



**MINUTES
FROM THE MEETING OF
THE LOCAL GOVERNING BODY
OF BRYMORE ACADEMY HELD ON
TUESDAY 12 MARCH 2019 AT 6.00 P.M. AT THE ACADEMY**

Actions from Brymore LGB Meeting held on 12 March 2019

Item Reference	Action	Person Responsible	Due Raised
3.4	MT to share interventions and strategies, with regard to instances that are reported within the category of deliberate violent – physical assaults, with Governors at the next meeting.	MT	12/03/2019



**MINUTES
FROM THE MEETING OF
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TUESDAY 12 MARCH 2019 AT 6.00 P.M. AT THE ACADEMY**

Members

✓	Helen Bradford	(HB)	
✓	Andrew Burrows	(AB)	
✓	Ann Dyer	(AD)	
✓	Richard Graydon	(RG)	
✓	Jason Gunningham	(JG)	(Chair)
✓	Ben Houlihan	(BH)	
✓	Alan Johnson	(AJ)	
✓	Mark Thomas	(MT)	(Headteacher)

In Attendance

-	Peter Elliott	(PLE)	(CEO)
✓	Fran Davis	(FD)	(Clerk)

✓ those present

1. Procedural matters

1.1 Appointment of new Chair

The Chair welcomed everyone. The Trust has appointed JG as the new Chair. JG is very pleased to work with everyone and support Mark and the boys at Brymore.

1.2 Apologies for absence and acceptance/non-acceptance

PLE – work

1.3 Declarations of Interest

None

1.4 Minutes from the last meeting on 29 January 2019

Agreed as accurate and signed by the Chair.

1.5 Matters arising not covered elsewhere in the agenda

BH gave an update on a Boarding visit that was undertaken prior to Ofsted.

From the Action plan it was worth noting that the meeting with staff came at an opportune moment, as we have good processes in place but the regularity of some meeting had slipped but the team responded and the meetings began again just in time for Ofsted.

Next steps - We need to consider standardisation of approaches – understand what the next steps might be after the report is issued.

Actions outstanding:

MT/AB to report back to the LGB after the Trust Board meeting at the beginning of March about central funding **Completed** – no Trust meeting has occurred since the last LGB. However MT advised there will be a centralisation of budgets across the Trust. This means areas such as Premises will have a budget for all academies across the Trust and expenditure will be based on priority of need. As far as Brymore is concerned this will benefit us as we would not have the funds to pay for outstanding works.

A Governor commented that caution would need to be demonstrated that schools do not become a drain on resources. It was also pointed out that Head Teacher's need to have integrity to ensure sensible use of funds across the Trust.

A Governor raised that although not unhappy with the decision there was a need to explore the potential dangers of this arrangement as Brymore is quite unique with its premises and a small secondary school with high needs for maintenance and resources. Therefore it might be prudent to have the principles formally recorded.

MT and The Chair have every confidence in the Trustees and the Board that funds would be managed fairly and that as the Trust matures the principles would be put in place. However they reiterated that this is good for Brymore as we would not be able to fully support and finance any costly focuses required.

FD to forward SEN reports onto Governors and place onto Trust Governor - **Completed**.

2 **CEO Reporting Requirements**

2.1 Draft Ofsted Report and feedback

Governors offered their congratulations to MT and all staff for their hard work. It was a well-deserved grade and report.

MT had hoped to have the report available to share with Governors however it is still going through the quality assurance process. However notes were taken from the visit to share with Governors.

MT thanked the Governors and Board Trustees for having confidence in him being able to turn around the last outcome. Overall it was felt from the start the inspection had a different feel about it. LW was confident we were where we should be compliance wise and we were well prepared. Our philosophy was very much working on the basis of lessons learnt.

We received Good across the board, with safeguarding outstanding, activities with the boys is exceptional, and induction process is excellent as was consultation with boys and parents.

A Governor asked what is the grading for this
We are Good with three categories showing outstanding practices. There was not one national minimum standard not met.

