could influence overall staff views e.g. inconsistent implementation of the C System, type of staff (teaching, support, and admin), individual perceptions or bad experiences, and different tolerance levels.</p> <p>GOVS: how low was the response?</p> <p>46% of staff completed their questionnaires. We have recognised that staff may not be aware of the work senior staff do with more challenging students and introduced clearer feedback on individual sanctions and a whole school overview is given to staff in briefing.</p> <p>GOVS: staff do not have to specify what area they work in on the questionnaire. Wouldn't this help to evaluate the results?</p> <p>The questionnaire is based on Ofsted requirements which allow for complete anonymity.</p>	

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	<p>GOVS: would a different format increase the responses? Could it be completed electronically? This is something we can look at in the future.</p> <p>GOVS: are any other improvements that could be made? The C System will be relaunched at the September training days. There will also be a new provision, linked to the Alternative Learning Centre, where students will be educated out of normal hours. This will also allow for students to be educated on site instead of possible exclusion sanctions.</p> <p>GOVS: could you have snap behaviour 'pulse checks' with staff to get a more accurate picture? A week after the staff questionnaire, middle leaders were asked to assess their own departments and, with one exception, they all rated behaviour as good.</p> <p>GOVS: could questionnaires be requested on a regular basis? This could work to establish a baseline and measure responses for different times of the year, however this is dependent on all staff always completing the questionnaire.</p> <p>Parent Questionnaire – this has a higher completion rate of between 60-65%. The main issues raised relate to bullying but these can often be related to solitary or historic incidents. One parent responded very negatively, but this related to witnessing students messing about to and from school.</p> <p>GOVS: how was the questionnaire devised and can it be changed to be more relevant? The questions reflect the ones on Ofsted Parent View, but others could be added to find out specific information for NWA.</p> <p>Ian Seath Feedback – this was very positive and highlighted areas of best practice. One area that needs to be addressed in the students understanding of British Values. We have been praised recently by Dame Joan McVitie for our data tracking and recommended to other schools in the area. The Regional Schools Commissioner is also visiting tomorrow to view current progress.</p> <p>GOVS: what are 'British Values'? Is this phrase offensive to some? The government introduced British Values in response to the Ofsted Trojan Horse report. We use the banner of British Values but under the wider concept of Spiritual, Moral, Cultural and Social issues and values (see Annex 1). We have added rewards on GO for students who demonstrate appropriate values.</p>	
6.	<p>AIP 2016/17 The AIP last year was compiled during a combined Governors & SLT session and incorporated both strategic and operational aims and outcomes. This year the governors have been asked to focus on the strategic aims of Vision, Mission, Values, and Strategic Intent. After a detailed discussion the governors agreed upon and recommended appropriate strategic aims for SLT to encompass into an operational AIP for 2016/17. The plan should demonstrate the 'golden thread' or 'discipline audit trail' for each strategic aim and how it filters through levels of leadership to the classroom. This will be produced and circulated to governors for the first week in September.</p> <p>GOVS: could the wording be changed for our 'Vision'? This is a little obvious and the wording can be amended appropriately. A short snappy strapline encompassing the school ethos would be welcomed if anyone has any ideas.</p> <p>GOVS: what are our next steps? SLT will meet to distil the strategic aims into working operational objectives for the classroom incorporating British Values, SOLO & Mastery.</p> <p>The governors thanked Scott Gaskins and other SLT members for the work they have already completed towards the AIP.</p>	CLERK diary
7.	<p>LAC Report Responsibilities for LAC are now with C Howlett. There are currently 13 students who are LAC and governors viewed their individual progress, attainment and behaviour. One particular success story is a Year 9 student who is an H2L ambassador and regularly helps other students by listening and supporting them. CH took governors through any</p>	

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	<p>anticipated issues for next year and advised on the work that goes into supporting the students.</p> <p>The local authority has asked us to be part of a pilot scheme for the Virtual School managed by Jo Pallett, as we demonstrate very good practice in our support of LAC students.</p> <p>The LAC Policy has been updated to reflect staff changes but no other updates were required; governors agreed to accept the changes.</p>	POLICY approved
8.	<p>Committee Reports</p> <p>Finance & Premises 4/5/16 – the outstanding water bill has been reduced to £60k. No other queries were raised.</p> <p>Personnel 4/5/16 – TOR was accepted. We are fully staffed from September.</p> <p>Standards Committee 6/7/16 – underperforming subject areas were discussed and the predicted Maths Target for this year has been moved down to 62.2%. More work needs to be done to close the gap between PP and non-PP students.</p>	
9.	<p>Link Governor Reports</p> <p>Staff Voice – governors had a short discussion regarding the recent meeting, its minutes and outcomes.</p> <p>CPD – the clerk explained the wish to introduce short CPD sessions within the full LGB meetings from next year.</p>	
10.	<p>Policy & Procedures Updates</p> <p>SEN Policy – this was accepted with no updates required.</p> <p>E-Safety Policy – the new IT Operations Manager has completed a full review of the policy, which incorporates a Communication Policy. Governors agreed the Policy was fit for purpose and thanked Stephen Roberts for his work.</p>	POLICIES - approved
11.	<p>ALT Business</p> <p>JW advised governors of the recent excellent SATS results at Burrowmoor Primary School. Overall, these were 13% above National Average and the second best set of results across the Trust. A recent Ofsted monitoring visit also commented on the improved performance of the school. A new Secondary Academy will open in Littleport in September 2017 and JW is involved as Executive Head. The Headteacher will be appointed in January.</p> <p>GOVS: as with the Burrowmoor arrangements, will NWA be compensated for the hours worked for Littleport?</p> <p>JW: Yes. Also, with the improvements at Burrowmoor and the appointment of a new Head, the Executive Head support will be withdrawn at the end of next term</p> <p>GOVS: If Ofsted visit NWA, could it affect the outcomes?</p> <p>JW: I will have no less involvement with the running of NWA and I remain committed to the academy and its overall improvement.</p>	
12.	<p>AOB</p> <ul style="list-style-type: none"> • AIP will be circulated to governors in the first week on September • An unusual amount of holiday requests received from parents 	
13.	<p>Date of Next Meetings</p> <p>Committees – 5/10/16 from 5pm</p> <p>Full LGB – 19/10/16 5pm</p>	
Meeting closed at 7.25pm		

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