



**MINUTES**  
**FOR THE MEETING OF THE**  
**LOCAL GOVERNING BODY**  
**OF BRYMORE ACADEMY**  
**HELD ON**  
**TUESDAY 21 NOVEMBER 2022**  
**AT 5.30pm via teams**

Actions from Brymore LGB Meeting held on 21 November 2022

Item Reference	Action	Person Responsible	Due Raised
1.3	FD to email Governors requesting completion of Declaration of Interest forms	FD	21/11/22
1.4	FD to email Governors to ascertain training needs.	FD	21/11/22
1.4	MT to email Governors staff survey results.	MT	21/11/22
2.2	MT to arrange Peer Review report to be sent to Governors.  MT to arrange for VD to contact RG and meet with him to discuss Stand 1 of the ADP.	MT	21/11/22
2.2	JG to look into whether Trust staff can use the College's gym facilities.	JG	21/11/22
2.4	FD to add Pupil Premium statement to agenda for next meeting	FD	21/11/22
3.1	JG to put CD in touch with Leesa Hayes who can share their contacts with you	JG	21/11/22
3.1	CW to generate a safeguarding report on day's visit to the school in Jan 23 and report back at the next meeting.	CW	21/11/22



Signed.....



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**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) |               |
| ✓ | Paul Moate       | (AL) |               |
| ✓ | Charlotte Wade   | (CW) |               |
| ✓ | Mike Cullen      | (MC) |               |

**In Attendance**

- |   |                   |       |         |
|---|-------------------|-------|---------|
| ✓ | Fran Davis        | (FD)  | (Clerk) |
| ✓ | Jayne Taylor Lane | (JTL) |         |
| ✓ | Chloe Doble       | (CD)  |         |
| ✓ | Kim Hartley       | (KH)  |         |
- ✓ those present

**1. Procedural matters**

1.1 Apologies for absence and acceptance/non-acceptance

EW sent apologies – work.  
 CW advised she would have to leave early as has another meeting later. RG also had to leave early as has another commitment.

Apologies were accepted.

PM was welcomed to the meeting.

1.2 Declarations of Interest

None



Signed.....

1.3 Code of Conduct.

Some outstanding. FD to follow up.

**Action** - FD to email Governors requesting completion of Declaration of Interest forms

**FD**

1.4 Minutes from last meeting held on 27 September 2022

Minutes were agreed as accurate

Actions outstanding

MT to canvass interest in staff governor role – **Completed** Yes and two staff members have put their names forward.

Declaration forms to be completed by the LGB and returned to FD – **Outstanding – see action 1.3**

MT and PLE to discuss how best to fill the SEND Governor vacancy – **Completed**

MT to contact solicitors/PLE for advice on how best to proceed re: current pupil or coming to the school wishing to change gender – **Completed** MT looked at Admissions policy and considered impact on school. Met with PLE who is now in discussion with Trust solicitors. Challenge is gender change pupils which needs consideration but do need something in place.

LGB to complete training schedule and return to FD by end of October – **Outstanding – Action** - FD to email Governors to ascertain training needs.

**FD**

MT to share staff survey results with Governors via email – **Outstanding – Action** - MT to email Governors staff survey results.

**MT**

AL to forward SEN reports Plan to FD for adding to Trust Governor. FD to follow up – **Completed.**

MT to find out from HR what is the protocol for lone working on the farm – **Completed** MT has been in touch with HR and safeguards have been put in place.

MT to look into minibus regulations with the site team in relation to lighter vehicle weight restrictions – **Completed.**

2 **CEO Reporting Requirements**

2.1 Head teacher Report

MT gave a brief verbal update on the following points:



- Results – slight change in data results. Zero P8 last time but have now dropped to 0.08, this is due to two pupils being included in figures which had not been anticipated as only with us for a very short time.
- Pupil Admissions – 76 first choices with 30 second choices.
- Catering – provider has been changed which has been a transformation. Menus and portions improved immensely. Feedback from staff, parents and boys has been brilliant.

Governors were pleased to hear the food issue has been resolved.

## 2.2 ADP

ADP and SEF are now combined here as the SEF feeds into our targets for ADP

### Headlines

- We are focusing on metacognition as boys are struggling with independent learning.
- Literacy and reading are still a focus.
- Staff will only have one of these two key points to focus on.

RG felt it was a very good report but wanted to seek clarification on his lead role for quality of education and asked if there was anything required from him.

MT felt the roles previously allocated to Governors had now been taken over by the Trust. We have GG Schools, whereby a team come into school and carry out a peer review on areas we have highlighted. However, the most recent report has not yet been forwarded to Governors which I will arrange to send out to you. It would be useful if you could come in and meet with VD spend some time looking at Strand 1.

**Actions** - MT to arrange Peer Review report to be sent to Governors.

MT to arrange for VD to contact RG and meet with him to discuss Stand 1 of the ADP.

A Governor noted it was fantastic getting students to reflect on weakness and strengths, however, is anything being done to in addition to this that makes them recognise the value of it and gave an example of practice used at the College.

MT advised we are doing the same during our drop-in sessions and asking those questions. We are focusing on encouraging them to think about skill set rather than just why they are completing a routine task but it is difficult to get this message across.

**MT**

### Behaviour and Attitudes

MT introduced CD and outlined her role now LW has left.

- Reducing exclusions and suspensions is still a target.
- It was felt the link between SEN and Behaviour was not as strong as it could be. There is also a strong link between



SEN, boarding and behaviour as well, with regular meetings now set up.

The Chair agreed that the relationship between the impact and SEN, attendance and behaviour was important especially ensuring that boarders get the same focus. However, it would be useful to make sure sufficient monitoring is in place.

