



**The Neale-Wade Academy**  
**Full Governing Board**  
**Minutes**  
**Wednesday 29 March, 2017 at 5.05pm**  
**Hapi Meeting Room**

Present:	J Wing (Exc. Head), A Pugh (Chair), N Jones (Vice), A Chandler, R Watts, A Carlin, M Brown, K Butcher and K Nightingale.
In attendance:	G Fulcher (Clerk)
Apologies:	C Howlett, J Nickall and D Williams

Agenda Item	Notes	Actions & Agreements
<b>All relating documents were circulated before the meeting unless stated</b>		
<b>1.</b>	<b>Welcome &amp; Apologies for Absence</b> K Nightingale was introduced and welcomed to the Committee.	
<b>2.</b>	<b>Declaration of Pecuniary &amp; Non-Pecuniary Interest</b> No new declarations were indicated.	
<b>3.</b>	<b>Minutes of the Last Meeting 08/02/17</b> The minutes of the last meeting were accepted and signed as a true record. <b>Matters Arising</b> 4) All the fire alarms have been replaced with heat sensor alarms. 4) AP to send S Mandley a letter of thanks for all the work carried out in organising and running the careers fair. 5) Gary Peile to attend the next meeting, questions can be raised regarding the new terms and conditions for support staff at that time.	
<b>4.</b> (Taken out of order)	<b>Principals Report</b> <i>Student Story: JW reported on a Year 13 student who organised the production and selling of ribbons. The whole school responded and she raised more than £700 for a mental health charity. A letter has been sent to her thanking her for her efforts and expressing how proud of her we are.</i>  The Principal took governors through the most recent school data and answered questions: <ul style="list-style-type: none"> <li>• There will be more than 280 year 7 students starting in September. Fairer funding will operate on a lag and not count until the following year.</li> <li>• Exclusions are predicted to be significantly higher in the next report as a sterner stance has been taken after two serious incidents.</li> </ul> <p style="color: red;"><b>GOVS: It would appear there was no perpetrator to a racial comment, why is this?</b> It could be that the victim did not wish to disclose who the perpetrator was.</p> <ul style="list-style-type: none"> <li>• Whole school attendance of 94.6% is broadly in line with the 94.5% national average.</li> </ul> <p style="color: red;"><b>GOVS: How is this worked out?</b> Students are monitored at 92-93%. A call goes out to parents/carers if a student has not been registered in a lesson after 15 minutes. Figures can be quite high at the beginning of term, especially if the return day is at the end of the week. It is expected there will be a high level of absence due to the funeral of a student at the end of the week.</p>	
<b>5.</b>	<b>Committee Reports</b> <b>Finance &amp; Premises 15/03/17:</b> Governors reviewed the minutes of the meeting.	

1 signed:

	<p>A short discussion was held regarding agency expenditure being over budget. This was currently unavoidable, some costs offset within Teachers' budget.</p> <p><b>Benchmarking</b> - everything was in line, with one exception being income generation. It was discussed that this may be because other schools have uniform and/or book shops and greater profit from their sports facilities.</p> <p><b>Risk Register</b> – school improvements have been made recently.</p> <p><b>Personnel 15/03/17:</b> Governors reviewed the minutes of the meeting. It was felt that a couple of points should be noted in the interest of the school and the Trust:</p> <ul style="list-style-type: none"> <li>• that although the changes seemed to be imposed suddenly upon the Academy, this was not the fault of the Trust, as EPM were controlling the timescales;</li> <li>• that the Trust had assured the Academy that there would be flexibility within the system to provide the structures required by the staffing needs of a large secondary school.</li> </ul> <p>It was agreed that this should be discussed with Gary Piele at the next LGB meeting on 24/05/17.</p> <p><b>GOVS: Market Rating, do we have to apply?</b></p> <p>Jobs have already been evaluated and put into bands but EPM could be asked to look at the differences between primary and secondary schools. The NWA will be one of the worst affected by the changes. It has twice as many students than other schools which could be a contributing factor.</p> <p><b>Standards Group 24/03/17:</b> The latest set of data, based on Year 11 tests taken in March, were reviewed. Attainment 8 is currently at 3.8 which is equivalent to a C grade. It was noted that a C grade is now 4, whereas last year a C grade was 5. Based on current results, a 4 is expected to be achieved in the final exams, which would equate to a C grade. English and Maths results should be broadly the same as last year, based on current figures. The current attainment of PP students were compared with the non PP students. PP students are around a grade lower, but this could be explained in part by the attendance of Year 11 pupils who had the lowest attendance at the school. 2.6% of the persistent absences were Year 11 students and these are mainly PP students. No subjects were giving cause for concern.</p> <p>Strategies and Interventions included:</p> <ul style="list-style-type: none"> <li>• early morning sessions;</li> <li>• revision sessions arranged for the Easter break;</li> <li>• a new App, called Foldr, that pupils can download which enables them to access all PowerPoint presentations for their courses;</li> <li>• a group of 15 mentors who have volunteered to mentor a small group of students. A total of 43 students are being supported in this way.</li> </ul>	
6.	<p><b>Link Governor Reports</b></p> <p><b>CEIAG - 10/03/17</b> - RW and AC reported on a recent governor briefing they attended with Head of School, A Welling, and Director of Curriculum &amp; Careers, S Mandley. Notable points included:</p> <ul style="list-style-type: none"> <li>• Year 10 and 12 mock interviews that were supported by local businesses and governors. Smurfit Kappa and Perkins Engines supported additional CV and assessment centre workshops.</li> <li>• A careers fair was held for year 8-13 students. Support for this included local businesses, colleges, charities and public sector industries. Parents/guardians also attended the fair. It was suggested that a map of the careers fair layout would be beneficial for both students and supporting organisations in future years.</li> <li>• Current grade boundaries/guidelines still unknown for new progress 8 qualifications.</li> <li>• The NWA curriculum is well documented on the website, including BTEC qualifications and a new mastery curriculum KS4 and KS3.</li> <li>• KS4 students have 5 tests per year to assess progress.</li> <li>• Concerns were raised around future 6<sup>th</sup> form intake. A target of 250 students per year group is required to make it financially viable.</li> </ul>	

