



Bader Academy Council Meeting Thursday 11 July 2024 at 13:00 Bader Academy

Those Present:		
Viki Drew	Headteacher	VDr
Lisa Suter	Nexus MAT Executive Regional Director	LS
Scott Spence-Hill	Parent Governor	SSH
Lynn Olsen	Non-Teaching Staff Governor	LO
Abigail Hirst	Teaching Staff Governor	AH
Leanne Bradley	Parent Governor (via Teams)	LB
Larry Hollando	Community Governor	LH
Also Present:		
Jacky Tattershall	Nexus MAT Assistant CEO and Vice Chair	JT
Lyndsay Foster	Nexus MAT Governance Clerk	LF
Kirsty Lamb	Deputy Headteacher & Deputy Designated Safeguarding Lead	KL
Ryan Taff	Deputy Headteacher	RT
Amy Ward	Rainbow Co-ordinator (Presentation at start of meeting)	AW
Apologies:		
Claire Garbutt	Chair	CG
No Apologies:		

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive apologies for absence</p> <p>Apologies received from CG.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies accepted from CG.</p>	
2. BEST WE CAN BE AWARDS	
<p>2.1 Best We Can Be Awards</p> <p>VDr confirmed school are doing their own internal praise, staff didn't like the presentations or certificates publicly.</p> <p>ACTION: Clerking Services to remove Best We Can Be Awards from the agenda for future meetings.</p>	<p>ACTION: Clerking Services 11/07/24</p>
3. ITEMS OF URGENT BUSINESS	
<p>3.1 Chair to determine any items of urgent business to be considered.</p> <p>AW attended the meeting to give a presentation on Rainbows and its impact in school. (Rainbows Bereavement and Loss Support). Supporting documentation was provided to the Governors including a report from the Rainbows Evaluation, Research and Development Committee 2019 and an 'Our Objectives' one page document.</p> <p>LH asked AW what if someone is really upset in the sessions? AW confirmed they would take the child into another room for some privacy and ask them if they wish to talk any further out of the group setting. AW did confirm that these sessions don't start until six months after the bereavement. Staff are involved in the selection process of students and select students based on Annual Reviews, parental consent and potential benefit to students. The student also always has a choice to leave at any time. AW also confirmed it covers any form of loss from bereavement to family breakdowns.</p> <p>LH asked if there were any worries and concerns, would they contact other agencies? AW confirmed they would always inform VDr and clarified they do work with other agencies like MIND or Unravel. They will always ask the schools DSL (Designated Safeguarding Lead) or Headteacher if unsure.</p> <p>LS asked AW if staff feel appropriately supported and what measures are in place? AW explained staff are aware that there is an 'open door' policy with VDr and that there are now Mental Health First Aiders on site to discuss any matters further. VDr explained that the school has undertaken internal communications, using posters to advertise the Mental Health First Aiders to staff. AW also stated there is a strong staff network and employees are supportive of one another. JT thanked AW for her time and presentation. AW left the meeting at 13:30.</p>	

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 meeting held 21 March 2024 were approved as a true record.	
5.2. Review of Action Tracker Reviewed and updated.	
5.3. Matters arising from the Minutes None.	
6. ITEMS TO BE CONSIDERED	
6.1. Headteacher Report VDr discussed the SLT away weekend where they had reviewed the SIP & SEF for the next academic year. VDr summarised the following points from the report: <ul style="list-style-type: none"> • All Early Career Teachers have now passed their assessments. • The school transitioned students into their new classes early this year and both students and staff have coped admirably. • A comprehensive five-day behaviour management research initiative has taken place. • Year 11 students have completed their GCSE exams, with two Year 10 students also sitting their Maths exams alongside all students taking the English language exams. 70 examinations have been undertaken by the students which is a significant increase from 5 last year. The support from the Trust in facilitating exam invigilation was greatly appreciated. • Year 9 students have finished their entry-level qualifications and functional skills at levels 1 & 2. • Additionally, Year 6 students completed their SATs, with results being overwhelmingly positive and the majority of students scoring over 100 mark. • VDr informed the Deep Dive into Maths has been very positive. <p>JT asked if there were any surprises, outside of areas already known by the school that the internal and external quality assurance had identified. VDr stated that nothing additionally was highlighted, the actions arising affirmed what the school already knew and had identified through the SIP and SEF</p> <p>LS asked VDr where would you judge yourself as a school? VDr indicated that recent discussions with LS and reflecting on both external and internal quality assurance processes, suggested that the school was moving towards achieving a "Good" rating.</p>	

LB expressed her difficulty with early transitions and suggested sending out a letter in future years outlining uniform requirements and transition details to help parents plan for the transition. She also mentioned challenges in contacting teachers during the transition from lower to upper school and proposed sharing a list of teachers with parents. SSH noted a difference in communication methods having received responses via email previously compared with communication through the Dojo app.

ACTION: VDr to provide parents with a list of teachers.

VDr informed Governors that phase two of the fire doors upgrade is currently happening in the school.

