



Bader Academy Council Meeting Thursday 23rd March 2023 at 13:30 Bader Academy

Those Present:		
Jacky Tattershall	Nexus MAT Assistant CEO and Acting Chair	JT
Viki Drew	Headteacher	VD
Scott Spence-Hill	Parent Governor	SSH
Lynn Olsen	Non-Teaching Staff Governor	LO
Abigail Hirst	Teaching Staff Governor	AH
Leanne Bradley	Parent Governor	LB
Also Present:		
Paula Williams	Nexus MAT Executive Regional Director	PW
Tracie Lockwood	Nexus MAT Governance Clerk	Clerk
Apologies:		
Warren Carratt	Nexus MAT CEO and Chair	CEO
Larry Hollando	Community Governor	LH
No Apologies:		
None		

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence Apologies received for CEO and LH	
1.2. To accept apologies for absence Apologies accepted for CEO and LH	
2. BEST WE CAN BE AWARDS	
2.1 Best We Can Be Awards VD confirmed that these are not being presented at the Spring Term Meeting and will consult further with the Staff Parliament on this.	
3. ITEMS OF URGENT BUSINESS	
3.1 Chair to determine any items of urgent business to be considered. None	
4. DECLARATION OF INTERESTS	
4.1 Individual Governors to declare any personal, business or other governance interests on any item on the agenda. None	
5. BADER ACADEMY LOCAL GOVERNANCE MINUTES	
5.1. To approve the minutes of the following meeting: The minutes of the Academy Council meeting held 15 th December 2022 were approved as a true record with no amendments.	
5.2. Review of Action Tracker The outstanding actions on the tracker were reviewed and updated.	
5.3. Matters arising from the Minutes There were no matters arising.	
6. ITEMS TO BE CONSIDERED	
6.1. Headteacher Report JT praised VD and all the staff at Bader for their hard work during the school's recent Ofsted inspection. JT thanked VD for the detailed and thorough Headteacher Report and invited questions. <u>Leadership & Management</u> LB noted conflicts between the Behaviour Policy on the Nexus and school websites.	

VD confirmed that the Trust Behaviour Policy is the over-arching document and the school has tailored its Behaviour and Relationships Policy from this. VD relayed that the school policy is in 'draft' form and that all policies are approved by the Trust.

Action: Clerk to refer the potential conflict in Behaviour Policy to the Corporate Governance and Policy Manager

Action: VD to raise if a conflict is identified with the Trust's Behaviour Policy

Clerk
06/07/23
VD
06/07/23

SSH requested an update strike action.

VD confirmed that she hasn't been made aware of any further industrial action.

JT requested an update on the additional Deputy Headteacher vacancy.

VD confirmed that interviews have taken place and they have appointed to the post. They will have a focus on Behaviour & Attitudes, as well as mental health and wellbeing within the school. They will also be appointed as DSL.

JT queried if any concerns had been raised as part of the 'Wilmott Dixon snagging issues'?

VD responded that Lana Stoyles (Nexus Procurement Lead) is dealing with this issue, which is now progressing more positively.

JT requested an update on the GCSE/JCQ (Joint Council for Qualifications) application

VD confirmed that the school are now an approved centre for GCSE's. Invigilator, Scribe and Reader training is underway to meet the upcoming statutory exams.

JT advised VD that the central Trust has staff willing to support in these areas, if necessary.

PW queried if the staff absences are settling down?

VD replied that some staff affected by long term illness, have now moved on. The school is able to present this data with and without these numbers, to explain the rationale.

VD clarified for SSH his query re: teaching staff.

Quality of Education

LB questioned how funding is utilised to close the gaps that have been identified in pupil progress meetings?

VD advised that the identified pupils receive classroom intervention 2 days per week.

VD confirmed to **LB's query re: the allocation of funding**, that this is allocated throughout all the year groups and not just KS4.

LB queried the 'Areas of Improvement' and if deadlines are in place for staff to address this?

VD responded that the school are focussed on raising expectations and standards, but also ensuring that this is being embedded. VD acknowledged that the curriculum is in its infancy, but the cycle of quality assurance and review is continuing – supported by the continuation of 'Deep Dives'.

LO added that new staff have joined the school. TA's have access to the Marking Policy and training re: consistency in marking, has recently been delivered.

JT queried how is the data used and what processes are in place to improve outcomes.

VD advised that the school is looking at the 'Earwig' platform. This allows for assessment data and also enriched physical evidence to be uploaded. This system will link and triangulate (persistent) attendance, and VD is also hoping this platform can be linked to EHCP targets.

VD gave an overview of The Hub to SSH and the benefits to the young people.

PW added that some of the young people accessing The Hub may have been out of a school environment for long periods of time.

VD is considering adopting the Boxall Profile to support and measure the impact of the young people's SEMH.

LB requested for parents to receive a curriculum overview.

VD stated that these are usually available on the school website, but acknowledged there has been a delay this half term.

Action: VD to ensure that the current curriculum overviews are uploaded onto the school website.

VD
06/07/23

PW commended VD for having a really good overview of the Quality of Education, particularly in relation to The Hub.

Behaviour & Attitudes

LB commented on the Change Maker principles and the use of the word 'love' to an autistic child; this can have a different connotation.

VD responded that the Change Maker principle changes each half term, but it is important dialogue to be discussed with children of all age groups. It's also tailored and individual to each child's needs and level of understanding.

AH added the school builds a family atmosphere and they want the children to feel loved.

LB requested further information on the rationale for the differing suspensions.

VD advised that each suspension is on a case-by case basis and confirmed that there is a moderation group for the Headteachers within the Trust.

