



Bader Academy Council
Thursday 7th July 2022 at 13:30
Bader Academy

Those Present:		
Karl O'Reilly	Executive Headteacher	KO
Viki Drew	Head of School	VD
Scott Spence-Hill	Parent Governor	SS
Lynn Olsen	Non-Teaching Staff Governor	LO
Leanne Bradley	Parent Governor	LB
Larry Hollando	Community Governor	LH
Abigail Hirst	Teaching Staff Governor	AH
Also Present:		
Emma Heyes	Corporate Governance and Projects Manager (Minute-Taker)	EH
Jacky Tattershall	Assistant CEO – School Improvement – Vice Chair	JT
Apologies:		
Warren Carratt	Chief Executive Officer - Chair	CEO
No Apologies:		
None		

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence None.	
1.2. To accept apologies for absence None.	
2. ITEMS TO BE CONSIDERED	
2.1 To approve the minutes of the following meetings: The minutes of the meeting held 19 th May, 2022 were approved as a true record with no amendments.	
2.2 Matters arising from the Minutes No matters were raised.	
3. ITEMS TO BE CONSIDERED	
3.1. Headteacher Report JT thanked VD for the detail of the reports that she had submitted to Governors. She requested that she pull out the key themes for discussion. VD stated that there would be changes in leadership in the school. She explained that Kirsty Lamb had already commenced her position as Assistant Head and that KOR would no longer be Executive Head at Bader as he was returning to his Head position at Coppice School. VD informed Governors that a Peer Review had been conducted in the school which had focussed on ring fenced grants and other funding streams. She fed back that the exercise had been a success. VD explained that upper school had moved to a more secondary model of education and were now accessing specialist subjects in particular rooms. VD stated that a high level of training was being offered to staff at the school. This included restorative practice and specialist training on mental health and well-being. JT asked if the changes in leadership had received any reaction from the school community. VD responded that staff had been ok with the proposed changes and that families would be informed over the weekend with the news. This is to also be followed up with the students the following week. LH commented that mental health support is extremely important and that it would be useful for the school to keep a record on any activity or number of contacts that the school receive.	

SSH referred to the sickness absence data figure of '917' and stated that it seemed high. VD confirmed that the figure had been higher than usual but that this was mainly due to Covid and to a small number of staff having mental health and wellbeing issues (not work related) where staff have been supported through things such as bereavement.

LB asked that, when the report refers to LAC, how many was it referring to. VD replied one.

LB asked who would be taking over the responsibility for health and safety when KOR returned to Coppice. VD replied that she would now be the lead for health and safety.

LB asked how the school's sickness absence levels compared to other schools. KOR responded that Bader Academy had better attendance levels than Coppice. JT explained that it had been a difficult period and that there were very similar sickness levels across the Trust.

LB questioned the mental health support that Bader staff receive. AH confirmed that school leaders are really supportive to staff and always have an open-door policy. LO added that she felt that staff were treated as individuals and feel really well looked after and that, even though staff numbers have increased, they feel part of a family.

LB questioned whether the morning meal options were healthy. VD explained that the school were part of the National Breakfast Programme and were encouraging pupils to make healthy choices.

VD presented the final part of the Headteacher's report and explained that the school have three Early Career Teachers about to finish their studies this term and with their final reports currently being completed.

VD explained that there was a huge push on curriculum for the teaching team and that the school were looking at introducing a faculty model approach. She explained that each subject had a clear subject content, and direction of travel for each student, and that work is currently being progressed on creating a marking and feedback policy.

VD informed Governors of a new reading assessment programme being implemented in school and how there were plans are in place to purchase books for the new term.

LB asked if there was going to be a library in school. VD explained that there was a big push on reading in school and that a library had been set up and a recording system was being developed.

LB asked when the Marking Policy would be ready. VD responded that it would be ready in the autumn term.

LB asked how students were being identified to work with the specialist English and maths tutors. VD explained that it was worked out on an individual basis and working with class teachers.

LB asked if students would do GCSE's at Bader Academy or at Hunger Hill. VD responded that students would sit exams at Bader unless it is a subject which they accessed at a different site.

LB asked which Modern Foreign Language would be taught at Bader. VD confirmed that it would be Spanish.

SSH enquired into the students that are currently in Alternative Provision and whether this would be on a long-term basis. VD explained that the school were working closely the Local Authority to ensure that students were in the best placement for their needs and supporting them through this.

LB highlighted that she works in SENDIASS but that she wouldn't support the family of a pupil attending Bader Academy so that there wasn't a conflict of interest and her Governor role.

JT asked VD about measurable data the school was collating and if they were pleased with the progress being made. VD responded that it was great to have data that can be compared/measured against, moving forward, and that she was pleased with the results, so far.

