



**MINUTES
FROM THE MEETING OF THE
BCA LGB
HELD ON
THURSDAY 2 MARCH 2023
AT 5.30pm via TEAMS**

Actions from BCA LGB on 2 March 2023

Item Reference	Action	Person Responsible	Date Raised
1.3	FD to add pupil/parent survey responses and pupil destinations to the agenda in Nov each year – Standing item.	FD	Ongoing
	Update on Gatsby Benchmarks to be added to the agenda in Nov, Mar and June of each academic year – Standing item.	FD	
	JC meet with JJ to review the effectiveness and removing barriers on the homework programme prior to presenting at the LGB meeting.	JJ/JC	02/03/2023
	JJ to present feedback on the homework programme at the next LGB meeting.	JJ	02/03/2023
	ZS to feedback at the next meeting on any follow up actions from the pupil/parent survey for year 9.	ZS	
1.4	SR to look at how we may enable students to have a closer voice to the governing board	SR	02/03/2023
1.5	FD to forward website checklist to DM and SJM	FD	02/03/2023
2.1	ZS to provide Governors with details on what the critical points you want us to measure you on.	ZS	02/03/2023
2.4	RH to ascertain how the reading programme at BCA compares nationally.	RH	02/03/2023
3.1	SR to email KN details of the speaker coming into College from Violence Against Women.	SR	02/03/2023
3.2	SR and ZS to discuss with the Trust how these procedures can be moved at a faster pace.	SR	02/03/2023
	LH to provide an update from the green paper on changes to SEND at the next LGB meeting	LH	02/03/2023



**MINUTES
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Members

✓	Sam Reilly	(SR)	(Chair)
✓	Doug Bamsey	(DB)	
✓	Jonathan Cridge	(JC)	
✓	April Lee		
✓	Simon Bone		
✓	Sarah-Jane Mees	(SJM)	
✓	Sam Lewin	(SL)	Arrived 5.36pm
✓	Zoe Stucki	(ZS)	(Head Teacher)

In Attendance

✓	Fran Davis	(FD)	(Clerk)
✓	Kate Nicholls	(KN)	
✓	Taryn Nel	(TN)	
✓	Lindsay Hull	(LH)	
✓	Rhiannon Haworth	(RH)	

✓ those present

1. Procedural Matters

The Chair welcomed everyone to the meeting.

1.1 Apologies for absence and acceptance/non-acceptance

BH has been removed from the LGB as he has not been in touch or attended a meeting for a year. Simon Bone arrived at 5.45pm.

1.2 Declarations of Interest.

None

1.3 Minutes from the last meeting on 8 November 2022

Minutes were agreed as accurate.

Actions outstanding:

FD to add pupil/parent survey responses and pupil destinations to the agenda in Nov each year – **Standing item.**

Signed.....

- Update on Gatsby Benchmarks to be added to the agenda in Nov, Mar and June of each academic year – **Standing item.**
- Governors to look at proposals on homework programme and feedback thoughts to the Chair – **Completed** ZS advised homework was not effective as could be, therefore carried out work on what does it look like. Homework policy has been amended and can be accessed in one place online. We are now taking feedback and when analysed will be able to provide metrics on this. JJ will present to Governors at the next meeting.

It was suggested before impact stage, could one or two governors come in and chat to JJ.
Yes definitely.

Action JC to meet with JJ and review the effectiveness and removing barriers on the homework programme prior to JJ presenting at the LGB meeting.

JJ/JC

Action JJ to present feedback on the homework programme at the next LGB meeting

JJ

- ZS to report back at the next meeting on the actions, from the pupil/parent survey, and the appropriate follow ups had been put in place – **Completed** all actions followed up from Yr 7 parents' evening. There were no negative comments from Yr 11 that needed following up. We are just going over Yr 9 and will feedback at the next meeting.

Action ZS to feedback at the next meeting on any follow up actions from the pupil/parent survey for year 9.

ZS

1.4 Student Representation

The Chair advised currently there was a mixed approach to gaining student feedback and representation at Trust LGB meetings. Generally, the LGB were in favour but it needs to be done carefully for the benefit of the students and the LGB.

Action SR to look at how we may enable students to have a closer voice to the governing board.

SR

1.5 Website check

DM and SJM agreed to carry out the check.

