

Brooke Weston Academy

Date	17 th September 2019	Time	4 pm
In Attendance	Andrew Campbell, Peter Kirkbride, Shaun Strydom, Beena Sisodia, Nina Smith, Rebecca Waterson, Emma Goodwin, Clare Dent, Vikki Williams, Nick Favill, Christine Seward, Elizabeth Tulum		
Apologies	Ika Castka, Nic Hanlon		
Statutory Items:			Action
1.1	Welcome and introduction Andrew Campbell, Chair of Governors, welcomed everyone to the meeting and introduced Nick Favill and Elizabeth Tulum.		
1.2	Election of Chair and Vice Chair		
1.3	Apologies Apologies were received from Ika Castka and Nic Hanlon.		
1.4	Meeting Agenda Summary		
1.5	Minutes and Matters Arising <ul style="list-style-type: none"> Will discuss future admissions policy. 		
1.6	Correspondence None received.		
1.7	Declaration of Business Interests None		
1.8	Policies and Procedures <ul style="list-style-type: none"> The equality policy and accessibility policy, along with other policies, are being updated and going to the Board for ratification. If you have any comments please let Anna Chambers know. 		
1.9	Student Safeguarding Matters None.		
Business Items:			
2.1	Quality of Education Review (intent/implementation/review) Student Performance and Progress 2018/2019 GCSE <ul style="list-style-type: none"> Fantastic results this year – in the top 250 schools nationally for progress. 9-7 remains really strong. 5% of students gained the 9 grade. 4+ and 5+ are up from 2017/18. This is the English and Maths crossover and this opens door to universities. Ebacc 5+ is really good. Looked after, middle achievers and high achievers are all making progress and reaching their attainment figures no matter what their starting point. Boys continues to be an area we are seeking to improve. BWA has had a fantastic year and has made over half a grade more progress than national. English and maths have made good progress about 0.61 (looks like 0.67). Hopefully will be in the top 5%. BWA has appealed hard and this has had a big impact. Almost all subjects have made positive progress. 		

- Disadvantaged is an area that is being working on and the internal gap needs to be smaller.
- A governor queried gaps for pupil premium. These figures related to 4 students, one pupil went to an alternative provision. Another student worked through the year but only attended English and Maths. If they had made expected progress it would have been a positive figure.
- A governor asked about the subjects that are having close monitoring – science, German (course has been closed), DT (first year for reformed GCSEs). Science has significant intervention taking place.

KSS5

- It was BWA's highest value added at A level only in 5 plus year. A*/A/B high grades. In 2017/18 there were 13 A*, this year it was 30.
- Maths was strong.
- Applied – second year of reformed tough courses. BWA are in the top 25% for three quarters of applied subjects. Value added is being pushed.
- 16 students left with 3 A levels at A* or A. Some students left with 5+ A levels.
- Alps is 4 on 0.97, if this moved to 0.98 we will move to a 3.
- Disadvantaged remains a area for development – raise value added, focus on B/C grade.
- Appeals – students that have moved grades has changed the data. CTEC is now positive 0.22. A level is now -0.03. Disadvantaged has changed drastically, negative value added is only 4 students. A governor asked if we are pushing the pupil premium students hard enough.
- Significant appeals this year. BWA appeals students that will change Academy headline figures and then looks at individual students' needs. Only those very close to a boundary are appealed, a maximum of 5 marks from the next grade.

Ofsted implementation

- Ofsted has introduced intent, implementation and impact. Destinations, confident learners, etc.
- There is a whole trust governor training day on 5th October.
- There is a move towards not just what the results are, but how schools are getting those results.
- BWA has done a lot of work around the curriculum and how the results are achieved.
- The focus on data has changed. Ofsted want to talk about what students know/do not know and what is being done to address any lack of knowledge.
- Ofsted will look at 4-6 subject areas, work observations and collecting information.
- Work life staff load is really clear.
- 90 minute telephone call. Section 8 is 2 days. Strong emphasis on student voice and around learning. Looking at what students are learning and why.
- 80% of outstanding schools have lost their judgement.
- RWN is doing learning walks, student and staff voice. BWA observes every teacher and has a policy. Each year an Ofsted inspector spends 4 days working with SLT and staff. Two or three departments get an external visit each year. Every 3 years the Trust brings in a team to carry out a full review.
- ACA – the Trust has their own education scrutiny committee with external personnel. BWA carried out a SWOT analysis on Section 5 and 8.
- SLT held an Ofsted strategy day today. PKI is confident that Ofsted would see an outstanding school.
- In May BWA held an Ofsted strategy day and a Trust strategy day and are well prepared.
- A governor asked if feedback is good from departments. It has improved significantly but there is still room for improvement in some subjects. BWA had 5 report cycles a year and has now gone to 3.