LB referred to the point that there had been 11 racist incidents in school and questioned what the rationale for this could be and what the school are doing to combat this? VD explained that the school had a zero-tolerance policy and that measures had been put in place to work with perpetrators. She confirmed that numbers were reducing.

LB questioned why Bader Academy's Pupil Premium boy's attendance was lower than the national average. KOR explained that figures were not representative in special schools, due to the lower numbers on roll.

LB asked if requests for holidays in term are authorised. VD replied that they were due to the nature of the students' needs at the school.

LB requested that Family Days, being held at the school, take place on a mixture of both mornings and afternoons so that more families can attend. VD confirmed that this would be considered for future events. VD to look at the future planning of school events and ensure that they are accessible to all.

LB asked if the school had any plans for the school to offer residential and VD confirmed that it did.

LH commented that he was really impressed with how the school recorded behaviour and how it is reported.

SSH asked if the number of incidences of violence to staff was continuing to reduce? VD explained that it was and that, in general, the school was getting better at reporting and dealing with them.

<p>LH commended the Head for her comprehensive Headteacher report and suggested that it be made available to all school staff as it really does capture all of the positive work being conducted in the school. VD to make available to school staff.</p> <p>3.1.1 Appendix 1 – Updated SIP</p> <p>Due to time constraints the Chair requested that the Head not go through the full report and just accept questions from Governors.</p> <p>JT questioned the small number of red actions or actions that had not been colour coded. VD explained that these were areas that had not been completed or commenced yet and will be included next term.</p> <p>LB questioned whether the school had plans to extend the school day on a Friday afternoon. VD explained that this was invaluable time essential to teacher planning and also ensured that there was less disruption to classes as it reduced the need for cover staff. VD confirmed that the half day on Fridays would be remaining for the foreseeable future.</p> <p>LB enquired about afterschool and holiday clubs for the school. VD explained that this was being explored and that the offer would improve, over time.</p> <p>3.1.2 Appendix 1 – Health & Safety (Competent Person) Audit Report</p> <p>The school only had one action on their report recommending that some pallets and bricks be moved from around the bin area of the school. VD to follow and action before the next meeting.</p> <p>SSH enquired into the type of fire alarm being used at the school. VD confirmed that it was a standard alarm and that students cope very well with it and are very efficient at responding to fire drills.</p> <p>LB asked VD whether the school were currently completing lockdown drills. VD explained that a policy had now been written so the next stages will be to put it into practice with staff first and then roll this out to students.</p> <p>LB enquired as to whether there was a first aider on all buses during any trips and visits? VD confirmed that there was.</p>	<p>VD</p> <p>VD</p>
<p>3.2 Community School Voice Report</p> <p>VD informed Governors that a HLTA had completed a Level 2 Mental Health course.</p> <p>LB asked when families would find out about transitional arrangements. VD explained that a letter to families would be going out with the school report on either the upcoming Friday or following Monday.</p>	

<p>3.3 Budget Monitoring Report</p> <p>JT went through budget report and explained that the school had a surplus moving forward into the new year.</p> <p>A number of queries were raised around the terminology used in the budget report and a request was made for an explanation to be provided, by a Trust representative at the next meeting. The terms requiring explanation were 'Premises RAM' and 'Direct Revenue financing'.</p> <p>LB requested that acronyms were not used in future reports.</p>	WC
<p>3.4 Register of Interest Update</p> <p>EH explained all Governors would be contacted with their Registry of Interest form and requested that they complete it and return to Clerking Services.</p>	
<p>4. ANY OTHER URGENT BUSINESS</p>	
<p>4.2. To consider any other urgent business agreed by the Chair</p> <p>None.</p>	
<p>4.2. Trust Verbal Update of Key Issues</p> <p>JT explained that there would be two new regional directors joining the Trust in September; one of which would be working very closely with Bader. She also informed Governors that new schools would be joining Nexus Multi Academy Trust in September. These are West Riding Academy, Discovery Academy, Beech Academy and Fountaindale Academy.</p>	
<p>5. CONFIDENTIALITY & RISK</p>	
<p>5.1. To consider the confidentiality of any items discussed during the meeting</p> <p>None.</p>	
<p>5.2. To consider any areas of risk discussed during the meeting</p> <p>None.</p>	

6. DATES OF NEXT MEETING	
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Thursday 15 th December 2022	13:30 – 15:00	Bader Academy Council
Thursday 23 th March 2023	13:30 – 15:00	Bader Academy Council
Thursday 6 th July 2023	13:30 – 15:00	Bader Academy Council

Minutes approved

CHAIR	SIGNATURE	DATE