



MINUTES
FROM THE MEETING OF THE LOCAL GOVERNING BODY
OF BRYMORE ACADEMY HELD ON
TUESDAY 7 MAY 2019 AT 6.00 P.M. AT THE ACADEMY

Actions from Brymore LGB Meeting held on 7 May 2019

Item Reference	Action	Person Responsible	Due Raised
1.4	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
21.	JG to ask for update from PLE regarding current challenges with quality of catering provision	JG	07/05/2019
4.3	Trading Committee to seek more members onto the Trading committee	AD	07/05/2019
4.3	Keeping Children Safe in Education document placed on the website	LW	07/05/2019



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FROM THE MEETING OF THE LOCAL GOVERNING BODY
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Members

✓	Helen Bradford	(HB)	
-	Andrew Burrows	(AB)	
✓	Ann Dyer	(AD)	
✓	Richard Graydon	(RG)	
✓	Jason Gunningham	(JG)	(Chair)
-	Alan Johnson	(AJ)	
-	Mark Thomas	(MT)	(Headteacher)
✓	Eve Watts	(EW)	

In Attendance

-	Peter Elliott	(PLE)	(CEO)
✓	Fran Davis	(FD)	(Clerk)
✓	Gill Warren	(GW)	(CFO)
✓	Nicola Mould	(NM)	(new CFO)
✓	Vicky Davis	(VD)	(Deputy Head)
✓	Luke Winter	(LW)	(Assistant Head)

✓ those present

1. Procedural matters

1.1 Apologies for absence and acceptance/non-acceptance

Apologies were received and accepted from
 Mark Thomas
 Peter Elliott
 Andrew Burrows

The Chair welcomed everyone to the meeting and asked everyone to introduce themselves for the benefit of new members.

1.2 Declarations of Interest

None

1.3 Minutes from the last meeting on 12 March 2019

Agreed as accurate and signed by the Chair.

1.4 Matters arising not covered elsewhere in the agenda

Actions outstanding:

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 – **Outstanding** as MT was unable to attend the meeting this action will be moved to the next meeting

MT

2 CEO Reporting Requirements

2.1 Head Teacher’s report

Predictions

GCSE predictions Overall Attainment 8/Progress 8 36.57 +0.05
English 7.79 -0.12
Maths 7.04 +0.22
EBacc 8.57 -0.4
Open 13.17 +0.5

The current year 11 are a challenging group but this will be discussed more fully later in the meeting. However it should be noted that this current year 11 group lacks high achieving students and motivation has been a big issue.

A Governor noted that if the problem lies with the new style exams then it is more to do with the system than the nature of the students.
They are challenging but there is more positive motivation in the remaining years.

Staffing

The Secondment to SLT for a two year fixed appointment – interviews would be held shortly.

It was asked if the role was open to the whole of the Trust
No, we are hoping to recruit internally which helps with costs and gives us the opportunity to build within.
A governor noted it is useful to have a good succession plan in place for staff.

Due to the loss of use of the swimming pool we have changed our end of year plans and decided to have a celebration assembly and final presentation.

It was asked what was happening with the pool
GW advised we are preparing an Invitation to Tender for the swimming pool works with estimated costs of £180k. The ITT was originally issued in February however 2 out of 3 which did reply declined due to work already on their books. The ITT has been issued again to 3 further suppliers. Hopefully it will be in use for October.

Student numbers

Numbers have dropped and part of this is due to us not being present at as many shows as we normally attend and this has impacted on our numbers. We may find our good rating from Ofsted may impact positively on numbers.

A Governor asked that as numbers for places for day students was oversubscribed could boarding places be offered to them instead.
 There are different criteria for boarding and day students, however we do write to parents explaining what is available.

There are still issues with the catering. LN attended a meeting here today. The boys are not happy with the quantity and quality of the food. We have had boys bringing in food and house parents having to make additional meals for them. We understand one of the problems for the catering company is finding managers for the evening work. The Chair will seek assurances from Trust CEO that the situation is being recognised as an issue and resolved positively.

Action - JG to ask for update from PLE regarding current challenges with quality of catering provision

JG

2.2 SEF

The SDP document issued to Governors is the replacement for the SEF.

VD gave an update on the future rationale and work undertaken so far for the academy curriculum.

With the New Ofsted framework coming into force in we are looking what our curriculum intent is and what our key priorities should be:

- Stretch and challenge – especially more able
- Behaviour at KS 3 Motivation of Year 11 and ability to work/revise independently through the creation of the
- right culture
- Improving the mental health/resilience – especially of boarders

VD gave a presentation on the core values and key attributes of a Brymore boy and asked governors for their input. Below are the responses:

- Resilience is needed when being a boarder and a positive mind set.
- Confidence
- Respect
- Polite
- Reliable
- Having self-esteem and pride in themselves
- Having aspirational goals

VD advised aspirational goals was the only thing missing from their original list. We think it is important the school is not known as a school for just low achievers. We want to challenge our boys and highlight the importance of not giving up on themselves. Having this information on what makes a Brymore boy we now need to identify our curriculum intent and ask ourselves are we aspirational enough.