PW added that decisions are made entirely on a what is right for that particular child - their responses and their needs.

VD stated that reintegration is key and helps the child in the restorative process. VD reassured governors that this process is a requirement when the child returns back into school, to provide support and prevent a repeat of the negative behaviour.

AH commented that it would be useful for the wider school staff to receive this narrative and context, as it would help them to see the bigger picture.

PW agrees that it would be useful for staff to be aware of the rationale re: the decision making and to also reassure staff that the moderation process is taking place.

<p>Action: VD to share the procedure re: rationale for suspensions.</p> <p>LB noted that the attendance figure hasn't dropped since last year. VD advised that it's not possible to compare due to the rising roll as new children are agreed places, but the school will have more trend data available next year. PW added that the national attendance figures have fallen.</p> <p>JT requested further information on the 'two pupils who are currently not attending and not yet receiving tuition'. VD confirmed that one pupil has been deemed by CAMHS as medically too unwell to attend school and the other pupil is visited daily at home by a member of staff. There is a team of professionals around this young person, with family support also being received within the home.</p> <p><u>Personal Development</u></p> <p>LB questioned how the disruption caused by other pupils was being addressed? This issue had been raised by the pupils. VD advised this will be a focus area for the newly appointed Deputy Headteacher. There is also work to be done to support the pupil's perception of disruption.</p>	<p>VD 06/07/23</p>
<p>6.1.1 Appendix 1 – Updated SIP</p> <p>Discussed as part of the Headteacher Report</p>	
<p>6.1.2 Appendix 2 – School SEF</p> <p>Discussed as part of the Headteacher Report</p>	
<p>6.2. Community Voice Report</p> <p>Re Family Voice, LB suggested a 'Look What I've Done Today' certificate from teachers.</p> <p>JT queried how VD defines a successful parent consultation? VD confirmed that it is the level of attendance. If parents are unable to attend school, they offer this consultation via teams or on the telephone. VD also confirmed that these consultations take place after school.</p> <p>LO stated that photos are shared on the school's 'Dojo' system, which is positively received by parents. LB echoed her own personal appreciation at receiving the photos of her child.</p> <p>JT queried if all of the children and young people are offered opportunities to go on visits/trips? VD confirmed that they are, and shared her passion that the school's children shouldn't have limited opportunities, just because they are in a special school. VD and AH relayed that some of the children are experiencing these opportunities for the first time.</p> <p>AH advised that all the young people are being first-aid trained. This will be age appropriately delivered across the school.</p>	

<p>LB sought advice on how parents communicate with staff, especially first thing in a morning when staff are either teaching or attending staff briefings?</p> <p>VD advised doing this either via the Dojo system or via email. VD shared her intention to restructure the morning after Easter, which will enable staff to be more able to respond.</p> <p>AH stated that whilst staff may not be in a position to respond immediately, there's a high probability that they would have read the communication and actioned it.</p> <p>Action: VD to send out a parent newsletter, to advise that Dojo is a method of communication.</p>	<p>VD 06/07/23</p>
<p>6.3. Budget Monitoring Report</p> <p>VD advised that the Deputy Headteacher costs are 'built in' from June, so this current report reflects a 'worse-case scenario'.</p> <p>LB liaised with SSH and suggested a summary of information for governors</p> <p>Action: JT and PW to take back to central Trust, the request for a budget summary for governors</p>	<p>JT and PW 06/07/23</p>
<p>6.4. School Calendar</p> <p>Presented for information No questions raised.</p>	
<p>6.5. Cabinet Members & MPs' Feedback from Pupil Parliament</p> <p>JT warmly welcomed a Lord (pupil A) and an MP (Pupil B) to the meeting.</p> <p>Both pupils spoke with confidence and enthusiasm about their roles and how important these are for the school and the pupils.</p> <p>Pupil B shared that an artist will be attending school over the Easter holidays to paint a mural within the school. They have decided on an appropriate colour scheme and imagery that they feel best represents Bader. A suggestion has been received from a member of pupil parliament to use symbols to represent the diversity within the school.</p> <p>Pupil A & B were encouraged to use their commitment to the role and inspire the lower school to become part of the Pupil Parliament.</p> <p>Pupil A expressed with great passion about how being a member of pupil parliament is like being part of a family and 'one of the best things you can do'.</p> <p>JT suggested that any future questions from the governors about their valuable work, could be communicated via VD.</p> <p>JT thanked and congratulated both pupils for attending the meeting, which was shared by all members.</p> <p>Action: JT to send a 'Letter of Thanks' to both pupils following their attendance at the meeting</p>	<p>JT 06/07/23</p>
<p>6.6. Skills Audit – Governor Self-Assessment</p> <p>These have been distributed via email, with a completion deadline of 31st March 2023.</p>	

7. TRUST MATTERS		
7.1.	Trust Verbal Update of Key Issues JT provided the following updates: <ul style="list-style-type: none"> • A career pathway for all staff is being formulated • The Trust Olympics will take place on 25th April (optional for secondary school aged pupils) and a date tbc in July for primary school aged pupils • Prom: The Trust is currently looking at how to co-ordinate this across the trust. VD confirmed that she is formalising the Year 6 celebration event for after SATS 	
8. ANY OTHER URGENT BUSINESS		
8.1.	To consider any other urgent business agreed by the Chair None	
9. CONFIDENTIALITY		
9.1	To consider the confidentiality of any items discussed during the meeting None.	
10. DATES OF NEXT MEETING		

Thursday 6 th July 2023	13:30 – 15:00	Bader Academy Council
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Minutes approved

CHAIR	SIGNATURE	DATE