



MINUTES
FROM THE MEETING OF THE LOCAL GOVERNING BODY
OF BRYMORE ACADEMY
HELD ON
TUESDAY 27 SEPTEMBER 2022
AT 6.00pm AT BRYMORE ACADEMY

Actions from Brymore LGB Meeting held on 27 September 2022

Item Reference	Action	Person Responsible	Due Raised
1.1	MT to canvass interest in staff governor role	MT	27/09/2022
1.2	Declaration forms to be completed by the LGB and returned to FD	LGB	27/09/2022
1.4.2	MT and PLE to discuss how best to fill the SEND Governor vacancy.	MT	27/09/2022
1.5	MT to contact solicitors/PLE for advice on how best to proceed re: current pupil or coming to the school wishing to change gender.	MT	27/09/2022
1.6	LGB to complete training schedule and return to FD by end of October.	LGB	27/09/2022
1.7	MT to share staff survey results with Governors via email	MT	27/09/2022
	AL to forward SEN reports Plan to FD for adding to Trust Governor. FD to follow up.	FD	
	MT to find out from HR what is the protocol for lone working on the farm.	MT	
3.0	MT to look into minibus regulations with the site team in relation to lighter vehicle weight restrictions.	MT	27/09/2022



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)
- ✓ Mike Cullen (MC)
- ✓ Stuart Bacon (SB)
- ✓ Charlotte Wade (CW)

In Attendance

- ✓ Fran Davis (FD) (Clerk)

✓ those present

1. **Procedural Matters**

1.1 Apologies for absence and acceptance/non-acceptance

AL has resigned from the LGB due to personal reasons.

All governors were in attendance

It was suggested a new parent and staff Governor would be required. FD advised an application has been received by a parent governor who would be attending the next meeting.

Action – MT to canvass interest in staff governor role.

MT

1.2 Declarations of Interest + Code of Conduct



Signed.....

Governors agreed to abide by the Code of Conduct.

A number of declaration forms are outstanding.

Action - Declaration forms to be completed by the LGB and returned to FD

LGB

1.3 Election of Vice Chair

AD agreed to continue with the post. EW proposed and seconded by SB.

1.4 Appointment of Officers

1.4.1 Safeguarding + Boarding

EW agreed to continue with Safeguarding. SB proposed the nomination and AD seconded it.

CW agreed to continue with Boarding. AD proposed the nomination and RG seconded it.

1.4.2 SEND

This post was not filled, it was suggested MT and PLE should discuss how best to proceed.

Action – MT and PLE to discuss how best to fill the SEND Governor vacancy.

MT

1.4.3 H&S – JG was proposed by CW and seconded by EW

1.4.4 Farm Link

SB agreed to undertake the role. RG proposed and CW seconded the nomination.

1.4.5 Careers Link

MC agreed to undertake the role. AD proposed and RG seconded the nomination.

1.5 Keeping Children Safe in Education (Part 2)

All Governors confirmed KCSiE had been read and understood.

The Chair advised there had been few changes but GJ, Company Secretary, will be offering safeguarding training online shortly.

It was asked what the legal position would be if a pupil at the school or coming to the school wish to change gender. MT advised a request had already been made from a female pupil wishing to change to male and thereby able to apply to the school.



We would need to consider individual need and balancing this with the practicalities of offering it.

Having discussed the potential issues and likelihood of this happening it was felt best to gain legal advice as the admissions policy would need amending as well.

Action – MT to contact solicitors/PLE for advice on how best to proceed re: current pupil or coming to the school wishing to change gender.

MT

1.6 Training

The Chair asked the LGB to consider what training sessions they would find beneficial and complete the training schedule, which can be found on Trust Governor.

Action – LGB to complete training schedule and return to FD by end of October.

LGB

1.7 Minutes from the last meeting on 14 June 2022

Minutes agreed as accurate.

Actions Outstanding:

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

MT

AL to forward SEN Reports to FD for adding to Trust Governor – **Outstanding** AL completed the reports prior to resigning and therefore will forward these to FD shortly.

FD

MT to liaise with SR over lone working on the farm and share measures that will be put in place at the next meeting **Outstanding**- SR has shared his report with MT and Governors. MT to find out from HR what is the protocol for lone working on the farm.

