



The Neale-Wade Academy
Full Governing Board
Minutes
Wednesday 7 October 2019 at 5pm
Hapi Meeting Room

Present:	A Pugh (Chair), N Jones (Vice Chair), A Smith (Vice Chair) A Welling (Head of School NWA), J Wing (Executive Principal), D Hawkes (Head Teacher BPS), D Williams, E Graham, A Chandler, A Long, J Chester A Long, T Whyte
In attendance:	F Delve (Clerk), K Jarvis (ALT)
Apologies:	K Butcher, D Williams, K Nightingale, A Carlin

Agenda Item	Notes	Actions & Agreements
1.	<p style="text-align: center;">Welcome & Apologies for Absence</p> <p>Apologies were received K Butcher, A Carlin, D Williams, K Nightingale</p>	
2.	<p style="text-align: center;">Declaration of Pecuniary & Non-Pecuniary Interest</p> <p>No new declarations were indicated.</p>	
3.	<p>Minutes of last meeting</p> <p>Agreed as correct.</p> <p><u>ALT Governors Update Autumn 2019</u> Mr Chester introduced himself as part of the Trusts Central Team for School Improvement. Mr Chamberlain is the new CEO who is already involved and in communications with the Trust, he will start in his formal capacity after half term.</p> <p>The ALT currently has 21 schools and there is a development of a new pre-school next September, however the hold-up is due to Highways. A question has been asked as to the need for another school in Ipswich. At Highfields, Littleport, a hydrotherapy pool will be going in which is a fantastic asset to have. 'Link' will be attached to Highfields which is for young adults up to the age of 25 with SEN</p> <div style="background-color: black; width: 100%; height: 100px; margin: 10px 0;"></div> <p>Mr Chester detailed his role which is to improve and look where there are particular needs in schools. Other new Trust staff are Nicola who deals with all the data side of the Trust and is currently creating a dashboard. Mrs Driver is also a relatively new face who some already knows and is responsible for compliance and GDPR, she is the Trusts Data Protection Officer and internal auditor.</p>	

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	<p>Mr Dool, new Chair of the Board of Trustees, was at Hillside but has been a Trust member for a number of years; he has stepped up following a resignation.</p> <p>Ofsted Framework – The key issues are centred on Impact, Implementation and Intent. Our own inspection centres on school leaders and a one and a half hour phone call to discuss how the intent works in each school. The new concept is to do a ‘deep dive’ and really focus on an area, for example, Science and the vision for science. We want to see it in practice, find out what the students’ experience is like in the lesson and how the subject is being delivered. Mr Wing explained last December they did a ‘deep dive’ with the curriculum leaders at NWA who all got together and presented to SLT. Following this, SLT gave their suggestions then paired up with another curriculum leader. This was done at Ely yesterday and teachers need to articulate why they have done things in a certain way. In Primary schools, the deep dive will certainly be on reading and a focus on decodable books. Mr Chester said schools have nothing to fear as long as they have a vision and systems in place and it can be evidenced the vision is in practice. The evidence needs to match that in the handbook and school leaders and management need to show the vision in schools.</p> <p>Where schools have been inclusive, this will be celebrated as long as evidence can be shown as to the provision for the child and the positives for behaviour and attitude of the child. In terms of behaviour, this needs to be evidenced also on the playground. Ofsted are keen on behaviour statistics and will look for trends in areas such as fighting and swearing and this links into good attendance. Schools will need to show where they have analysed trends.</p> <p>There will be a systematic approach to British values and we will be promoting systems in schools so evidence will need to be shown that children know what words such as tolerance and democracy mean. Religious Education is a brilliant gateway to personal development.</p> <p>Governors asked what this approach will be for the governing body and advice from Mr Dool is to be prepared in the usual way. Governors still need to show they are challenging and how they are doing it, which is referenced in the minutes of meetings. This will evidence how governors challenge and support the school and Ofsted will look for this and how the governing body have helped the school progress. The key statistics is attendance and behaviour. Parent view questions have been analysed and any way of encouragement is seen favourably. Governors asked what NWA’s general pick up on this is as some parents are very anti school but this is something that Ofsted acknowledge and know that those parents/carers who are happy, usually tend not to comment.</p> <p>The Trust is running professional development days held by Mary Mynott. There are also subject lead development days and RE and History have already been done, the next one is maths. These have proved very successful. Mr Chester is looking for specialist terminology and the diagram presented outlined the professional development available across the Trust at all levels. Governors will need to think about key areas of where they can support.</p> <p>September training was cancelled due to lack of numbers and we are moving to come to governors meetings and make it more bespoke by talking for about 15-20 minutes at meetings, or meetings to be held individually. Please let Mrs Jarvis know what you would prefer.</p>	
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<p>4.</p>	<p>Finance</p> <p><u>Neale Wade</u> The NWA 5 year budget plan has lots of assumptions in it for example, an increase in year 7 and year 12 looking much healthier is ultimately driving this. We have not assumed additional funding. Teaching staff is high but about 81% of the total budget is staffing which is normal. We have bought a software package which is being used as discussion points going forward. 2019-2020 and 2020-2021 will be tight, however it looks okay as evidence says pupil numbers will increase. Supply is high and we are managing it by advertising for another Cover Supervisor which will be cheaper.</p> <p><u>Burrowmoor</u> BPS budget changes are due to staffing which include the appointment of a new Business Manager. Out of School Club staff are now on contracts rather than casually claiming so we hope this will show the club is paying its way [REDACTED] [REDACTED]</p> <p>Governors asked Mrs Tyler to do a comparison to Neale Wade's finance report for the next meeting and also asked what the 5 year cash flow is. Mrs Tyler will have this information to present in March at the next meeting.</p>	
<p>5.</p>	<p>Co-Head's Reports</p> <p><u>Neale Wade</u> First Aid visits report from Hansam was discussed for Neale Wade and Mrs Tyler will also produce this for Burrowmoor at the next meeting. The Accessibility Plan includes Neale Wade gaining the Rainbow Award for LBT which is a work in progress. Lettings are looking very healthy with 45 lets every week. Governors asked if there are any plans to change the charges. This can be reviewed however changes cannot be made until January the following year. Mr Welling informed governors the school characteristics are looking good and exclusions are low which is expected at this time of year. Racial incidents are extremely low and rare. Any incidents are centrally logged and both perpetrator and victims' families are involved as per the policy. Numbers were given for CP and LAC and nothing was new to report for Prevent. Neale Wade are making very clear what their character developments are which have been introduced by Sir Jim Rowling at Pixl. Mr Wing was invited to such a meeting which was attended by a good 500 people. The key principles are the LORIC principles:</p> <ul style="list-style-type: none"> • Leadership • Organisation • Resilience • Initiative • Communication <p>This is in place from year 7 – 13 and a programme is being delivered by the tutors. A big effort is being made to promote extra-curricular activities and staff have been brilliant, giving up their own time to provide these opportunities. Over 30 clubs will become available and feedback from staff has been fantastic. A target for students this year could be to join one of the clubs and they will review their own targets in the Autumn. This is very simple and accessible. A £8,500 grant for Littleport has been gained through the DFE. We are following a 3 year trend from 2017, 18 and 19, we are taking a big step forward but not quite over the threshold yet.</p>	

