



Bader Academy Council Meeting Thursday 10 July 2025 at 13:00 Bader Academy

Those Present:		
Viki Drew	Headteacher	VDr
Claire Garbutt	Chair	CG
Abigail Hirst	Teaching Staff Governor	AH
Tom Brown	Community Governor	TB
Lynn Olsen	Non-Teaching Staff Governor	LO
Leanne Bradley	Parent Governor	LB
Scott Spence-Hill	Parent Governor	SSH
Also Present:		
Jacky Tattershall	Nexus MAT Assistant CEO and Vice Chair	JT
Lyndsay Foster	Nexus MAT Governance Clerk	LF
Kirsty Binks	Deputy Headteacher & Deputy Designated Safeguarding Lead	KB
Ryan Taff	Deputy Headteacher	RT
Lisa Suter	Nexus MAT Executive Regional Director	LS
Apologies:		

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence There were no Apologies received.	
1.2. To accept apologies for absence There were no Apologies to accept.	
2. ITEMS OF URGENT BUSINESS	
2.1 Chair to determine any items of urgent business to be considered. Discussion around Ofsted to follow after the report.	
2.2. Safeguarding training – National Training compliance and KCSIE. Discussed within the main report.	
2.3. Governors essential training Covered with 2.2 in the main report. ACTION: RT to circulate National Governance Association link – originally sent August 2024.	ACTION: RT 11/12/25
2.4. Confirmation of Resignation - Larry Hollando CG informed us that we have received LH’s resignation. A letter has been sent from the Trust thanking him for his time, input and service on the Academy Council since the beginning of Bader’s journey.	
3. DECLARATION OF INTERESTS	
3.1 Individual Governors to declare any personal, business or other governance interests on any item on the agenda. None.	
4. BADER ACADEMY LOCAL GOVERNANCE MINUTES	
4.1. To approve the minutes of the following meeting: The minutes of the meeting held 20 March 2025 were approved as a true record.	
4.2. Review of Action Tracker Reviewed and updated.	
4.3. Matters arising from the Minutes None.	
5. ITEMS TO BE CONSIDERED	
5.1. Headteacher Report As the report was distributed prior to the meeting, CG suggested that we go through each section briefly by asking questions, allowing time to discuss the recent Ofsted visit the school has received.	

CG referred to the report on page 4 regarding the statement: "The graduated response which has been developed is now in the embedding stage and is giving leaders an understanding as to the level of support in place within all four tiers. This could, however, be more ambitious in terms of the expectations within each level."

CG asked for clarification, specifically whether individuals are progressing through the tiers.

VDr explained that the approach operates at a universal level, where each young person is RAG-rated. Based on this assessment, appropriate interventions and support are identified, including the involvement of external services as necessary.

CG asked who Bader completed the MIDAS training with?

VDr confirmed that they used Rotherham Community Transport. CG requested that this information be shared with the Assets and Health and Safety Team at the Trust.

ACTION: CG to inform Kevin Oxborough, Assets and Health and Safety at the Trust that Bader's MIDAS Training was completed with Rotherham Community Transport.

**ACTION:
CG
11/12/25**

CG referred to page 13 of the report and asked, in relation to the iAbacus tool, what kind of support is being provided to staff to help them develop their understanding of assessment for learning?

LO confirmed that staff are using live marking and following the learning cycle. In addition, students are engaging in self-assessment, which helps them better understand their own learning.

TB referred to page 11, specifically the section on safeguarding with a focus on FGM and domestic violence, and asked whether these areas have been highlighted in response to a particular need?

VDr explained that the reference forms part of a wider safeguarding overview used for training. However, the specific document mentioned comes from a recent update shared among Designated Safeguarding Leads (DSLs) to ensure schools are aware of current concerns. Safeguarding training is designed with a contextual approach — for example, following a knife crime incident in Sheffield, a targeted support package was developed for staff and pupils. Otherwise, safeguarding topics are addressed on a broader, cyclical basis.

LB raised a question regarding the data on page 19, noting that while KS3 maths performance is excellent and meeting expectations, KS4 maths data appears to be below where it should be. LB asked what actions are being taken to address this?

VDr responded that a new maths teacher is now in post and is focusing on targeted interventions and catch-up work with individual students. For KS4, after-school revision and catch-up sessions are being introduced, with a focus on GCSE preparation. However, it was noted that transport arrangements for some pupils may pose challenges in attending these sessions.

LB referred to the suspensions data on page 34, noting that 55% of the suspensions relate to just two students. She highlighted that if these two

students were removed from the data, the overall figures would improve by 45%. LB asked what actions are being taken in relation to these two pupils?

VDr explained that one of the students is currently placed in an alternative provision (AP), while the other is being considered for permanent exclusion. Weekly meetings are taking place with the Local Authority (LA) to review and manage the situation.

CG referred to the previous meeting minutes and the discussion around some awarding bodies not being very autism-friendly. She asked for an update on the current view and whether alternative awarding bodies are being considered?

