



Minutes of the meeting of the **Governing Board** of **Wellacre Technology Academy**, held at the Academy on 13 July 2022 at 4.45 p.m.

PRESENT:

- Miss P Bailey
- Mr L Baker
- Mr T Fredrickson
- Mr J Haughton
- Mrs L Henry
- Mr C Hinchcliffe
- Mrs M Radhakrishnan
- Ms H Rayson
- Mr S Russell
- Mrs J Sharrock (Principal)
- Mr J Whitby
- Mr A Young (Chair)

IN ATTENDANCE: Mrs A Keen (Clerk, Trust GS)

1. **APOLOGIES & ATTENDANCE**

Apologies for absence were received for Mr J Khan and Cllr Ms S Procter.

Resolved: *That the apologies for absence for Mr J Khan and Cllr Ms S Procter be accepted*

2. **DECLARATIONS OF INTEREST IN AGENDA ITEMS**

There were no declarations of conflict of interest, direct or indirect pecuniary interest by members of the Board in respect of any item on the agenda.

3. **APPROVAL OF MINUTES OF THE MEETING HELD ON 4 MAY 2022**

Resolved: *That the minutes of the meeting held on 4 May 2022 be approved as a correct record*

4. **MATTERS ARISING FROM THE PREVIOUS MINUTES**

There were no matters raised as arising from the minutes that were not already included on today's agenda.

5. **LAND SALE UPDATE**

The Principal reported there is no update to present. The Planning Promotion Application has been signed and planning permission is being sought, pending lawyers and a final decision.

There has been interest shown in the old Biology Block and a valuation has been requested from Savills. The potential buyers are aware of the work required and there are no known potential issues, including route of access.

Resolved: *That the Land Sale update be received and noted*

6. **CFO REPORT & MONTHLY MANAGEMENT ACCOUNTS**

Miss Bailey presented the BFR Submission and noted the management accounts are put onto GovernorHub every month to satisfy the requirement that governors should have sight of the accounts at least six times a year and full reports are made to the Resources Committee.

A pre-meeting is held with Mr Khan and Mrs Radhakrishnan and these are really useful to streamline and focus thinking. Mrs Radhakrishnan has offered to assist with critical thinking to assist with cashflow. Mrs Sharrock also attends these pre-meetings which has helped CPD in this area.

The following key points were noted:

- Staffing changes reduces spend
- SLA costs are subject to change
- Budget previously presented to Finance Committee
- 22/23 massive hike in energy prices anticipated
- School Supplementary Grant – an interim payment was made for April – August 2022. The full grant will be paid on 1 September
- 23/24 expected surplus, dependent on numbers of Y7, which are favourable

The Principal thanked everyone who has worked so hard to get the budget into the current position with some tough decisions made.

Q: Have/will staff wages increase?

A: It is presumed that the pay progression will take place as it has in previous years. A Pay Award of 2% has been advised by the Local Authority and incremental hikes are also presumed to be granted. A Teaching Unions ballot is expected in the Autumn Term

The governors agreed any future modelling is not worth doing until DFE have made their decisions and the information has filtered through the Local Authority.

Resolved: *That the CFO Report & Monthly Management Accounts be received and noted*

7. APPROVAL OF BUDGET PLAN 2022-23

Resolved: *That the Budget Plan for 2022-23 be approved and submitted to the ESFA by 31 July 2022*

8. PRINCIPAL'S REPORT

The Principal presented her report.

Resolved:

- i)** *That the Principal's Report be received and noted*
- ii)** *That all Governors complete safeguarding training and update their training profiles on GovernorHub*

9. MATTERS ARISING FROM THE PRINCIPAL'S REPORT

Q: Is/was the Staff Voice anonymous?

A: No. A key school value is honesty and if there are concerns to be addressed, that cannot be guaranteed as effective if the source is anonymous. The Principal meets with any staff who have raised a concern and wish to discuss further.

Q: Is there a Whistleblowing policy?

A: Yes.

Q: Is it worth writing a Staff Wellbeing Policy?

A: There is one available to staff on the intranet. The school used to buy in to a support scheme but it was underused so now, should any member of staff require any professional therapy, they will be given access up to 3 hours of paid therapy from a BACP therapist from September 2022.

Q: (addressed to Staff Governor) How are the staff feeling?

A: There are a small number of staff who feel worried around curriculum planning for the new year. The policy and access to support could be made clearer to staff to highlight the support school can give.

Q: Is work being done to raise Wellacre's profile in the primary schools?