MT

KH/MT to liaise with MHR, new Trust H&S Officer to review the steps to the SEN facility and buzzer access – **Completed**.

1.7 Matters arising not contained elsewhere on this agenda.

None

2 **Head Teacher Update**

MT shared highlights from the report:
KPI

- All progress data must be viewed with caution. These are figures calculated using 4 matrix which has collected data from 100+ schools nationally to try and give an indicative figure.



- Attainment figures look strong with a 24% rise in those achieving 5 GCSE's including English and maths at level 4+ with a 25% rise at level 5. However, this does include the grade inflation that has been applied by the exam boards this year.

It was asked how different are figures from predicted
 MT advised we were fairly accurate but not known until validated.

- P8 was +0.17 now come down to zero.
- 2 pupils' lack of attendance impacts on figures.
- Middle ability boys will be the focus for the following year. However, the Trust Peer Review will be looking at this at our request.

Governors congratulated the MT and staff on good results.

It was raised that there appeared to be some differing information which contradicts the figures for middle ability and P8
 MT felt that the share and compare system with 4 Matrix could be comparing with higher achieving schools.

School numbers

- We remain oversubscribed for out boarders and we are now also at capacity with boarders in Year 7
- Appeals have increased with parents wishing to change from boarding to out boarders as their financial situation has changed.

It was asked as the reputation is so good is there a growth case
 MT advised although we are over subscribed, there are schools in Bridgwater that do have space and this would fall under the Local Authority to fund a growth need.

It was noted, that moving forwards to when the Gravity project lands, there will 12,000 staff with most Bridgwater schools landlocked.

MT advised we normally see demographics about now however before it showed numbers were dropping.

It was noted that changing to just out boarders would be cheaper but it was felt the whole of ethos of school would change.

It was shared that RBSC site has increased due to the new Polden Bower opening and Elmwood and Penrose moving to there from RBSC.

A Governor asked with parents experiencing financial difficulties, is there anything we, or any charities, that could help, especially those students who are in the last year or two of their education
 MT advised there are charities, but they are already heavily tapped into. The Brymore Old Boys have stepped in very generously but with a 12K debt they are only able to help with so much. We will be



looking into how we can support parents and what other measures can be offered to large debtors.

- Staff changes have been quite significant but it is good to have new staff coming in with fresh ideas.
- We are fully staffed and fortunate to have all subject specialist teachers. However, in the last few days a Houseparent has resigned due to personal reasons.

It was felt the school was very fortunate not to have any vacancies MT shared one of the strongest areas is the quality of TA's at the school.

It was asked when fees were set
MT advised April time.

It was asked what the strategy is to accommodate more parents that are likely to fall into arrears.

MT said the fees are set centrally and went up by 3.5% this year. There is no formal strategy in place as legally you are not allowed to accept pupils back if in debt. However, we are mindful of giving support to our parents and pupils and act accordingly. Governors acknowledged it was a difficult balance between moral and legal responsibilities.

It was asked are budgets set in a central pot
No it is one central pot but boarding is ring fenced
Will this position change
No it has never happened and confident it will not change.

Building works

- Library costs have increased by a third and is hold for the time being.

School news

- Brymore open day was fantastic. It was great to celebrate altogether after Covid.
- The 'Back to Brymore' agenda and key focus for last year has largely been a resounding success. It has made a difference to boys' attitudes

It was noted that Covid numbers are increasing and a difficult winter may be ahead.

It was asked when does the results data come out.
The validated data is released in Jan

3 **Policies**

Admissions Policy

MT advised there were no changes to the policy apart from minor information such as dates.

RG proposed acceptance of the policy and AD seconded it.



CP and Safeguarding Policy

MT clarified the policy had already been agreed by the Trust board but two separate statements for boarding and lettings have to be added.

All Governors agreed the policy and statements should be adopted.

AOB

It was raised there are new requirements for minibus lights which is based on weight.

Action MT to look into minibus regulations with the site team in relation to lighter vehicle weight restrictions

MT

- 4 **Date of next meeting:** - 21 November 2022 via Teams

