



MINUTES
FROM THE MEETING OF THE LOCAL GOVERNING BODY
OF BRYMORE ACADEMY
HELD ON
TUESDAY 5 OCTOBER 2021
AT 6.00pm BRYMORE ACADEMY

Actions from Brymore LGB Meeting held on 5 October 2021

Item Reference	Action	Person Responsible	Due Raised
1.4	Chair to give an update on recruitment of new Governors at next meeting	JG	05/10/21
1.6	The Chair to arrange a visit to the Apex Centre for LGB with PLE when possible.	JG	05/10/21
1.7	FD to forward Governance Review questions and training needs onto the Chair. The Chair to arrange for feedback to be obtained from the LGB on the Governance Review and training requirements and forwarded to FD before the November meeting.	FD/JG	05/10/21
1.8	MT to look into an individual portal for homework	MT	05/10/21
2.0	MT to share Peer Review report at next meeting.	MT	05/10/21
2.0	MT to arrange for Governors to visit the school, farm and oversee lessons.	MT	05/10/21



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Members

- | | | | |
|---|------------------|------|---------------|
| ✓ | Ann Dyer | (AD) | |
| ✓ | Richard Graydon | (RG) | |
| ✓ | Jason Gunningham | (JG) | (Chair) |
| ✓ | Mark Thomas | (MT) | (Headteacher) |
| - | Eve Watt | (EW) | |
| - | Shane Plowright | (SP) | |
| ✓ | Stuart Bacon | (SB) | |
| ✓ | April Lee | (AL) | |

In Attendance

- | | | | |
|---|------------|------|---------|
| ✓ | Fran Davis | (FD) | (Clerk) |
|---|------------|------|---------|

✓ those present

1. Procedural matters

1.1 Apologies for absence and acceptance/non-acceptance

SP has resigned from the LGB due to family commitments. The Chair is hoping to have a replacement for SP in time for the November.
EW unable to attend due to work commitments.

1.2 Declarations of Interest –

All Governors have confirmed there are no changes to their previous declaration forms.

1.3 Election of Vice Chair – AD was proposed by AL and seconded by RG.



Signed.....

1.4 Appointment of Officers

1.4.1 Safeguarding + Boarding – EW confirmed via email she will carry on with both roles at the moment but in the future would look to relinquish the safeguarding role to a potential new Governor – Charlotte Wade, however there is a Trust process to be undertaken before CW can commence.

AL proposed the nomination and RG seconded it.

1.4.2 SEND – AL was proposed by AD and seconded by RG

1.4.3 H&S – JG was proposed by AL and seconded by RG

1.4.4. CEIAG – to be appointed

It was asked if there were any other roles that needed a link Governor.
MT explained there was a need to have a CEIAG Governor.

It was asked why there had not been one before
MT advised we are using the Gatsby career benchmarks which is a framework that schools can use to develop a good careers programme. They are the recommended elements of good practice in career guidance. One of the suggestions is to have a CEIAG link Governor.

There was a discussion on Governor roles and increasing the size of the LGB with new members. It was agreed active recruitment would take place by the Chair and LGB. It was also felt, at the present time, best to limit governor link roles to statutory ones. MT shared the staff governor role had been discussed and there were two possible interested parties.
Action – The Chair to give an update on recruitment of new Governors at next meeting.

JG

1.5 Keeping Children Safe in Education (Part 2)

All Governors confirmed KCSiE had been read and understood.

It was asked who has ultimate responsibility for safeguarding. It was confirmed the academy has. It was agreed the work LW does is exemplary and worthy of sharing within the Trust. It was noted that boarding care standards is more rigorous – taking 2 days for an Ofsted inspection whereas safeguarding procedures for normal schools is much less.

1.6 Minutes from the last meeting on 22 June 2021

Minutes agreed

It was asked if a visit to the Apex Centre visit could be arranged.



Action – The Chair to arrange a visit to the Apex Centre for LGB with PLE when possible.

JG

1.7 Matters arising not contained elsewhere on this agenda.

JG to contact BS and thank her for her time and commitment to the LGB - **Completed**

JG to arrange a meeting with Governors to discuss training needs and Self Evaluation questions – **Outstanding**

Action FD to forward Governance Review questions and training needs onto the Chair. The Chair to arrange for feedback to be obtained from the LGB on the Governance Review and training requirements and forwarded to FD before the November meeting.

FD/JG

FD to forward the yearly website check to AL - **Completed**

JTL to forward report on catch up funding to FD for sharing with the governors - **Completed.**

1.8 Feedback on website review

AL submitted a report which was made available to Governors. The items in the report highlighted in red required action and the green sections were responses from the HT.

