



**MINUTES
FROM THE MEETING OF THE LOCAL GOVERNING BODY
OF BRYMORE ACADEMY
HELD ON
TUESDAY 26 NOVEMBER 2019 AT 6.00 P.M. AT THE ACADEMY**

Actions from Brymore LGB Meeting held on 26 Nov 2019

Item Reference	Action	Person Responsible	Due Raised
1.1	FD to contact GJ, Company secretary, to ascertain if AB intends to remain on the LGB	FD	26/11/2019
3.6	NM to arrange for KJ to visit Brymore	NM	26/11/2019
3.6	MT to speak to BP and ascertain whether as a collective need, the outstanding actions from the H&S meetings, should be included on the risk register.	MT	26/11/2019
3.7	MT to speak to RW and ascertain exact issues and plan for improving RI grade on Reid House.	MT	26/11/2019
4.2	MT to review presenting of information on statutory reports.	MT	26/11/2019
4.2	MT to arrange a presentation on Curriculum for Governors at the next LGB meeting.	MT	26/11/2019
4.2	MT to update Governors on parent governor elections	MT	26/11/2019
4.2	MT to contact Governors to invite them to the opening of the new farm building on 10 January.	MT	26/11/2019



MINUTES
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) |
| ✓ | Mark Thomas | (MT) | (Headteacher) |
| ✓ | Eve Watt | (EW) | |

In Attendance

- | | | | |
|---|-----------------|------|--------------------|
| ✓ | Fran Davis | (FD) | (Clerk) |
| ✓ | Nicola Mould | NM | (CFO) |
| ✓ | Shane Plowright | (SP) | Potential governor |
- ✓ those present

1. **Procedural Matters**

1.1 Apologies for absence and acceptance/non-acceptance

No apologies were received from Andrew Burrows. It was suggested that as he has been unable to attend recent meetings, due to work commitments, it would helpful to have an update on his situation.

Action FD to contact GJ, Company secretary, to ascertain if AB intends to remain on the LGB.

FD

1.2 Declarations of Interest

None

1.3 Minutes from the last meeting on 1 October 2019

Agreed as accurate

It was asked for an update on lettings
NM advised we had one group in over the summer for 3 weeks and they have already booked for next summer.
NM felt we are at a point where we need to decide if we are going to push the lettings side or pull back from it. We have had an enquiry about a wedding being held here and as we have a license we need to decide if we wish to continue with this as the license will need renewing. We do have a new Ops manager in post who can pull together a business case. The only thing to bear in mind is fitting lettings around the maintenance programme.
NM also commented that recently there had been various enquiries about using the premises for event fairs.

It was asked if the income raised from the lettings would come to the school or back to the Trust.
NM advised the lettings are run as a separate company and are gift aided back. The school would receive an income to offset the increase in costs such as electricity.

1.4 Matters arising not covered elsewhere in the agenda

None

1.5 Chair's report

<https://www.gov.uk/government/publications/school-governance-update/academy-trusts-school-governance-update-september-2019>

The Chair advised the link to the government website was for information. It had been received via GJ, to give updates on school governance.

The Chair also advised there was a sum of money available from the SSE to access for governance training. The training available would be distance learning to make it easier for Governors to undertake them at times convenient for them.

2 CEO Reporting Requirements

2.1 Head Teacher Report

MT advised The IDSR has been published this week and this is the document that Ofsted would have before undertaking an inspection and gives a sense of where we are nationally. The document comments on other aspects of the school such as staffing and finance.

As expected our progress results are very strong with the school being placed in the 20% of schools nationally for progress. English, maths and science were all in the second quintile with the open bucket being in the first.

There was a discussion on the decision of the school, with the support of the governors, for pupils not to undertake Ebacc and the rationale behind it. MT advised that as long as they can justify the decision Ofsted should accept this. However, we are considering whether to introduce languages subtly to see if the appetite is there for it as we offer Latin in year 7, and soon in year 8, and the pupils love it.

It was asked if the school had tried to persuade the DfE that Latin was a MFL.
MT advised we have not enter into a conversation with them about it.

FTE's are high but permanent exclusions are low. MT is in conversation with LW about FTE's and what can be improved upon.

We do not have any significant areas of weakness which is a strength however Ofsted will mostly likely carry out deep dives in Humanities.