Action FD to forward website checklist to DM and SJM

FD

2 CEO Reporting Requirements

2.1 Head Teacher Report

Staffing

- A number of staff are evaluating their choices and we are seeing changes in primary and secondary. Losing a lot of experience and that is always a risk.
- Recruitment and appointment are a challenge.
- 8 children with very high needs arriving in Y7 without EHCPs when needed or with EHCPs but we cannot meet need.
- PAN has increased and will be increasing each year. Team cannot sustain that level of increase and level of behaviour. However they want to be part of the solution and we will tackle this together. We have refocused the behaviour policy and refining/improving our rewards policy.
- Internal truancy becoming a problem with the site being open and very large. We have used suspensions to re-enforce the message this is unacceptable, and most are taking heed. However some are continuing to truant therefore we are focusing on Teaching & Learning and how accessible it is to students.
- Primary doing well.

Governors thanked ZS for an insightful report and appreciated the challenges being faced by the secondary team.

It was asked how themes will be drawn out for those deeper conversations such as on behaviour.

The Chair agreed this was a necessary piece of work and would be exploring how best to do this with ZS in their catch up meetings and how Link Governors would fit into this.

ZS advised support required, to manage this rapid growth, is ongoing revaluation of our infrastructure, policy and curriculum.

It was noted year 7 is a difficult cohort, is this ones who are coming from our feeder schools and having an impact on our students.

ZS advised the BCA way is strong with our students however feeder schools have not had the same level of training in the BCA way, values etc and new children coming in does impact. Is there an opportunity for our year 6 to share the BCA way with feeder schools

Yes absolutely. Every element of our practice needs to be revaluated. We need to rethink transition and Rebecca will be leading on this.

How ready are we for an Ofsted inspection, where do you feel confident and where do you have concerns.

ZS advised Ofsted will not have any concerns with our behaviour, should they visit, as we have people who are there to support and guide students back into lessons. We are just acknowledging the challenges and what we are doing about them.

Is there an opportunity to work with feeder schools to identify EHCP's earlier.

Yes, we try and do this every year.

Attendance at BCA is very positive but not sure this is reflective of the national picture.
How or who sets the threshold of student intake numbers.
The Trust Leader sets the numbers.

Is funding going up to support the additional numbers.
ZS advised there has always been great support from the Trust Leader. However, there is always a lag in funding with SEND and the challenge is supporting those pupils whilst waiting for funding.

ZS

Action ZS to provide Governors with details on what the critical points you want us to measure you on.

2.2 Update on Gatsby Benchmarks

TN gave an update

- 100% of each category and we are the best in the Trust and possibly the local area.
- Update given on each area of the Gatsby Benchmarks (GB)
- GB 3 – we were struggling to meet this target but pleased to say this has now been sorted.

The Chair offered help with completing applications irrespective of which College the students were applying.
Governors congratulated TN on a fantastic achievement and for giving some breadth and depth to the students.

2.3 Update on SEF

Document was noted by Governors.

2.4 Reading Update

RH gave an overview:

Strengths

- Bedrock has been introduced and has made a good impact especially on year 7. Increase in comprehension by 10%.
- 48% of the school are reading on or above their Chronological Age.

Concerns

- Year 7 has the lowest recorded reading age.
- Year 11 has the biggest gap in secondary.

Actions moving forwards to support our students with reading:

- Tutor Time Reading
- Reading Interventions
- English lessons

Governors thanked RH for the great work being carried and a very comprehensive report.

It was asked what stretch is given to the more able readers. RH advised we have a book club for higher readers which offers more challenging text. We are also having them work with other year groups and interacting within the primary phase.

It was asked what support is being offered to year 11 as they have a -12 month gap between RA and CA. We ensure they have been put on the Thinking Reading programme. ZS advised we recognised the need to support KS4 but decided focus would be on the younger pupils. Evidence to support this decision is already being seen in year 8 as interventions were started last year with year 7. You are saying each year will show improvement. Yes definitely.

A Governor commented that reading is not just a barrier for reading but for employment and future life opportunities. It was noted that 48% at or above their CA was very impressive and asked how this will be developed. Our plan is to put interventions in place for those with the greatest need or just under by a few months. It was asked how these results compare nationally. RH was unsure and would feedback to the LGB.

Action RH to ascertain how the reading programme at BCA compares nationally.