It was raised that thought needs to be given to next steps – will it be a journey to achieve Outstanding or how do we work to sustain this performance

MT advised he was content to achieve Good for the school inspection, which allows the boys to benefit as we would not have to undertake MFL which is a barrier to us becoming Outstanding but happy to go for Outstanding with Boarding.

A Governor asks for it to be communicated to staff how delighted Governors are at the outcome. MT noted that the Chair had sent an email on behalf of the LGB to all staff that MT had disseminated. It was also nice that Governors were picked out for supporting the school.

MT advised Governors had played a key part in this and their visits had been invaluable.

It was commented that in the light of many State boarding schools get inadequate grades they may approach Brymore for support.

MT advised that having been in touch with other State boarding schools there had not been any positive responses from them.

A Governor raised whether the lack of take up of boarding places had suffered due to the grade of the previous Ofsted Report and now that a better outcome had been achieved whether further advertising should take place.

MT advised it was difficult to pinpoint the reasons for lack of take up. However MT is keen for the academy to start showing at shows which can lead to additional places being taken up.

2.2 Head Teacher's report to include Ofsted reflections and next steps

MT read through the report highlighting

- Loss of staff member – we may close as staff might wish to go to funeral. Out boarders could be sent home if necessary.

- Interviewing for farm manager tomorrow (13/3) 2 applicants. Reasonably hopeful we will fill the vacancy.
- We are 10 boarders short in year 7.
- Post Ofsted – looking at areas listed in this report. As the framework is changing we need to concentrate on curriculum and in particular stretching the more able students. Ofsted will want to see development and a clear rationale and progression for pupils.
- Behaviour
- Staff morale

A Governor asked what is the vehicle for staff if they are not happy
MT advised he meets with the Chair of the group and gets feedback. Generally staff morale comes out well across Trust wide surveys. We also made a conscious decision that SLT would not be on this committee.

- World book day was fantastic, pupils dressed as their favourite character and clearly enjoying reading which was great especially as this is not a typical Brymore event.
- The garden wall could cost £50,000-60,000 to repair, we are looking to see insurance will cover this.

A Governor asked if the remaining integrity of the wall is safe
Yes

2.3 Progress data

MT advised there was no new data collection since the last one, but Maths is a concern. However Land based studies and PE has finished. Areas of need will have interventions put in place. Art is playing catch up. Engineering results have come through and looking incredibly strong.

3 Statutory Reports

3.1 Attendance Report

Up to 95.24% this is single handedly down to Saturdays as they always had an impact on our figures.

3.2 Behaviour Report

Governors noted the information

3.3 Exclusions Report

It is quite fascinating to see that exclusions for boarding was 70 days lost but down to 15 now.

AJ left the meeting at 19.04pm

3.4 Health & Safety report

MT advised H&S came out well in Ofsted.
MT summarised the report and commented on the number of violent - physical assaults had increased and LW would be looking into this.

A Governor felt that in the past when LW captures the problem and it becomes an area of focus within 6/8 months it will slow down.

A Governor asked if the incidents relate to one/two pupils or a cohort.

MT advised although one boy is responsible for a number of the incidents and this will change as he is not allowed at school except for exams. However the figure is still too high.

Governors would like the interventions and strategies to be shared with them at the next meeting.

Action – MT to share interventions and strategies, with regard to instances that are reported within the category of deliberate violent – physical assaults, with Governors at the next meeting.

MT

It was asked if engagement with the PSCO's could be arranged as this can sometimes be helpful.

MT advised we do have a good relationship with the police.

4. Brymore Items

4.1 Budget Month 6

4.2 Budget projections for next year

PLE sent apologies the reports were not available for this meeting.

AOB

Future AOB's will be submitted to the Chair/Clerk prior to the meeting in order to support the flow and timeliness of LGB meetings

BH advised this was his last meeting and wished to thank everyone for the opportunity of working with them.

Governors thanked BH for his hard work and were pleased he was able to finish on such a positive note with the success of the Ofsted inspection. BH advised Eve Watts would be taking on the role and a handover was planned. MT thanked BH and said he had found personally BH's approach was incredibly supportive and challenging us was a great help. Also really appreciate your commitment to the unsocial hours that the role involved.

5. Date of next meeting – Tuesday 7 May 2019