VD led the discussion on curriculum intent and the work done so far. Issues discussed were:

- depth versus breadth (at KS3 and KS 4)
- curriculum narrowing
- Ebacc requirements and MFL. – with the push for schools to undertake Ebacc we will struggle to justify to Ofsted why we are not offering this.
- We have changed our option systems for the current year 9 – there will be 3 choices not 4.

A Governor asked if that would impact on university choices
No not at all

VD explained her hope of offering Latin which she felt would improve life chances, is accessible to all and inspirational. It also increases students understanding of vocabulary.

It was mentioned that Latin is not classed as a modern language
VD felt it is more in line with the national curriculum and more relevant
A Governor raised concern about teaching the boys something they may not enjoy
We have picked the English department to deliver it as the boys enjoy this the most.

Thanks was given to VD for the detailed report presented to Governors.

2.3 Review of ADP

This document was not available for discussion at the meeting but will be on the agenda for the next LGB meeting.

2.4 Peer review

This item will be discussed at the next LGB meeting

2.5 Termly Action Plan 3

This item will be discussed at the next LGB meeting

2.6 Projected Outcomes 3

This item will be discussed at the next LGB meeting

3 Statutory Reports

3.1 Attendance Report

LW highlighted the attendance figures and the aim to improve upon them, however it was mentioned that attendance at Brymore is good as we are fourth in County with an average figure of 95%.

We have been working on reducing persistent absence currently at 11%, which is a significant improvement.

A Governor noted the figures of 110 days in 2012/13 compared to 153.5 2018/19

The main problem is low esteem with our boys, we have therefore put together the Aspire programme. LW shared the rationale behind it and Aspire intervention workbook.

At the moment we are finding 9 students are causing a third of our exclusions.

A Governor asked if there was time and space for having outside speakers to come

We are looking at peer mentoring. Also looking at the Brymore Old boys' database to see what they have gone on to do. We want to help the boys who are not engaging into the Brymore way.

It was asked when they would be using the workbook

One to one sessions, also on induction days for year 7's as it is a way of identifying low scores and which boys might need that extra support. It is a low number of boys that currently require intervention but they are having a massive impact in their year group and in the school.

Is there opportunities for parents to come in and talk through this
Yes but only a couple are buying in, most of the parents will not come in for meetings but we do try to work with them.

3.2 Behaviour Report

Key things – boarding and day exclusions have been a 2:1 split with more FTE's in day students than boarding, which is a good picture for boarding.

We will be looking to share more information with governors.

Highlights:

- Staff are well trained and very experienced in dealing with students. We take a very consistent approach.
- Sexualise behaviour has increased

- Reassure you on peer on peer abuse data. Information is reviewed and discussed.
- We are pleased that boys are comfortable raising concerns with us.

Governors thank LW for the very detailed reports submitted.

3.3 Exclusions Report

Covered above

4. Brymore Items

4.1 Budget Month 6

GW advised the traffic lights report had been included for information as well.

Looking at the traffic lights report you will see the operating outturn is marginally worst. This is mainly because of a drop in boarding numbers (123 vs forecast of 130), drop in trading contribution £(12k) and increase in supplies £(8k).

The net in year operating outturn (excluding CIF) is lower than forecast due to the deterioration in the in year revenue surplus. It is assumed that all budget costs are expended in the year.

Overall staffing costs for the year are estimated to be £9k higher than the fixed budget, but £81k lower than the current budget, which is based on the revised structure. The improvement has been because of vacancies and lower maternity costs than budget

A Governor asked if staff pay and national grant increases are fully funded
Teacher pay grants and pension are funded but support staff are not included. There is a disproportionate number of teachers to support staff which would be expected.

The most concerning point is the reserves are dropping, after the use of carry forward ring fenced items totalling £731,200 there will be £12,000.

It was noted that being part of the Trust gives some stability but this could change.

4.2 Premises and facilities Report

Two CIF bids were submitted:

- 2nd go for the Sports Hall with a new proposed site adjacent to the farm – we hope that this site will prove better favoured than the one next to the main house from planning perspective
- Boiler/heating control project

Unfortunately, neither were successful. We do not know why we failed but we will be appealing the Sports Centre results. Appeals

are dealt with later in the summer term. However, when the next academy joins the Trust on 1 Aug we will be too big to apply for CIF.

It was asked how this would affect academies
It means we will be in a gap year with no qualifying opportunities but after that time we will have a small chance to apply for other funding and we can choose how it is spent. Brymore will probably gain from a bigger Trust.

Are there any emergency funds for exceptional circumstances
You can apply for the exceptional capital fund but no one has ever got anything from it.

It will be important for Brymore to build up some reserves.

4.3 AOB

The Chair of the Brymore Trading company advised following the earlier meeting there were concerns raised that no one had come forward to take on the post of running the lettings. The main stumbling block to filling the post appears to be working during the holidays. It had therefore been suggested the post be split between admin and caretaking. It was also raised that more members were required on the Trading committee.

Action – Trading Committee to seek more members onto the Trading committee.

AD

It was mentioned that the Keeping Children Safe in Education document would be placed on the website.

Action - Keeping Children Safe in Education document placed on the academy website

LW

As GW is retiring the LGB wished to thank Gill for all her hard work and commitment to them.

5. **Date of next Meeting**
11 June 2019