KB confirmed that English Language has been moved to AQA, as it is more autism-friendly and offers visual prompts, which support students who may find imaginative thinking more challenging.

RT added that they are exploring additional options. The PSHE curriculum is being developed using the PSHE Association's SEN model, which is suitable for entry-level learners and aligns well with the needs of the cohort. Entry-level History is also being considered and the TD curriculum will be based on ASDAN. Feedback from staff indicates that these adjustments are well-matched to the students' needs.

RT discussed the current data for the first two terms, suspensions have significantly decreased—from 25 to 17 suspensions (excluding the two specific pupils) and from 53 to 31 suspension days. RT highlighted the actions taken, including some involving alternative provision or alternative curriculum plans, and bespoke support for one pupil. Intervention and reintegration meetings are also held to support these efforts.

CG congratulated RT on the PSHE accreditation award, noting that RT had aimed for Bronze but achieved Silver. She praised the hard work involved and shared the very positive feedback received during the meeting.

CG asked if RT knew what steps are needed to achieve the Gold accreditation?

RT thanked everyone for their support and explained that the appointment of a new SMSC lead has helped engage other leaders and teaching staff. Planning meetings have already begun, and the next project over the coming two years will focus on achieving the Gold award.

VDr gave a brief update regarding the recent Ofsted visit. This discussion has been recorded as a confidential appendix.

KB informed the group that the school has just received confirmation of being awarded the Prem Aware status.

The School Improvement Plan (SIP) and Self-Evaluation Form (SEF) documents were circulated prior to the meeting. New versions will be reviewed at an informal meeting with governors after the summer.

5.2. School Dashboard Summary

Report for information and VDr briefly discussed the report mentioning some changes to be made going forward in a positive direction.

<p>5.3. Budget Monitoring Report</p> <p>The report was discussed and distributed prior to the meeting for information. VDr noted that the budget is currently performing well. RT informed the group that a £35,000 outdoor project is planned over the summer holidays to improve the outdoor space, reflecting the requests made by the Pupil Parliament.</p>	
<p>5.4. Next Year's Budget and staffing structure</p> <p>Document distributed for information prior to the meeting.</p>	
<p>5.5. Cabinet Member & MP's Feedback from Pupil Parliament</p> <p>JT provided feedback from the Pupil Parliament following their attendance at the last cabinet meeting. The feedback was very positive, with pupils pleased that their improvement requests for the outdoor project are being considered. They also shared information about upcoming trust events and expressed interest in attending more events at other schools. Additionally, they mentioned the new common room and the wall repaired after the flood. JT highlighted recent activities such as Active Day, which featured inflatables, and noted that Pride Day is an event they are looking forward to.</p> <p>LO also shared positive feedback about the Staff Parliament, describing it as useful and enjoyable. She noted that it helps keep all staff at Bader involved through the distribution of minutes from each meeting.</p>	
<p>5.6. Skills Audit</p> <p>Discussed skills audit feedback report and some very positive comments from the report. CG also expressed that there were extra training sessions sent out online for AC members to do in own time if able to and are really useful to keep in the know, although appreciated that this may impact on AC members 'time', and as volunteers we are mindful of this, therefore training opportunities should be viewed from a 'could not should' angle. LB gave new email as couldn't access emails to complete some tasks and emails.</p> <p>ACTION: Clerking services to amend email so LB can access emails and governor hub.</p>	<p>ACTION: CLERKING SERVICES 11/07/25</p>
6. TRUST MATTERS	
<p>6.1. Trust Verbal Update of Key Issues</p> <p>LS provided an update on the Trust and informed the group that a Trust-wide public consultation has begun regarding a proposed merger with Ebor Trust, scheduled to take effect from September 2026. LS noted that a letter with a consultation link had been sent for comments. LS also mentioned that a GDPR update link has been sent to all governors for completion.</p> <p>JT suggested it would be beneficial for VDr to arrange an additional meeting to review the new SIP and SEF documents with governors and requested that Clerking Services distribute the invitations.</p>	

ACTION: VDr to email Clerking services with additional SIP/SEF meeting date so clerking services can send out electronic email invite.	ACTION: VDr/ Clerking Services 23/07/25
7. ANY OTHER URGENT BUSINESS	
7.1. To consider any other urgent business agreed by the Chair None. See above re Ofsted comment.	
8. CONFIDENTIALITY	
8.1 To consider the confidentiality of any items discussed during the meeting Ofsted discussion to be kept confidential.	

9. DATES OF NEXT MEETING	
---------------------------------	--

Thursday 11 th December 2025	13:00 – 15:00	Bader Academy
Thursday 5 th March 2026	13:00 – 15:00	Bader Academy
Thursday 9 th July 2026	13:00 – 15:00	Bader Academy

Minutes approved

CHAIR	SIGNATURE	DATE
Claire Garbutt		