MT talked through the HT report highlighting

- Figures from the local authority indicate pupil numbers are oversubscribed for both boarders and out boarders. There may be some drop in numbers and boarders will change as some parents have listed both boarding and out boarding as an option. This is a good position for us.
- We have had an increase in TA staffing, which is thanks to additional funding received from the Trust. As a side note PLE advised MT that Brymore have more pupils with EHCP's that at Elmwood and Penrose Foundation. We are still in discussions with the LA about funding.
- We have a job spec for a new safeguarding officer.
- Farm building is finished and we will be having an official opening after Christmas.
- Further potential funds for another general purpose barn have been released.
- We are currently working on ensuring our curriculum intent (at a subject, school and co-curricular level) is complete with a clear plan for its implementation and ensuring we have evidence of its impact. This is a huge piece of work as Ofsted changed the framework and gave a short time span to complete it. Subject leads are being developed to be ready for Ofsted but we are strong on our curriculum offer and able to explain fully why we offer it. MT acknowledged they had received a lot of support from the Trust.

There was a discussion on feedback from recent Ofsted inspections and what some schools had experienced. Apparently inspectors are keen to ascertain students' recall and retainment of knowledge. MT shared they had a presentation from an Ofsted inspector at a recent Trust meeting and the

impression gained was inspectors are not confident with the framework.

The Chair felt the students were well supported by the school and their aspirations for the them.

MT shared they are finding it difficult to produce documents as there are no templates however Vicky Davis is using the same documents as Ofsted. It is also difficult to judge ourselves when the curriculum is not complete.

The Chair advised it is a period of adjustment getting use to the new language and transition is allowed.

MT advised that TG, DoE, has taken us through a different peer review and we are testing this for schools across the Trust. MT talked through feedback highlighting:

- Science follow an off the peg curriculum, which is something Ofsted do not want, however HoD was able to explain the justification and rationale for this.
- There is a need to push our more able students.
- In maths P8 was strong but upper ability did not do as well and the HoD struggled with the questions.
- English was also really strong but again some targets for making sure we are organisational resilient.
- Co-curricula offer is really strong at Brymore and this will be investigated further to see if it could be articulated into the co-curricular intent.
- We have decided to undertake all the targets raised and the peer review team will come back in January to review progress.

The Chair was pleased to see the comment that “academic success is not the driver but developing the boys”. It was also felt that the peer review was really valuable for the team.

2.2 SEF

Not presented at the meeting but will be available for the next one.

3 Statutory Reports

3.1 Attendance Report

MT advised LW had been unable to attend as his daughter is unwell.

Attendance data is not strong but it does include boarders. We are working on this and have agreed policies and procedures in place. We did not have a PSFA to improve attendance but we have one now which will help. We do have issues around agricultural showing times.

The Chair asked if there was a way of reporting this as they were in another learning environment.

MT advised that although students can attend shows as part of the school, it is difficult to change families' perceptions. We also have a number of vulnerable students, but really we do not have any major factors that impact on attendance. However, with smaller numbers just one or two students can impact on figures.

3.2 Behaviour Report

- FTE up 2-3% which means we are up 16-17%

It was asked if 16% of students have had an exclusion. Yes, but we do have them 24/7 and have a particular cohort who are extremely challenging.

It was asked how this compares with other schools. At other schools they only have short periods of unstructured time for their students whereas we have considerably more. MT also advised that we do not excluded for an unjust reason and although FTE's are high, permanent exclusions are low as the boys learn their lesson.

It was noted that quite a high proportion of incidents are related to bullying and it would be interesting to know the reasons for exclusions. MT advised we have zero tolerance for bullying and the boys understand this. In Bridgwater there were 30 PEX's we had zero. It should also be remembered that behavior in class and in general is good at Brymore.

It was asked how many boys transition from the PRU Two this year, both in year 10, one is still with us. We had pupils from the PRU last year and they did fantastically well.

It was asked what had worked well for those boys, anything particular in the transitioning
MT advised it can be difficult for boys to come from 2 hrs a day to 6hrs per day, 5 days a week however if they want to come to us we will take them but if not it does not work well.

It was asked if there was any national comparable data Unfortunately, not as we are fairly unique. Ofsted compare on deprivation data and we do not fall into that category, however we attract a particular intake.

3.3 Exclusion Report

Covered

3.4 Safeguarding Report

MT apologised there was no report but advised there would be a safeguarding peer review in the new year. The report will be available for the next LGB.

3.5 SEN Report

MT referred to the SEN report by MC and stated that SEN students had done exceptionally well in the data. We are taking a huge number of students with ECHP, 11 or 12 with up to 13 for next years' 7. We should only be getting 1 or 2.

The students need huge individual support, which is incredibly time consuming. We are considering whether SEN should be managed by one person as it is really not possible.