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	<p>The following actions were agreed:-</p> <ul style="list-style-type: none"> <li>link governor to confirm if Perkins Engines will be offering work experience opportunities for year 12 students;</li> <li>assessment requirements for termly link governor review to be discussed with the Head of School;</li> <li>CEIAG review to be scheduled for the Summer term with Head of School and Director of Curriculum &amp; Careers.</li> </ul> <p>The students' feedback was that they felt better informed of options other than university. The Year 12 interviews were particularly relevant and based more on coaching. It was agreed that students should be guided on preparing a CV.</p> <p><b>Pupil Premium and LAC Meeting – 12/11/16</b> – NJ and JN attended the meeting with C Howlett, Assistant Principal. Notable points of this meeting included:</p> <ul style="list-style-type: none"> <li>PP amount is £995 per pupil per annum. There are 403 PP pupils who are currently eligible for free school meals;</li> <li>money is used for intervention assistants in English and maths, specific targeted trips and elsewhere as needs are identified;</li> <li>money allocated for each LAC is £1,800 per annum. There are currently 18 LAC;</li> <li>funding is not automatic, it is applied for from the LA where the LAC has come from;</li> <li>nearly all LACs get one-to-one tuition.</li> <li>the Governors asked that the current PP funding list is brought to the LGB so that Governors are aware of how the money is spent.</li> </ul>	
7.	<p><b>Visit by Ian Seath</b></p> <p>Ian Seath, recently retired HIR, visited NWA on 23 February with the purpose of evaluating progress on the improvement points given by Ofsted. He concluded that well-considered changes had been made, assessment and monitoring systems were robust, challenges in science was appropriate and demanding and steps are being taken to ensure teachers make a consistent and firm response to a group of Year 8 boys who are consistently disruptive.</p>	
8. (taken out of order)	<p><b>Child Protection Meeting – 10/03/17</b> - AC attended with H Hitch, Director of Safeguarding and Welfare. Notable points included:</p> <ul style="list-style-type: none"> <li>CIN varies from week to week;</li> <li>CP files will be retained until 2020, as per the Goddard enquiry;</li> <li>DBS checks are up-to-date;</li> </ul> <p>LACs are checked every 6 weeks.</p>	
9.	<p><b>ALT Business</b></p> <p>There have been 4 inspections over 3 weeks. Littleport is on track with staffing being put in place.</p> <p><b>GOVS: Will there be an opportunity to look around the new school?</b></p> <p>It was suggested that a meeting be held at Littleport.</p>	
10.	<p><b>AOB</b></p> <ul style="list-style-type: none"> <li>The school would get funding of £60,000 for the first and £40,000 the second year if successful in applying to become a teaching school. It would be expected to make own money after that period. NWA could become a CALSA (Cultural and Arts Leaders in Schools and Academies).</li> <li>Executive Leadership Team salaries need negotiating regarding work carried out at Littleport.</li> </ul> <p><b>GOVS: How does this work?</b></p> <p>Cost centres, codes are attached to time, etc.</p> <ul style="list-style-type: none"> <li>ALT have agreed to extend all Trust Governors' end of terms.</li> <li>Approximately 12% of Year 6s go to alternative schools.</li> <li>It was suggested that a letter be sent to Archant regarding the continuous negative press the school receives in the local newspaper.</li> </ul>	
11.	<p><b>Date of Next Meetings</b></p> <p>Standards Group - TBC Committees – 10/5/17 from 5pm in the Atrium Meeting Room Full LGB – 24/05/17 5pm in the HAPI Room</p>	
<b>Meeting closed at 6.50pm</b>		

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