A: Yes, Mr Thomson visited a significant number of primary schools this year and Mrs Sharrock has accompanied him on visits to the larger associated primaries. For example, transition events are linked, videos posted and primary schools tagged. There are Local History events for Y4 and Y5, Y5 STEM weeks and Sport partnerships for Lower KS2 and Higher KS2. Work in this area is considerable.

Q: How many absences are still COVID related?

A: In the summer term, 29% of all absences were COVID related.

Q: Were/are there vulnerable students who struggled to return?

A: Yes; there are some SEND students who had forced extended lockdowns due to living with shielding adults who were more reluctant for them to return.

Q: What does School need from Governors?

A: There is a proposal for agendas and committees to be more focussed to provide appropriate clarity and challenge as effective governance should be through strategic challenge, not operational discussion. This would require the rewriting of committee remits and membership tailored to skills and knowledge which has been gathered via the skills audit.

Q: How would the governor support and challenge at the right level of strategy without being operational but still have scrutiny and confidence in data?

A: Governance Review, including committee membership, committee terms of reference, governor skills audit and a reduction in the number of policies requiring approval by the Governing Board, in line with statutory requirements.

10. **STUDENT VOICE FEEDBACK ON ACTIONS**

These were noted with no comments or questions raised.

Resolved: *That the Student Voice Feedback be received and noted*

11. **NEW MOBILE DEVICE POLICY**

The Principal presented the policy for Governor approval and confirmed the students and their parents/carers are aware – including incoming Year 7 students – and there have been no opposing comments from parents.

It is expected to be tough in September as all students learn to accept the policy and it was noted staff should also avoid mobile phone use during the school day.

Resolved: *That the New Mobile Device Policy be approved*

12. **REVISED TLR STRUCTURE**

The revised TLR structure was presented. It was noted all positions have been approved through Business Cases previously presented.

Resolved: *That the Revised TLR Structure be approved*

13. **RISK REGISTER**

There are no additional identified risks other than risk of war, considered force majeure.

Resolved: *That the Risk Register be received and noted*

14. **COMMITTEE REPORTS**

i) **Resources Committee**

The Committee had discussed the Site Team which is considered to be an asset to the school, maintaining the site. Catering succession transition is to be considered. ICT Strategy is being implemented and a cleaning contractor is to be sourced.

Resolved: That the minutes of the Resources Committee meeting held on 15 June 2022 be received and noted

15. POLICIES FOR APPROVAL

Resolved: That the following Policies be approved

- i) Uniform Policy**
- ii) Relationships Sex Education Policy**
- iii) More Able & Talented Policy**
- iv) Estates Regulations**
- v) Grievance Policy**
- vi) Internal Evacuation Procedures**
- vii) Security Procedures**
- viii) SEN & Disability Information Report**
- ix) Conflict of Interest Policy**
- x) Data Protection Policy**
- xi) Local Area Learning Policy**

16. NOMINATION FOR CHAIR / VICE CHAIR FOR ACADEMIC YEAR 2022/23

Governors were reminded that nominations for Chair and/or Vice Chair can be forwarded to the Clerking Service (clerk@trustgs.co.uk) in advance of the autumn term meeting when Chair & Vice Chair are appointed. Nomination Forms were distributed for submission in advance of the autumn term meeting.

17. EXTERNAL GOVERNANCE REVIEW

This will take place on Monday 19 September 2022 at 5 p.m. on the 1st floor of the main reception building and Governors were asked to complete Evaluate, as per the email received.

Miss P Bailey left the meeting.

Resolved: That the External Governance Review details be received and noted

18. ANY OTHER BUSINESS

There were no further items raised for discussion.

19. **ADDITIONAL AGENDA ITEMS FOR NEXT MEETING**

Resolved: *That the following items be placed on the agenda for the next Board meeting:*

- i) Attendance & Punctuality Policy**
- ii) Governor Training**
- iii) Volunteer Days**
- iv) Whole School Events and Meetings Calendar**
- v) Governance Review, including committee membership, committee terms of reference, governor skills audit and meetings schedule**
- vi) Ofsted Report and Actions**

20. **ACTION POINTS**

Resolved: *That the following Action arising from the meeting be noted:*

- i) All governors complete safeguarding training and update their training profiles on GovernorHub**

21. **DATE OF NEXT MEETING**

Resolved: *That the next meeting of the Board be held on a date to be confirmed.*

The meeting closed at 6.23 p.m.

Chair of Governing Board

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