	<p>Pupil premium review This will be reviewed at the next meeting.</p>	
2.2	<p>Admissions and Possible Changes</p> <ul style="list-style-type: none"> • There was not much change from last year but more students applied and there were 61 appeals. Intake was 2 LAC and 6 previously LAC, SST will check why other expected LAC students did not take up their place. It is a male heavy cohort, almost 24 students more than usual. • We have two complex students with an EHCP and the LA have fully funded 4 teaching assistants and funding for the redesign of the SEN department. There is a 6th former with an EHCP and he has a fully funded scribe. The funding is over 5 years. • Some appeals went to the EFSA for an appeal against the appeal decision. 	
2.3	<p>Review of Behaviour & Attitudes</p> <ul style="list-style-type: none"> • Safeguarding remains strong. Staff have been upskilled and more incidents were logged in 2018/19, possibly due to better recording. Highest number are around safeguarding, mental health and student care concerns, family breakdowns and domestic violence. Needs are becoming increasingly complex. The student care team is growing. BWA works closely with EIPT. • Attendance has improved by 0.2% and is consistently above average. One student had an impact on attendance. Disadvantaged and SEN are a focus. Persistent absences are better than national and dropped further last year. Last week attendance was 98.7%. • Exclusions – permanent exclusion remains at 0%. Fixed term exclusions did go up. The bar has been raised for standards, behaviour and expectations but action has been taken to reduce exclusions further. A mentor comes in one day a week – active engagement with high risk exclusions. • BSI has taken lead control across the Trust since she joined in January. Chief Inspector Julie Mead may join our group. 	
2.4	<p>Self-Evaluation & Quality Assurance</p> <ul style="list-style-type: none"> • BWA undergoing a regular curriculum review • Exclusions went up slightly last year and there are measures in place to reduce this. Exclusions still below NA. • Budgets remain tight. We have had a surplus budget for the last 3 years. • The Ofsted framework is a ‘threat’ because of the national conversation regarding outstanding. It is not best fit anymore. 	
2.5	<p>School Improvement Priorities</p> <ul style="list-style-type: none"> • Disadvantaged – always front and centre. Boys continue to be a challenge versus the girls. • LAC – we were expecting above average. • HAP is the group that is performing least well. • The Trust is implementing a new MIS system. • Some great work has been done on Literacy. We aiming to get every pupil to their chronological reading age. DEAR (drop everything and read) is happening every Tuesday across the Academy. • Maths results are also excellent. • Work/life balance – significant work on this at BWA this year and staff feedback has been excellent. The Trust now operates a support staff group which they are inviting teachers to join and will ensure that staff are aware of everything they can access. • Quality of education. • BWA has historically deployed a maths teacher to Beanfield and would like to get their staff into primaries to accelerate the transition process. • Behaviour is really good. • Attendance has improved – need to continue to focus on the attendance of sub groups. 	

