

BROOKE WESTON

Date	Tuesday 20 th September 2016	Time	4:00pm
Present	Trish Stringer (PST, E-Principal), Peter Kirkbride (PKI, A-Principal), Phil Harris-Bridge (PHB, Chair), Marcus Learoyd (Deputy Chair), Shaun Strydom, Charles Amies, Ika Castka, Carole Walton, John Hill, Danielle Jamison		
Apologies	Andrew Campbell (CEO), Leyton Smith, Matt Rogers, Kerry James, Megan Fowler (Clerk)		
			Action
1.1	Welcome		
1.2	<p>Annual Election for Chair and Deputy Chair of Governors</p> <p>The Governing Body noted that the membership of Phil Harris-Bridge as Chair of Governors and Marcus Learoyd as vice-Chair of Governors had expired. IT WAS RESOLVED by the Governing Body that:</p> <ul style="list-style-type: none"> Phil Harris-Bridge is to be re-appointed as the Chair of Governors for a term of one year. Marcus Learoyd is to be re-appointed as the vice-Chair of Governors for a term of one year. 		
Statutory Items:			
2.1	<p>Apologies</p> <p>Apologies were accepted from Andrew Campbell (CEO), Leyton Smith, Matt Rogers, Kerry James, Megan Fowler (Clerk)</p> <p>No apologies rejected.</p>		
2.2	<p>Meeting Agenda Summary</p> <p>PHB outlined the items on the agenda and briefly detailed what they would cover</p>		
2.3	<p>Minutes & Matters Arising</p> <p>The minutes of the meeting held on Tuesday 3rd May 2016 were accepted as a true and accurate record of the meeting and signed by the Chair.</p>		
2.4	<p>Correspondence</p> <p>None received</p>		
2.5	<p>Declaration of Business Interests</p> <p>None declared</p>		
2.6	<p>Child Safeguarding Matters</p> <p>Recent Matters: Nothing urgent</p>		
Brooke Weston Academy Business:			
3.1	<p>BWA 2015/16 – Progress & Outcomes (SST)</p> <p>Positively keeping up the intensity to deliver results:</p> <ul style="list-style-type: none"> More discussion re the harm that ‘unconditional offers’ have on the motivation of A Level students Russell Group universities were in clearing for the first time in living memory again emphasising the point that institutions are in desperate competition with one another for students. GCSE results are taking on more significance. Peter is holding 10 minute meetings with each year 13 student; between us all we need to ‘light the fire’ under them in a positive way to make them realise they need to keep sprinting for the line. <p>Safeguarding</p> <ul style="list-style-type: none"> 2 current police request for Freedom of Information. In hand. Simon Underwood now in control of all things re safeguarding. This brings responsibility under one ownership. Carole to undertake a ‘deep dive’ re. cyber essential & BWA’s online risks. Phil has recently seen a system (MYCONCERN) that provides an IT-based approach to the management of Safeguarding and all the associated documents and information including the 		

	<p>ability for on line document interchange with the relevant agencies within the County.</p> <p>Results:</p> <ul style="list-style-type: none"> Reviewed results in traditional way (i.e. 5A* etc. but no longer the effective measure), much focus on Progress8 but still a new measure that we are getting used to. <p>Key learning from results:</p> <ul style="list-style-type: none"> Not enough done to chase down the gaps Predictions were too flaky and not accurate enough, some departments were unacceptably out against the final actuals New assessment system to help the above point is being implemented this term. Some departments/students ran short of time and left themselves too much to do – exam management needs attention Leadership lack of experience ran deeper than we appreciated, last year proved to be a challenging year for an inexperienced SLT. Governors need to also learn lessons from this as it happened on our watch; do we have the mechanisms to spot warning signs in the future? Appointment of a 4th VP will make a great difference, adding both capacity and capability at SLT level. Intention to ‘data grab’ far more effectively moving forwards Staff very disappointed about the results, strong resolve to re-establish the core culture, leadership and disciplines that have served BWA well in the past. <p>6th form:</p> <ul style="list-style-type: none"> The new Director of Post 16 Studies is Nina Smith We want to maintain a substantial, attractive and successful 6th form offer. Within this area, at present we are a destination 6th form, ambition to grow it further Crackdown happening on the softer items: no driving lessons in lesson time / can’t go home till course work done / dress code standards sharpened up / poor behaviour = exclusion (2 at time of meeting) / University visits at weekends, not school days – general principal is treat them like adults; where non-adult attitude and behaviour prevails then it needs dealing with promptly. 	
3.2	<p>Resourcing Position – 2016/17 (PKI)</p> <ul style="list-style-type: none"> New maths teacher recruited at higher cost to ensure the right quality maintained. Additional Geography teacher joined Budget list for additional resource submitted to The Executive Principal Peter plans to undertake a significant and far-reaching review on staffing during the year to ensure alignment of capacity, capability and quality with strategic direction and ambitions. 	
3.3	<p>Student Satisfaction Survey Jan 2016 – Year Group Discussions 2nd June (ML/PHB & PKI)</p> <ul style="list-style-type: none"> Repeat it but broaden it to staff and parents More senior presence in corridors Drive to improve classroom behaviour Peter to investigate behaviour on buses 	
3.4	<p>LINK Governor Visits – 2016/17 (PHB)</p> <ul style="list-style-type: none"> Governors to keep it going 	
3.5	<p>BWA Governors – Effectiveness Self-Assessment review (PHB)</p>	
Brooke Weston Trust Business:		
4.1	<p>Trust CEO’s progress assessment – Results & Governance (PST)</p>	
Any Other Business:		
5.1	<p>Any other Business items</p> <ul style="list-style-type: none"> Despite not achieving the targeted GCSE outcome performance at the end of 2015/16 academic year, Governors accepted the Associate Principal’s recommendation to award the additional days holiday to staff at the end of the Christmas term, due to the immense effort demonstrated by staff through a challenging year, with change and challenge on a number of fronts. However, Governors also accepted the recommendation to scrap the “Legacy day’s-holiday-for-results scheme” with the 	PK

	<p>request that the SLT determine whether an alternative performance incentive could be established/is appropriate in relation to the Trust's overall policies in this area.</p> <ul style="list-style-type: none"> • With reference to the output analysis from the BWA Governors' self-assessment, Marcus, Danielle and Phil to work on the findings report to identify, plan and recommend improvement actions to specifically address the reds and ambers. Phil to manage. • Some concern over quality of some IT equipment: Peter's action • Data management system is 'obsolete'; Peter's action • In relation to the intensity of support provided to other Trust Academies by BWA last year, Governors supported the SLT positioning that BWA needs to ensure the capacity and capability to address the identified areas of improvement at BWA is available to the SLT. • Teaching School has been seen more as a Trust asset. BWA needs to ensure it is exploiting this very strong capability more for BWA staff and to nurture it more. New 4th VP will help to ensure this is the case. • Strategy meeting is 4pm – 7pm Tuesday 6th December 	<p>PHB</p> <p>PK PK</p>
5.2	<p>Date of next Governors Meeting Tuesday 24th January 2017 @ 16:00</p>	
5.3	<p>Meeting Assessment and Closed</p>	

Meeting closed:

Signed.....

Phil Harris-Bridge
Chair of Governors

Date.....