Personal development –

- Careers – massive progress in hitting Gatsby Benchmarks bar one.
- JTL has properly mapped personal development and put a clear curriculum together and tying it all together.
- We can now look at individual students to see where they are doing well, struggling and ensuring they are buying into Brymore Way.
- Now doing DofE scheme and offering this to year 9 and 10.

Governors commended JTL for hard work and making such excellence progress.

It was asked how many students are involved in DfE  
 MT advised small numbers, 22/23 at the moment, but think as they realise what they are doing here and how their duties contributes towards the award it will increase numbers.

It was asked when DofE ceased at the school  
 MT felt it must have been over 13 years ago.

It was asked what areas Ofsted are likely to be looking at should they visit as there has been talk of a renewed focus on British values and consent. Is there an increased emphasis in the curriculum or are you happy that tutorial content covers this.  
 MT advised this is clearly mapped now and confident it is covered extensively.

Leadership and management:

- Back to Brymore agenda is still on.
- To fully embed GGT's as it has not taken off as it should have however new colleague from the Trust is now undertaking this.
- Staff mental health and well being. A number of initiatives are in place now but still concerned about this area though.

Parent Governor offered to help with event organising, i.e harvest, Christmas etc.

The Chair suggested, that as Trust sponsor, they might be able to offer their gym facilities to Trust staff.

MT felt this would be really helpful as the closest Trust facility is Minehead.

**Action** – JG to look into whether Trust staff can use the College's gym facilities.

JG



A governor commended the very impressive work from JTL.

Boarding

- Been on a huge journey but more confident with boarding now than before.
- Boarding staff are more settled. RW brilliant with boys and is on top of training needs.
- Safeguarding files have been reviewed and very comfortable we are doing the right thing.

2.3 SEF

Covered above.

2.4 Pupil Premium Statement

This was postponed until the next meeting

**Action** FD to add Pupil Premium statement to agenda for next meeting

FD

3 **Statutory reports**

3.1 Safeguarding

- Main areas of concern revolve around home issues, attendance and suicide.
- Higher number of concerns being reported compared to this time last year.
- CD ensuring familiarity with the processes in place and that our practices are aligned.
- Weekly safeguarding review meeting held which is ensuring we are being very thorough with concerns that are being raised and they are updated regularly.

MT felt improvements CD has brought in is more of a team discussion now. For the school we are in a safer position as not down to one person.

The Chair agreed with this that the more people owning and leading on this is better.

Next steps

- Getting speakers into school to talk to the boys. Building links with external agencies.

**Action** JG to put CD in touch with Leesa Hayes who can share their contacts with you.

JG

- CW shared that she when she came in and met with CD last week was really impressed with her approach and passion. Another meeting has been arranged for the start of December and a day's visit for January which CW will share with the LGB.



**CW**

**Action** CW to generate a safeguarding report on day's visit to the school in Jan 23 and report back at the next meeting.

Parent and student survey

- 80% of parents think their son is treated well, respected and well supported. Most parents and boys agreed they were being supported and felt safe in all categories.
- It is only 6% that felt unsafe as the difference relates to parents not knowing the answer to the question or felt highly satisfied.
- Very pleased with those figures

It was asked if a follow up was being carried out with pupils who did not feel safe and supported  
 CD confirmed an action plan has been drawn up and this would be discussed at the SLT meeting.  
 It was asked if there were any particular areas that made pupils feel unsafe  
 Yes changing rooms and toilets and this will be a focus for us.

Behaviour, Exclusions and Attendance

- There has been a lack of consistency in issuing sanctions etc. therefore you will notice that all sanctions have increased but this could be more due to consistency of issuing sanctions.

MT advised behaviour is much better but figures could increase for another term before decreasing.

- A big increase in number of suspensions compared to last year however they have been clear cut cases.

It was asked if the philosophy around avoiding suspensions was still in place but that in these cases suspension was the only option.  
 CD agreed it is but we have a graduated response however in these specific cases we were very clear this was unacceptable behaviour and that sanctions will apply.

Attendance

- Pleased with this figure of 93% which is above national average and in comparison to last year we have shown an improvement and a reduction in percentage in persistent absentees.
- Weekly meetings and an attendance tracker have been implemented.
- Redrafted attendance letters
- 5 persistent absentees with attendance under 60%
- Key groups have made improvements in all categories
- Monitoring is good and early support being offered to parents and students is very positive.

### 3.2 SEN

- Number of SEND students: 183 (53.66%)



- Number of HN/EHCP: 52 but this will increase next year as already have 11 applications coming.
- Highest level of need is Cognitive and SEMH. Interventions do match our highest levels of need.
- Send funding was outlined.

General updates covered:

- GGP and assistants have had targets
- Additional support
- Neurodevelopmental Pathway
- Annual Reviews
- structured conversations
- Trust Inclusion Consultation Meeting
- Apex West

It was asked if the school is being drawn into reminding the LA frequently that this is a mainstream school and does that then stop the application going further.  
KH advised we do give very detailed responses however if families are determined to come to the school parental preference overrides everything.  
When we do challenge the LA on this they always say it is only one application.

It was asked when pupils are accepted with an EHCP, how do parents feel if you are not able to meet all those needs and what feedback are you getting.  
KH advised most parents are happy, however we are often challenged on the support available for their child. It is very difficult managing expectations.  
MT agreed most are happy with support given and very positive in their feedback however some are not and it is down to expectations.  
KH shared that it does become clear if it is the right school for the child.

- Action plan lists key actions/objectives

It was asked are problems coming to light that were not shared fully at interviews  
MT agreed we have had this before this however we now specify that if parents have not disclosed everything, we will retract the offer.

**5 Date of next meeting: - 21 February 2023**