It was noted that the SEND report and testimonials had been updated on the website.

MT agreed that some areas did need updating but unfortunately lack of time had impacted on this being carried out in the past. However, the SLT had been assigned the responsibility of sending updated information, on their specific areas, to LW, marketing manager for putting on the website. Other areas that needed the website company to make the changes would incur a cost and this would be looked into.

The Chair thanked AL for undertaking this task noting it had certainly been a very worthwhile exercise.

It was asked whether the boys should have access to the website for homework and online support.
It was felt the website was not the right vehicle for this, however MT would look into an individual portal for homework.
There was a discussion on how best to relay information to parents as the right balance was needed to ensure parents were not overloaded with information and emails.

Action MT to look into an individual portal for homework

MT

1.9 Feedback on Governance + Training Requirements for LGB

To be covered in November meeting



2 Head Teacher Update

2.1 Head Teacher Report

MT shared highlights from the report:

- KPI - All data is based on Teacher Assessed Grades, which have been compared with 2019 as this was the last year boys sat exams. There were no appeals from boys/parents and no grades were altered by the exam boards. This reflects the robust nature of the process that was carried out in awarding grades. This was replicated across the Trust and should give Governors confidence in the process.
- P8 data – 0.43. This year boarders did not do as well, normally this group does better. It is likely all being home schooled impacted on this. SEN result of 0.26 is still strong.

It was asked what the terms lower, middle and Upper mean
This is the grading of ability based on pupils SAT's.

It was asked for clarity on the PE/Sport results showing -0.15
MT advised it is because this group is particularly small and the content of the of subject made it difficult to achieve parts during lockdown. Other areas boys struggle with is History and Geography as these are compulsory subjects and have to be taken.

It was asked whether the data for English Language was robust
MT advised we were confident with the data being submitted as we have examiners in the school and they know what is required. English was also independently checked by the Exam Boards. We are comfortable the grades are an accurate reflection of ability.

- Student numbers - Year 11 last year was not full, however new intakes are increasing. We had 200 visitors for our last open morning.

There was a discussion on Set 3 pupils coming into the school being incredibly challenging to teach. Governors were concerned on class sizes increasing and the LA signposting parents to place their sons at the school. Representation has made to County by PLE and MT about this practice but unfortunately it is continuing.

It was asked whether the school has to take more exclusions than other schools.

MT outlined the Fair Access Panel process for placing Ptex students. There are also other provisions, Apex and the College facility at Cannington, available for excluded students.

- Staff changes – There have been some internal promotions which have created gaps in staffing, but this has given us the opportunity to appoint some very strong people. There have been some issues with the Boarding team which has created a lot of movement amongst House parents.
- Catering – Aspens were successful in the tender process and will continue to provide the school meals.

- Number of ongoing building projects was outlined.

It was asked how the CCTV had been improved.
MT advised there is better clarity, more cameras and can be accessed from anywhere.

It was asked how the investment in the swimming pool can be maximised
This will be a much-used resource with summer lettings. This year we offered summer residential to Trust schools and hope to continue with this moving forwards. We are also looking at ways to be able to open up the facility in the evenings for staff and holding galas.
Has the seating area been improved
Yes a significant amount has been.

- Covid Update – currently 8 cases
- School news update
- Peer review has been carried out by the Trust and pleased to report we had good feedback from this. This will be shared with the LGB when the report is available.

Action MT to share Peer Review report at next meeting.

- Staff survey – a survey on staff wellbeing and mental health was carried out. From this, two key areas, in particular, have been highlighted – line management and boarding. An action plan is being drawn up and a strategy will also be agreed to improve the situation. However, there were many positives and it was pleasing to note that 70% would want to be here in four years' time.

MT

It was asked if this has been carried out Trust wide.
PLE is looking to carry one out in December.
It was asked if the survey was anonymous and whether any help can be directed to the staff needing support.
MT advised the Trust has a counsellor and there is access to Care First for all staff.

The Chair thanked MT for a detailed report.

A Governor asked what assistance was available to support new Governors in their roles and whether visits to the school could be arranged.
MT advised it would be best to contact the office to arrange to see the farm and speak to the team about sharing their plans for the future.
It was asked if there was still a Farm Board committee
MT advised there had been one some years ago but this had been disbanded as it was not now necessary.

A Governor also requested the opportunity to oversee lessons and speak with staff on their plans for pupils with SEN.

Action MT to arrange for Governors to visit the school, farm and oversee lessons.

MT

3 **Date of next meeting:** - 30 November 2021 via Teams

Chair