VDr discussed the sickness data section of the headteacher report, specifically focusing on pages six and seven. The school has received positive feedback from staff who have accessed the Westfield services and the counselling service. JT noted that the sickness figures have significantly reduced compared to last year.

JT asked in regards to staff turnover, do you do staff exit interviews?

VDr informed that they had been undertaken. She also explained that four new Teaching Assistants have been recruited.

LB asked in regards to section 2.4 and the percentage 89.5%, what is the national benchmark and how does this compare?

RT stated he's not sure there is a national staff percentage but he would check if it's above or below the national benchmark.

ACTION: RT to review figure in report with national bench mark.

LO asked when do sickness stages trigger?

VDr informed triggers are clearly defined in the sickness policy. This is available online.

ACTION: Clerking services to share Sickness policy document on email.

JT informed Governors that the Trust can Benchmark against other Trust schools and Bader's sickness absence is good when compared to others.

LB asked out of how many trust schools?

JT stated that it is out of 16 schools.

VDr provided a brief overview from the report on staff training; staff have received both internal and external training. Additionally, VDr informed that 15 staff members have passed the minibus theory test and four have completed the practical test, enabling them to use the new school minibus.

LO stated that they are always advised in advance of the CPD training so are able to plan which is brilliant.

AH informed they really enjoyed this terms time for CPD planning and training which has been useful and productive.

LH asked if there is a set target for CPD training days?

VDr stated there is no target for CPD training however there are six inset days; five for the school and one for the Trust day. They also have external training providers coming into school.

**ACTION:
VDr
12/12/24**

**ACTION:
RT
12/12/24**

**ACTION:
CLERKING
SERVICES
15/07/24**

LH asked do you identify any staff that are reluctant to do CPD?

VDr stated that there are no staff who are reluctant to undertake CPD and the offer is well received. VDr informed Governors that the school will be changing its appraisal system from next year to highlight CPD which will meet more personalised need and interests as well as whole school training needs.

AH confirmed that the training is always really good CPD.

VDr discussed the ongoing internal quality assurance cycle, mentioning that deep dives in Geography and PE have revealed some strengths. Additionally, there has been a deep dive into PSHE to evaluate how evidence is being collected. As a result, strategies for improvement in this area have been added to the School Improvement Plan (SIP). SSH informed Governors that within PSHE and RE, students are talking about their learning at home.

LB asked how do the school plan learning in terms of age-related expectations?

VDr explained that teachers plan from the child's starting point even if it is one or two years behind the age related expectation.

LB asked if intervention is put in place to bridge the two year gap?

VDr confirmed, they may not 'catch up' 2 years but staff will identify the gaps and offer support and intervention to address these.

VDr informed an internal advert is currently out with a job opportunity for learning mentors to implement behaviour and learning interventions.

AH stated that the school use the flight paths for outcomes to identify any knowledge gaps. VDr confirmed the ambition that children will leave school with the best possible qualification.

LH asked VDr what is the typical Bader Cohort?

VDr informed SEMH is majority. Many children are working up to 2 years below age related expectations.

LB asked how will they cope with the new influx of students?

VDr stated that school copes really well. VDr also explained that the school receive a number of tribunals. It currently has 12.

KL provided an overview of page 16, noting that the curriculum is continuously refined and reviewed. As discussed, there is ongoing efforts to upskill all staff in areas needing development. The impact of these efforts is already evident throughout the school and the full effect will be clearer with the exam results on August 22nd. The figures in the document have been updated for this meeting so will not reflect the students who have already sat their exams.

AH gave an overview of ASDAN which has really developed over the past year and is building on the taught curriculum, with an extended period of moderation until the end of term. There's a group of six young students in Amber Class that, from September, will also access ASDAN. This will be tailored to individual interests.

There are short courses planned in PSHE along with a Foodwise course which is accredited. It can be incorporated into planned events and to create meals for family and friends who come into school. It is also useful for developing independent living life skills.

VDr stated that there are 13 students undertaking a level 1 BTEC qualification in home cooking with the Year 10 and 11 students.

JT asked for clarity regarding what is meant by children being 'on track' in the report? Does this mean on track to meet their personalised targets?

VDr confirmed it means tracking their progress and the flight path from their starting points which is personalised to each student.

VDr discussed how she received a lovely email from Pupil H's parent regarding their progress and how they are now going on to college to do three A-levels after two years support from the school and dual-registry with Doncaster College.

An overview of Section 4 of the report positively highlighted that no suspensions had occurred since March 4th.

RT informed Governors that PDA training has been received and was helpful. CPOMs work around recording and analysis is ongoing. In addition, the educational psychologists delivering training focused on well-being and intervention. A recent Behaviour Lead meeting discussed data collection and analysis and RT attends this network.

The five-day behaviour management research initiative within the school yielded positive results with no surprises. The SLT away day had been particularly useful, as many suggestions raised from the research initiative had already been identified during the away day. However, RT mentioned that two/three internal learning mentor job adverts had been posted, with interviews scheduled for next week. This move was based on feedback from the behaviour research initiative.

