



**Bader Academy Council Meeting  
Thursday 11 December 2025 at 13:00  
Bader Academy**

<b>Those Present:</b>		
Kirsty Binks	Acting Headteacher	KB
Claire Garbutt	Chair	CG
Abigail Hirst	Teaching Staff Governor	AH
Tom Brown	Community Governor	TB
Lynn Olsen	Non-Teaching Staff Governor	LO
Scott Spence-Hill	Parent Governor	SSH
<b>Also Present:</b>		
Ryan Taff	Deputy Headteacher	RT
Simon Fisher	Associate Acting Deputy Headteacher	SF
Lisa Suter	Nexus MAT Executive Regional Director	LS
<b>Apologies:</b>		
Jacky Tattershall	Nexus MAT Assistant CEO and Vice Chair	JT

1. APOLOGIES FOR ABSENCE	Actions
1.1. To receive apologies for absence  There were Apologies received from JT.	
1.2. To accept apologies for absence  There were Apologies accepted for JT.	
1.3 Confirmation of Vice Chair  Confirmation from JT to continue as vice chair was discussed and agreed.	
2. ITEMS OF URGENT BUSINESS	
2.1 Chair to determine any items of urgent business to be considered.  None.	
2.2. Confirmation of Resignation – Leanne Bradley – Parent Governor  The resignation of Leanne Bradley. <b>ACTION: Clerking services to send letter of thanks.</b>  <b>ACTION: KB to continue recruitment of new parent governor and leaflets to be handed out at school events.</b>  CB confirmed all governors’ declarations are completed.	<b>ACTION: CLERKING SERVICES 11/12/25</b>  <b>ACTION: KB 05/03/26</b>
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 10 <sup>th</sup> July 2025 were approved as a true record.	
4.2. Review of Action Tracker  Reviewed and updated.	
4.3. Matters arising from the Minutes:  Outstanding actions reviewed and updated: <ul style="list-style-type: none"> <li>• Ryan to circulate National College training link by end of week.</li> </ul> <b>ACTION: RT to send training link to send governors</b>	<b>ACTION: RT 12/12/25</b>
5. ITEMS TO BE CONSIDERED	
5.1. Headteacher Report  Leadership & Management	

Leadership changes were summarised:

- Kirsty appointed Acting Headteacher.
- Ryan as Deputy Head.
- Simon Fisher as Associate Acting Deputy Head.
- Emily joined SLT as SENCO and Exams Officer.
- Abbie appointed Associate Acting Assistant Headteacher.

In other areas of the school:

- Four staff awarded TLR3 roles (Teaching & Learning, Careers, PD).
- Weekly SLT catch-ups introduced to support workload and wellbeing.
- Positive safeguarding audit completed; actions underway.
- Recruitment update: Permanent Maths teacher appointed, starting January.

KB, SF and RT presented updated to the School Improvement plan (SIP) and Self-Evaluation Framework (SEF), reflecting the new Ofsted requirements, discussed grading changes and agreed to develop a summary sheet for governors to clarify key actions.

**ACTION: KB/RT to develop summary sheet for governors for key actions on the new Ofsted framework.**

**ACTION:  
KB/RT  
05/03/26**

#### Quality of Education

- SEF & SIP priorities aligned with new Ofsted framework.
- Safeguarding: Effective and compliant; additional DSL training planned.
- Curriculum: Strengthening subject leadership; embedding learning cycle.
- Achievement: Overall expected standard; targeted interventions for Year 3 and KS3 pupils.
- GCSE mocks completed; positive progress noted.
- Functional Skills and BTEC pathways remain strong.

#### Behaviour & Attitudes

- Significant reduction in serious incidents and suspensions (only 3 this term).
- Focus now on low-level behaviours and derogatory language.
- EBSA training delivered; new attendance champion appointed.
- Nurture School Award progress: 12-month review completed; submission planned this academic year.
- Community Day highly successful (67% parental attendance); plans to involve governors next year.

#### Personal Development

<ul style="list-style-type: none"> <li>• Launch of house groups and community events.</li> <li>• SMSC calendar implemented, aiming for Gold SMSC Award.</li> <li>• Careers and work experience strategy strengthened; £3,000 LA funding secured.</li> <li>• RE curriculum embedded; visits and external speakers planned.</li> <li>• Extensive enrichment activities delivered (Young Driver, Animation Workshop, Restart a Heart Day, Pride, Duke of Edinburgh, Spanish Day).</li> </ul> <p><u>Data &amp; Assessment</u></p> <ul style="list-style-type: none"> <li>• GCSE and BTEC results broadly aligned with predictions; functional skills success noted.</li> <li>• Attendance: Persistent absence slightly above national; EBSA strategies in place.</li> </ul> <p><b>ACTION: KB to add Severely absent (SPA) data line to attendance report.</b></p> <p><u>Complaints</u> <span style="float: right;">CB</span></p> <p>reported that two stage one complaints were resolved successfully, a stage three complaint was upheld with minor recommendations and confidentiality regarding staff matters were emphasised with sensitive information anonymised in official records.</p> <p>Governors were invited to participate in community day and Pupil Parliament as part of governor development opportunities and consider expanding to other events and activities.</p>	<p><b>ACTION: KB 05/03/26</b></p>
<p>5.1.1 Appendix 1 – Updated SIP</p> <p>This was circulated for information prior to the meeting.</p>	
<p>5.1.2 Appendix 2 – School SEF</p> <p>This was circulated for information prior to the meeting.</p>	
<p>5.2. School Dashboard Summary</p> <p>Report for information and distributed prior to the meeting.</p>	
<p>5.3. Budget Monitoring Report</p> <p>The report was discussed and distributed prior to the meeting for information.</p>	
<p>5.4. Teaching Staff Appraisal outcome report</p> <p>Document distributed for information prior to the meeting and to be kept confidential.</p>	
<p><b>6. TRUST MATTERS</b></p>	
<p>6.1. Trust Verbal Update of Key Issues</p>	

LS discussed governor and staff training and the need to streamline reporting to avoid duplication and provided updates on the trust developments, including the upcoming addition of Seven Hills school and the ongoing merger with Ebor.	
<b>7. ANY OTHER URGENT BUSINESS</b>	
7.1. To consider any other urgent business agreed by the Chair  None.	
<b>8. CONFIDENTIALITY</b>	
8.1 To consider the confidentiality of any items discussed during the meeting.  LO discussed the confidentiality of item 5.4.	

<b>9. DATES OF NEXT MEETING</b>	
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Thursday 5 <sup>th</sup> March 2026	<b>13:30 – 15:30</b>	Bader Academy
Thursday 9 <sup>th</sup> July 2026	<b>13:30 – 15:30</b>	Bader Academy

**Minutes approved**

<b>CHAIR</b>	<b>SIGNATURE</b>	<b>DATE</b>
CLAIRE GARBUTT Claire Garbutt		