	<ul style="list-style-type: none"> • Significant work taking place, led by BSI to improve the tutor system. On a Tuesday no teacher has assembly, the tutor teams meet and BSI has put in a much more detailed tutor time. • Work experience – 20 of our more vulnerable students in year 10 have gone out on work experience, the whole cohort will go out next year. JBR is working on this. • The 6th form is being expanded and BWA is working with CTS on this. The range of courses will be extended. The application process is being digitalised. BWA is looking at why more PP students are not staying on. • Issues on C/B borderline, more students should be moved to the B. PKI will report on this at every governors' meeting. • ACA asked which areas BWA expected to see moving the most rapidly over the coming year – curriculum and 6th form. • Year 11 careers advice – we have independent careers advice and a senior leader as well as Unifrog software. Does everyone have a destination, have we spoken to parents? PKI/SST meet every single student to talk about destinations/grades/future. The 6th form team talk about criteria and there are two 6th form open evenings. After mock results day every student is interviewed. • BWA is at the right time to discuss with the Trust the length of lessons/timing of the day and also work/life balance as it is a longer day. This could be an afternoon for enrichment/possible shortening of lessons. A governor asked if it could mean a longer school day. We are not talking about making BWA the same. 	
2.6	<p>Staffing Update</p> <ul style="list-style-type: none"> • QA starts in week 5 and 6. • The teaching staff profile is bigger and more complex. There was less turnover, 13 new staff and 7 leavers. There are two cover teachers, 3 NQTs, 1 PGCE and 8 ITT students are joining over the year. There are 3 ex 6th formers on paid scholarships at University. The Trust has the right staffing in the right place and are able to help with staffing (ie German). • There are about 8 teachers who will be on maternity leave and the majority are strong middle leaders. The Trust has deployed the Director of English into the school and new English teachers have been appointed. The Director of Science has been deployed into science. 	
2.7	<p>Health & Safety/Risk Register</p> <p>The audit went well – good buildings team and Operations Leader. All parents have had a letter regarding pick up and drop off.</p>	
2.8	<p>Achievement/News/Events</p> <p>6th form:</p> <ul style="list-style-type: none"> • Results for the 6th form were really pleasing. 6th form numbers should increase and this will go under consultation – September 2021 start for new provision. • The majority of 6th form students study A level and the entry criteria is a 6 or 7 in GCSE. Five different entry requirements are proposed for five different pathways. • BWA will be talking to staff once the consultation period is finished in December. • A governor asked how things have gone with CTS students this year – it has gone well so far. <p>News and events</p> <ul style="list-style-type: none"> • Prize Giving this week. • Successful prom, ball and sports days. • Films have been commissioned and there are links to the films. At Prize Giving the second film will be aired “More than an education”. A social media campaign is about to be launched. There is also a 6th form film. 	
2.9	<p>Governor Subject Link Visits</p> <ul style="list-style-type: none"> • It is expected that at least 2 visits are conducted per year and that these are documented and reported to the governing body. • The governor link visits will be organised via ARA: 	

	<ul style="list-style-type: none"> ○ Nick Favill – Disadvantaged/pupil premium ○ Nick Favill – Student care and attendance ○ Emma Goodwin – SEN ○ Vikki Williams – English/literacy ○ Elizabeth Tulum – Science ○ Clare Dent – Maths ○ Check on Health and Safety 	
3.1	<p>BWT General Update of On-going Developments</p> <ul style="list-style-type: none"> • The Trust is in a good place in terms of sustainability. It has resisted the Dfe to take on additional schools. BWA has grown and CTS has doubled its size. KSA has increased its pan to 270 and will soon become the Trust’s biggest school. TCA may increase to 70. • The income side of schools is being developed. 	
3.2	<p>BWT Academies – Key “News Items”</p> <ul style="list-style-type: none"> • The future of the Trust is in good hands. The Trust has been invited by the Dfe to become one of 9 pilot teaching hubs. This would mean more influence over what the future of teaching looks like. PKI and ACA are attending an interview next Thursday. 	
4.1	<p>AOB</p> <p>Election of Chair of Governors</p> <p>Vikki Williams put her name forward as Chair. Clarke Dent proposed her and Elizabeth Tulum seconded it. PKI will act as Vice Chair until the position has been filled.</p>	
4.2	<p>Dates of Next Meeting</p> <ul style="list-style-type: none"> • 28th January 2020 at 4 pm • 5th May 2020 at 4 pm 	
4.3	<p>Meeting assessment and close</p> <p>The meeting closed at 6.15 pm.</p>	

Signed..... Dated.....

Matters Arising – for next meeting		Action/Responsible Executive	Completion Date	Action Completed
	Pupil Premium Review	To review at next meeting	January 2020	
	Governor Link Visits	To discuss at next meeting	January 2020	
	C/B borderline – PKI to update	To report at next meeting	January 2020	