



MINUTES
FOR THE MEETING OF THE
LOCAL GOVERNING BODY
OF BRYMORE ACADEMY
HELD ON
TUESDAY 22 MARCH 2022
AT 5.30pm via teams

Actions from Brymore LGB Meeting held on 22 March 2022

Item Reference	Action	Person Responsible	Due Raised
2.2	MT to look into whether students would have the opportunity to visit Nottingham University later in the year.	MT	22/03/2022
2.3	RW to provide updates on the actions listed on the Governors visit report (1.9) at the next meeting.	RW	22/03/2022
4.0	Update on farm strategic plan to given at the Nov 22 meeting.	MT	22/03/2022



Signed.....



MINUTES
FROM THE MEETING OF THE LOCAL GOVERNING BODY
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Members

- | | | | |
|---|------------------|------|---------------|
| ✓ | Ann Dyer | (AD) | |
| ✓ | Richard Graydon | (RG) | |
| ✓ | Jason Gunningham | (JG) | (Chair) |
| ✓ | Mark Thomas | (MT) | (Headteacher) |
| ✓ | Eve Watt | (EW) | |
| ✓ | Stuart Bacon | (SB) | |
| ✓ | April Lee | (AL) | |
| - | Charlotte Wade | (CW) | |
| ✓ | Mike Cullen | (MC) | |
| - | Russell Matthews | (RM) | |

In Attendance

- | | | | |
|---|-------------------|-------|---------|
| ✓ | Fran Davis | (FD) | (Clerk) |
| ✓ | Rob Watts | (RW) | |
| ✓ | Jayne Taylor Lane | (JTL) | |
| ✓ | Vicki Davis | (VD) | |
| ✓ | Kim Harley | (KH) | |
| ✓ | Jana Zacheva | (JZ) | |
- ✓ those present

1. Procedural matters

1.1 Apologies for absence and acceptance/non-acceptance

CW was unable to attend due to work.

FD arrived at 5.54pm and gave apologies for being late.



As the meeting was being observed by The Governance Forum as part of an external review of governance, JZ was welcomed to the meeting. JZ introduced herself and explained her role.

1.2 Declarations of Interest

None

1.3 Minutes from last meeting held on 30 November 2021

Minutes were agreed as accurate

Actions outstanding

- Chair to give an update on recruitment of new Governors at next meeting – **Completed**
- The Chair to arrange a visit with PLE when possible – There are a number of internal/external requests to visit APEX and as soon as possible this will be arranged.
- 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 – **Completed** GJ, Company Secretary, has a training schedule in place for 2022.
- MT to arrange for Governors to visit the school, farm and oversee lessons – **Completed** SB visited farm and will provide report for next meeting
- AL to forward reports to FD for sending onto the LGB – **Completed.**

1.5 Update from Chairs forum

JG updated Governors on recent Chair of Governors forum and noted key areas of interest within the Clerks briefing paper and the BTCT policies extract and work planner. Governors were asked to note the timelines associated with the schedules.

1.6 Update on Training and Governance Review

JG welcomed Mike Cullen and Charlotte Wade to the LGB and explained their roles as Governor leads for Career Education and Safeguarding. Eve Watts will continue as Governor lead for Boarding

1.7 Appeal letter from parent

MT presented and explained background of Appeal Letter from the parent. MT proposed a trial transition period for the out of county pupil that would test to see if they were suitable for Brymore, given the concerns about them being able to meet behaviour expectations.

SB asked if accepting this pupil would cause issues with Boarding numbers given it was fully subscribed. MT noted that the year group the pupil would enter could accommodate the pupil for this trial



period. MT noted that during this trial period the boy would remain on his current school roster.

Governors agreed for Brymore to enter into this trial transition period with the pupil. Proposer was AD, seconded by AL.

2 **CEO Reporting Requirements**

2.1 Head teacher Report

MT gave highlights from the report:

- Building works
- 13 staff absent due to illness/Covid today
- Lambing day went well – over 3000 visitors and raised over £3200.
- Meeting with Agricultural Society who wish to fund a purpose built pig unit on the farm
- Staffing changes – LW moving to Stanchester from Easter. Temp replacement secured until September. Looking to appoint a replacement for LW next week.

It was asked what information has been released by the Government on students undertaking exams if they have Covid. MT advised no information has been released as yet but we will be looking at putting procedures into place to deal with this scenario.

All Governors wished to thank LW for the quality of reporting and reassurance he had given to the LGB over the years. He will be greatly missed but he was wished the very best in his new role.

2.2 Approval of Careers provision

JTL gave an overview of careers provision at Brymore:

- Explanation of the Gatsby benchmarks and what is needed to achieve to obtain 100%.
- 3 components - 5, 6 and 8 have achieved 100%.
- Significant progress has been made in other areas
- MC is the CEIAG Link Governor.
- Next compass evaluation is 7 April 2022

It was mentioned that students undertaking the Geography trip were unable to attend the visit to Nottingham University, would another chance be offered to them to visit the university MT would look into this and advise at the next meeting.

It was asked if there was any way to obtain student destination data after they leave Brymore.

JTL advised in order to be compliant with the benchmarks it was necessary to obtain destination data for 3 years after students have left however this is quite difficult to obtain after one year.

There was a discussion on increasing students' aspirations in not only the agricultural or horticultural career areas. VD gave an



overview of the Golden Opportunities evening that was held recently.
It was felt the Trust's sponsor, BTC would be able to support the careers provision and share their employment engagement strategies network and arrange for them to come into Brymore.