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	<p>There are very pleasing areas in English and maths with a 13% increase. Bacculaureate was as expected. Things are looking positive. Science and combined science is broadly above the national average in triple but below in individual sciences. Year 10 is above and where our year 11's are at the moment.</p> <p><u>Burrowmoor</u></p> <p>There is a positive intake in numbers and most year groups are pushing up to PAN of 60. The legal PAN in reception is 60, however we have over admitted following advice. With this year group full we can start with a full cohort and take them through knowing where they are from the start. EAL is very low, SEN is 11% and we have a low number on a EHCP. Mrs Hakes has spoken to the class teachers about the impact of absences. Persistent absence (PA) is low and Year 6 is low due to exclusion. Governors asked after Ofsted visiting Hillside last week, how do we know that PA is not actually children missing in education (CME). Mr Newton (SENCo) is in constant liaison with the families of those accessing specialist tuition.</p> <p>[REDACTED]. We are waiting to hear about a permanent exclusion. Governors said a panel will be needed and a date was agreed in case a pupil discipline committee needs to be held. Teaching Assistant absence has had an impact due to long term sickness. A big and positive impact was STEPS training recently and the next one will be on the 25th November where all TA's will be trained. This will then be put into practice and be very hands on rather than just theory based.</p> <p>[REDACTED]</p> <p>The Academy Improve Meeting was discussed, some figures were based on national figures and some are based on last year's results. The GLD has to be set by the officially 2019 national figure however this has not yet been published. Governors asked how targets are set for Burrowmoor. In Key Stage 2, we look at the attainment from the end of Key Stage 1 going through every child for reading, writing and maths. Burrowmoor no longer use the LORIC principles which they had been for the last 2 years as it didn't fit with what the children needed. A new 5 pointed star has been introduced with the following points:</p> <ul style="list-style-type: none"> • Aspiration • Responsibility • Resilience • Respect • Independence <p>Mrs Delve was appointed as Attendance Officer in September following the appointment of Mrs Tyler. This freed some of the workload from Mrs Delve to enable her to successfully implement a new attendance system.</p> <p>A Behaviour Policy was given to governors following the STEPS training which has had a positive impact.</p>	
6.	<p>Trust Business</p> <p>Neale Wade and Burrowmoor are to align their term dates in the same way Cromwell align with Kingsfield. Mrs Delve to liaise with Mrs Kerr.</p>	
7.	<p>Date of next meeting</p> <p>25th March 2020</p>	

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