RH

3 **Statutory Reports**

3.1 Safeguarding

KN gave an overview covering areas on:

Training

- New Prevent training guidance has been published by the DfE.
- Learning review for SSCP produced some very positive feedback for the academy.

Policies and procedures

- Young Carers Policy has been published and BCA have received the Bronze Young Carers award.

Professional relationships

- The Academy is using the NHS School Nurse system more widely.

Reporting, recording and review.

- At the end of Term 2, there was 74 (34 at the end of T2 2021- a 55% increase) children with an allocated social worker.
- Emotional Health concerns have continued to remain consistent since the Covid pandemic.

Sexual Harassment and Violence

- Since September 2021, we have recorded and actioned 94 incidents in the categories shown on the report.

- A decrease in concerns over time would be expected as education continues, but overall, we are seeing a gradual decline.
- Sexual harassment and inappropriate photos are the main concern area for year 11, whereas it is sexualised behaviour and language in years 7 and 8. Personal Development lessons will address this further.

Interventions and support

- Mental health team has been increased.
- High quality referrals via EHAs ensures timely and appropriate intervention and support for children and families.
- Trust counselling is in place but capacity is an issue.

Wider curriculum

- Assemblies delivered to children on what 'safeguarding is'. We want every child in the school to know who their trusted adult is.

Safer Recruitment

- Safer recruitment procedures followed and fully compliant with KCSIE 2022.

Actions for the future

- Continue to develop Positive Mental Health and Well-being for children across the Academy.

The Chair congratulated KN on a terrific report. Governors need to know our students are safe and the level of detail in this report and your passion gives us strong reassurance. Regarding the Andrew Tate issue, the College has an external speaker coming in. I will forward you the details. It was asked how you are identifying children they are carers KN advised this is through assemblies, our trusted adult relationships and staff are trained to spot signs and indicators. It was noted safeguarding training offered to Governors was challenging and very informative.

The Chair reiterated that as a board we are very comfortable with rag ratings being shown as red as this shows processes and procedures are in place.

Action SR to email KN details of the speaker coming into College from Violence Against Women.

SR

3.2 SEN

LH gave highlights from the report:

- 31% SEND needs across Primary and Secondary. National average for last year 12.6%.
- EHCP 4% nationally but we have 3%. This tells us there is a discrepancy as we 31% SEND students. Huge number of EHCP's accepted in autumn term but we have more applications to go in. The challenge is meeting that need.
- Key focus is on male SEND students and looking at how to support them.

- SEMH need is high but it is a similar picture across all schools.
- Several new members of staff
- Really challenging year 7 cohort. Looking at ways to support these students. Progress centre and nurture provision just started in Jan but getting really positive feedback. Trust EP and SENCo have visited and commented on how impressed they were with relationships being built up.
- Staff being trained in the TI approach and introduced strategies like PACE.
- New Trust Speech and Language Therapist (S<) will be at BCA for three days a week – 2 in primary and 1 in secondary.
- Access arrangements very positive now.
- Delivering as much training to staff as possible so gives staff confidence to support out students.

It was noted SEMH is higher in years 8 and above. LH advised we are looking at students who can be hard to identify and this is why we have so much involvement with S&L as students are not always able to communicate with adults and this manifests itself in other ways. It maybe some will move from SEMH into communication needs. A Governor commented on having visited the APEX West centre was very impressed with the facility and supporting staff. It was asked how we solve the challenge of attendance with SEND Students and what lessons have we learnt from exclusions. With regard to attendance we do have a number of students with SEND who struggle to attend and we are not the right place for them. However, gathering evidence takes time and is challenging if they are not in school. These reasons link to the exclusion you mentioned. However we do try to put in as much support as we can and the more we work collaboratively the better the results. The Chair felt a way was needed to identify those students as the numbers do not stack up. It was asked how many students are waiting for an EHCP. LH advised we have 10 we are currently gathering evidence for but this will increase. However, until an EHCP is approved there is no funding and then we are working with the resources we have.

Action SR and ZS to discuss with the Trust how these procedures can be moved at a faster pace.

SR

Action LH to provide an update from the green paper on changes to SEND at the next LGB meeting.

LH

4 **Policies**

4.1 Wellbeing

Governors approved the policy.

4.2 Accessibility

Governors approved the policy.

5 **Date of next meeting** – 4 July 2023 at BCA