It was asked if they are on the correct bandings
 MT advised more are being refused but parents are appealing. However, the LA is £7m in debt. We did have one pupil from Bristol and he had £31,000 but we do not get this from Somerset.

We are also getting TA's trained on targeted interventions to make them more effective.
 MT wished to mention they have an incredibly strong SEN team.

It was asked if it was easy to recruit for these posts
 Yes, it has always been easy to recruit and we get a strong field.
 It was asked about the percentage figures shown on page one of report – number of SEN students 142%
 MT advised this should be the number of students not the percentage.

3.6 H&S Report

MT advised there had been a lot H&S actions last year but we kept them on and they have begun to reduce.

NM advised there had been a slight expansion of support for H&S with the Trust admin taking trips and visits on, which is freeing BP up.

The staff Governor raised that had been some miscommunication over details on trips as the person was not fully aware of the set up at Brymore.

NM felt it would be useful for KJ, Trust Admin, to come out to Brymore to gain a better understanding of the school as no one wishes trips and visits to be hindered with unnecessary paperwork and procedures.

Action NM to arrange for KJ to visit Brymore

NM

It was asked if the 22 actions for 2018/2019 with 13 carried over from the previous year and 3 from the last meeting are on the Risk register
 MT advised they are not of a sufficient severity.

It was thought that perhaps collectively they should be on the register.

Action MT to speak to BP and ascertain whether as a collective need, the outstanding actions from the H&S meetings, should be included on the risk register.

MT

It was asked whether the completed training was mandatory for all staff or targeted.

MT advised at Brymore we need a greater number of staff trained and some are mandatory. However a lot now was online, which was more beneficial.

The Governors felt it was a very clear and informative report.

3.6.1 H&S audit report for information only

Governors noted the information contained in the report

3.7 Boarding report

MT advised that generally boarding is going well and boys are very settled. We have a very experienced team. Thanks was given to EW, boarding Governor for taking on the role and being involved with monitoring and evaluating as it is difficult to assess this area.

Feedback from parents survey had been good.

It was asked if it was a peer review carried out on boarding
Yes each houseparent goes into others' houses to make judgements, which helps to pull standards up and gives a little healthy competition between houses.

EW advised she felt the boarding accommodation was very age appropriate and the students had settled well.

MT shared that the Trust had carried out a comprehensive rolling refurbishment programme which had made a huge difference.

It was asked if there was an action plan in hand for the RI grade in Reid house and were there any H&S issues raised
Not sure but MT will speak to RW and ascertain exact issues and plan.

Action MT to speak to RW and ascertain exact issues and plan for improving RI grade on Reid House.

MT

EW noted that accommodation here compared to private establishments was much better here.

4 **Financial Update**

4.1 Consolidated Management Report month 1

NM advised that as we are at Month 1 there is not much to say, we are seeing an out performance in terms of expenditure and there is always an underspend on supply and with teaching there is often a lag.

The main thing is we are presenting this information in a different format than before. A paper was put to the Board to approve pooling some income across the trust then a redistributed figure will form 2019/2020 income for schools. As you will see Brymore are doing well from this and by centralising cost structure and deploying resources where needed this should make us more efficient. Most MAT's are not doing this but we think it is the right thing to do.

Looking at premises there is some money there but the Trust lead has it mostly and he is developing a 5 year rolling maintenance programme.

MT acknowledged that we are clearly benefiting from this and Governors were pleased to see central spending was being done in a positive way as there were concerns in the past about centralising funds.

NM advised we are being open and transparent and the Trust has a healthy reserve position.

The Chair noted the advantages and benefits for procuring centrally.

4.2 Premises Report

MT advised we are making a third attempt to bid for funds for the sports hall. It will be our last chance as the Trust is increasing in size and we will not be able to bid. We should know in March if we have been successful.

The Chair thanked MT for all the reports.

It was asked if statutory reports could be split between meetings as there was a lot to go through. MT would look into this and advise Governors.

Action MT to review presenting of information on statutory reports.

MT

It was also thought a presentation on curriculum would be beneficial to Governors.

Action MT to arrange a presentation on Curriculum for Governors at the next LGB meeting.

MT

It was asked if many parents had shown interest in the parent governor roles available.
MT said we have had some interest but we are finding out whether GJ will run the process or whether we do. We have been advised It is not possible for a parent Governor to be a staff member.

Action MT to update Governors on parent governor elections. MT will contact Governors to invite them to the opening of the new farm building on 10 January.

MT

Action MT to contact Governors to invite them to the opening of the new farm building on 10 January.

MT

5 **Date of next meeting – 17 March 2020**