Action MT to look into whether students would have the opportunity to visit Nottingham University later in the year.

MT

2.3 Boarding ADP Update

RW gave an overview of the various boarding documents, that were submitted prior to the meeting, which outlined how boarding students were being supported. The papers covered:

- Care Plans
- Triangulation of key documents
- Assessments
- surveys and feedback
- Minutes from meetings
- Induction
- Interventions

Questions raised by Governors:

Where would actions being addressed be evidenced
Another section could be added to the reports however MT added the evidence would be shown with the Care plan or IRS changing.
It was felt the triangulation of documents was a really good system and great to see it working so well.

What is the impact of the interventions for safeguarding/behaviour issues

LW advised although we have had a worrying sexualised behaviour incident recently we have seen numbers for the low level concerns, recorded on MyConcern, reduce significantly year on year. MT agreed that with these procedures in place it also offered the school an additional level of protection from claims it had not sufficiently protected the students.

Has there been training to use the Brooks Traffic light safeguarding toolkit effectively

Yes, we have had training for it but we also use three different safeguarding tools as well.

It was asked if all students will have the opportunity to learn the life skills

We usually select students who would benefit from these skills.

It was asked about staff shortages and in particular the matron role.

There was a discussion on staffing shortages and how difficult it was to recruit boarding staff and the role of matron. MT shared thoughts on what was likely to happen in the next few months



regarding the absence of the matron. MT also advised they have contacted St John's Ambulance to see if they can provide some short term cover.

It was raised the OPUS report was very impressive and the matrons are doing a really great job despite staffing shortages.

It was asked if updates could be supplied at the next meeting on the actions listed on the Governors visit report (1.9)

It was asked if attracting and retaining staff in boarding were a temporary or long term problem.

Boarding has always been an issue but there have been additional challenges with the required notice period support staff have to give versus the length of notice needed to vacate in house accommodation. We have now placed this with our solicitors to see what can be done to remedy this.

Governors were pleased to see such detailed and transparent reporting.

Action RW to provide updates on the actions listed on the Governors visit report (1.9) at the next meeting.

RW

2.4 Predictive data - Yr 11

VD shared a PowerPoint presentation highlighting information on:

4Matrix Dashboard

- predictions are a guide as students are currently entering into a 2nd round of Mock exams which will offer a more accurate picture.

Key areas of concern:

- Science looks as there is a low value added.
- Computer Science
- Sports Studies – historically predictions are low but results are generally better.
- Ongoing work with yr 11 and calendar of events to support students
- Key issues – lack of independent revision and stamina.

National teaching programme:

- have appointed academic mentor to commence in the summer term.
- Offering 1:1 online tuition for students who are absent from school.
- Focus days being offered from Easter.

How helpful is the guidance from DFE on what will and will not be in exams this year.

Guidance will help with focus days but as mentioned our biggest problem is lack of independent revision. Also Covid does create 'brain fog' and we need to be thinking about how we can support students with this.



It was asked if boys were utilising the Get Ahead online sessions being offered by the Trust.

MT advised numbers have dropped across the Trust. VD commented that boys' mental health is a real issue and they are not keen to carry on working in the evenings.

Thanks was given to VD for a great report which gave very detailed information on the support that has been put in place.

3 **Statutory reports**

3.1 Safeguarding

LW summarised the key information from Attendance, Behaviour and Exclusions and safeguarding:

- Significant reduction in exclusion rates this year.
- Students excluded 6.77% vs 14.6% for 20/21. We are under National average which is 11%.
- Attendance 90.8% looking quite strong compared to National.
- Persistent absence 27.89% - we would want this to be about 10% - 11%.
- Category of concerns was shared
- Safeguarding – lessons learnt has reduced. Small amount of peer on peer concerns but generally concerns recorded are showing a consistent pattern. An explanation was also given concerning the 'no categories' option.

Is this data up to date as the student numbers do not appear to add up?

LW advised there can be a delay as charts were produced up to two weeks ago however it was agreed LW would look into this and advise Governors of the outcome.

LW was thanked for a detailed report and it was good to see a reduction in permanent exclusions.

3.2 SEN

KH gave highlights from the report:

- SEN profile –quite high SEN numbers in Brymore. More than National average which is 12.2%, we are at 40%.
- Currently 47 with EHCP's. 11 pupils coming with SEN in Sept 22.
- 53% of school have a SEN
- Profile of Need - Interventions are matched to need.
- SEND Update – Introducing Growing Great People
- Transitions are being worked upon

It was asked if the school can cope with the new cohort with the funding attached.

It depends on what funding is attached to each pupil although do not see this as a problem, but capacity could be a potential issue.



However to help with this we have produced a key worker role which has tiers of support which match the tiers of the plan

It was asked if there was an upskilling of the team planned KH advised training will be very individualised and tailored to the TA's role.

3.3 Behaviour, Attendance and Exclusions

Covered in Safeguarding section

3.4 H&S – for information

Key points to note:

- Reductions in accidents overall
- Whole academy/trust approach of reporting near misses will show an increase as this is now being asked to be recorded.

4 **Draft strategic plan for the farm**

Thanks was given for this item being raised. In essence it is looking at future proofing the land we rent and what would happen if this was taken away.

Action – Update on farm strategic plan to given at the Nov 22 meeting.

MT

At the end of the meeting LW advised that the safeguarding numbers appeared low as there are various categories for one headline area. For instance, Peer on Peer abuse concerns can fall into a few other categories such as threatening behaviour or bullying.

5 **Date of next meeting:** - 14 June 2022 @ Brymore