LB asked if EHCP needs yearly reviews? Do you involve parents mid-year or just a yearly review of the EHCP?

RT explained that there is an Annual Review to formally review the EHCP, however the school have 3 parent consultation meetings each year. This could be more than three times a year if needed and the process can be tailored to the parent/student specifically.

LH asked about the criteria for deciding the length of suspension?

VDr explained that the response to incidents depends on the severity and whether it's a first offense, guided by the Behaviour policy.

RT added that the duration of suspension allows the school time to implement any necessary changes, review, reflect, and establish practices or provision before the student returns.

LH enquired if school leaders feel confident if they are challenged on the process?

VDr believes that leadership are confident in relation to this process.

<p>JT advised they can also use support of the Trust if required. RT stated the school is progressing as suspension are reducing overall.</p> <p>JT expressed that the attendance data reported in the Headteacher report was really helpful especially the differentiation between onsite and blended provision. The excellent attendance figure for pupils on-site was acknowledged. JT requested that table 5 on page 30 be amended with corrected figures. ACTION: VDr to update figures in table 5 on page 30 still some 0.</p> <p>LB asked what is Personal Development and content in lessons? VDr emphasised that there is a a personalised approach for each child and their EHCP targets. AH expressed the value of off-site activities, noting that, while students may be very academic, it is essential to consider their vulnerability and life skills. Being out in the community offers additional opportunities for learning and guidance making these experiences really important. VDr also gave an overview of the Pupil Parliament, highlighting that the students have been very engaged, asking good questions, and presenting meaningful challenges. 35 students went on residential and it was all really positive. Students all loved active week. The Duke of Edinburgh has been completed; eight students completed bronze level, four students were undertaking Silver DofE with a practice next week, the final assessment in the last week of term. The school has received the Bronze and Silver Award for ECO school. Governors congratulated the school on these achievements.</p> <p>LB asked about the explicit training regarding how the students can navigate and access areas for neurotypical people? VDr expressed this is something to look into.</p> <p>VDr informed that all students have experienced an outdoor learning visit whether day visit or residential.</p> <p>6.1.1 SIP and 6.1.2 SEF have been updated and documents circulated prior to the meeting for information. These will be discussed further in a training session at the extra Governors meeting in September.</p>	<p>ACTION: VDr 12/12/24</p>
<p>6.2. School Dashboard Summary</p> <p>Document for information, JT gave a brief overview how the document was used at Trust level. VDr advised she would be re-evaluating the document judgements with RT & KL after conversations with LS. An updated version will be available next AC meeting. SSH stated there definitely has been improvements and positive changes within the school.</p>	
<p>6.3. Budget Monitoring Report</p> <p>Discussed report and distributed prior to meeting for information.</p>	
<p>6.4. 2024-25 Budget and Staffing Structure</p>	

<p>JT enquired whether they were fully staffed for September following recent recruitments. RT confirmed that this is the case.</p>	
<p>6.5. Cabinet Member & MP's Feedback from Pupil Parliament</p> <p>VDr confirmed this would need to be discussed at the next AC meeting due to the year 11 student not being in school on the day of the meeting. LO informed that the staff parliament was working really well and following on from the Staff Parliament meetings she informs all staff of the content in an email and has thus far received good feedback from everyone.</p>	
<p>6.6 Skills Audit Feedback</p> <p>Skills Audit feedback document was circulated in advance and was self-explanatory. It was discussed the document was created to facilitate shared learning through Governor Hub, including web links to relevant training. In September, the Trust would expand its resources and training opportunities. Governors were encouraged to visit the portal and engage in self-directed learning to improve skills in areas identified during the audit. RT confirmed any interest in National college training courses to contact him directly.</p>	
<p>7. TRUST MATTERS</p>	
<p>7.1. Trust Verbal Update of Key Issues</p> <p>No new items to discuss.</p> <p>7.2. Register of Interests – Annual Review</p> <p>Document for information was circulated prior to the meeting. ACTION: Clerking Services to confirm LH is on Governor Hub and resend link for password.</p>	<p>ACTION: Clerking Services 12/07/24</p>
<p>8. ANY OTHER URGENT BUSINESS</p>	
<p>8.1. To consider any other urgent business agreed by the Chair</p> <p>None.</p> <p>8.2 Arrange date for additional Governor's meeting (Autumn Term)</p> <p>VDr discussed dates for an extra meeting with the governors to go through the new SIP & SEF document and anything else the governors wish to discuss. Provisionally booked additional date for 24th September 2024 (in line with Community Day). All welcome to come in early for lunch.</p>	
<p>9. CONFIDENTIALITY</p>	
<p>9.1 To consider the confidentiality of any items discussed during the meeting</p> <p>None.</p>	

10. DATES OF NEXT MEETING

Thursday 12 December 2024	13:00 – 15:00	Bader Academy
Thursday 20 March 2025	13:00 – 15:00	Bader Academy
Thursday 10 July 2025	13:00 – 15:00	Bader Academy

Minutes approved

CHAIR	SIGNATURE	DATE