



## MINUTES

|                      |                                |               |              |
|----------------------|--------------------------------|---------------|--------------|
| <b>Meeting:</b>      | Governing Board                | <b>Date:</b>  | 17 September |
| <b>Trust:</b>        | <b>Wellacre Academy</b>        |               |              |
| <b>Venue:</b>        | School                         | <b>Time:</b>  | 4.45 p.m.    |
| <b>Governance</b>    | <b>Trust Governor Services</b> | <b>Clerk:</b> | Trust GS     |
| <b>Professional:</b> | Julie Lawson (Head of Service) |               |              |

|                 |                            |
|-----------------|----------------------------|
| <b>PRESENT:</b> | Mr S Casey (Chair)         |
|                 | Mr T Fredrickson           |
|                 | Dr K Gill                  |
|                 | Mrs L Henry                |
|                 | Ms L Hepple-Stokes         |
|                 | Mrs L Johnston             |
|                 | Mrs J O'Connor             |
|                 | Cllr S Procter             |
|                 | Mrs M Radhakrishnan        |
|                 | Mrs J Sharrock (Principal) |
|                 | Mrs J Thirkhill            |
|                 | Mr A Young                 |

|                       |                                                    |
|-----------------------|----------------------------------------------------|
| <b>IN ATTENDANCE:</b> | Miss P Bailey (Business Director) BD               |
|                       | Mr P Pemberton (Vice Principal. Safeguarding Lead) |
|                       | Mr H Hockin (Clerk, Trust GS)                      |

### 1. MEETING MANAGEMENT

#### 1.1 ATTENDANCE, APOLOGIES & APPOINTMENTS

Apologies for absence were received for Ms H Rayson and Mr S Russell.

**Resolved:**

- i) ***That the apologies for absence for Ms H Rayson and Mr S Russell be accepted.***
- ii) ***That the attendance of Miss P Bailey and Mr P Pemberton at this meeting be approved.***

## 1.2 **DECLARATION OF INTEREST IN AGENDA ITEMS & UPDATES TO BUSINESS INTERESTS**

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.

It was noted that Miss Bailey and Dr Gill are in-laws (and this is declared on the Register of Interests). Mr Casey (Chair) is also a Governor at Delamere School. Other interests are also listed on the Register.

## 1.3 **APPROVAL OF MINUTES OF THE MEETING HELD ON 9 JULY 2025**

**Resolved:** *That the minutes of the meeting held on 9 July 2025 be approved as a correct record.*

## 1.4 **MATTERS ARISING FROM THE PREVIOUS MINUTES**

There were no matters arising.

## 2. **COMPLIANCE PART 1 (AGM ITEMS)**

### 2.1 **SAFEGUARDING TRAINING FOR TRUSTEES – MR PEMBERTON**

Mr Pemberton provided training, and an update on the current situation, with details displayed on screen.

Details were provided for the Safeguarding team of five people, along with the Inclusion team. All are trained to an advanced Safeguarding level, and work closely together whilst supporting students and families.

#### i) **Current Situation**

An unprecedented number of students are on a Child in Need Plan (14). Two are on a Child Protection Plan, three LAC, with seven previously LAC. Kinship Care is a new category (currently 5 students). 35 children identified as vulnerable and receiving additional support. Schemes in place were noted. A School Nurse visited on Mondays, and school worked with number of external agencies. One LADO referral had been made.

ii) **Training**

The importance of training was explained, which is essential to an effective safeguarding culture. All staff had completed training, including KCSIE, and training updates were listed. Staff understand their roles and responsibilities. Safeguarding courses are available via GovernorHub and Trust GS.

iii) **Audits**

A Safeguarding Audit (27 June) was very positive and the auditor had been impressed with the culture. A detailed report was shared with Actions provided, including need for a Prevent Risk Assessment and Action Plan. A graph showed how safeguarding linked in to all areas of school environment, and when it was effective.

iv) **KCSIE 2025 Guidance**

Detail was provided on new elements, with four areas to be aware of: online safety, virtual school head, SEND and Policies.

v) **Governor Actions**

Actions from the audits of 2024 and 2025 were looked at and compared. CPOMS categories were altered last year, and displayed on screen, with consideration given to Ofsted expectations.

Staff are vigilant and restraint is a last resort. The Equality Duty was referenced with work displayed around School on protected characteristics. The Single Central Register is updated and a letter of assurance had been obtained for alternative provision for five children.

**Q: CPOMS – clarification was requested regarding data and duplication?**

SLT explained and there was discussion regarding categorisation.

**Q: Are you confident the staff team can cope with spike in numbers?**

The Principal acknowledged there were operational pressures and the arrangements made to cover requirements. Supervision was discussed, the agencies the school worked with, along with the disconnect between social care and education. Governors acknowledged the importance of support for Mr Pemberton.

The rise in local need and demand for services was discussed.

Governor responsibilities were clarified, triangulating student voice with process and procedures in place.

**Q: Any impact of increase in political views expressed by students?**

It was suggested work done at School supports students. Whilst all sorts of materials can be accessed, School always responds to any issues which arise.

**Resolved:** *That the Safeguarding Update be received and noted.*

Mr Pemberton left the meeting.

## **2.2 APPOINTMENT OF TRUSTEES**

**Resolved:**

- i) *That Mr S Casey be appointed as a Trustee***
- ii) *That Dr K Gill be appointed as a Trustee***
- iii) *That Cllr S Procter be re-appointed as a Trustee***

## **2.3 APPOINTMENT OF CHAIR OF THE TRUST BOARD 2025/26**

Mr S Casey withdrew for this Item.

**Resolved:** *That Mr S Casey be appointed Chair of the Trust Board for the academic year 2025-26.*

## **2.4 APPOINTMENT OF VICE CHAIR OF THE TRUST BOARD 2025-26**

Mrs J O'Connor withdrew for this Item

**Resolved:** *That Mrs J O'Connor be appointed Vice Chair of the Trust Board for the academic year 2025-26.*

## **2.5 ANNUAL REGISTER OF BUSINESS INTERESTS & DECLARATIONS**

Trustees were advised of the requirements regarding publication of the business and pecuniary interests of each Trustee, details of other governorships and relationships between Trustees and/or staff. Trustees were reminded to complete their declarations for the Register of Interests and to return them to the MAT where they would be retained and the necessary details published on the website.

Trustees were reminded of the requirement to ensure Edubase/GIAS is updated by the SAT. Trustees can also update their own record of Declarations on GovernorHub.

## 2.6 SCHEME OF DELEGATION 2025-26

The Principal advised the remits for Committees remained unchanged.

**Resolved:** *That the Scheme of Delegation be approved.*

## 2.7 COMMITTEE MEMBERSHIP AND REMITS 2025-26

There was a discussion regarding the merits of a staff representative attending Board meetings. It was agreed that a Staff Governor should be appointed.

**Clerk's Advice:**

*The Board is reminded that, the Articles of Association (2010) specify the Board can appoint Staff Governors however the DfE have subsequently advise against employees being appointed as Directors/Trustees of an Academy Trust.*

*At the Board meeting 15 March 2023 the Board resolved to adopt the principles in the latest model Articles of Association but also to include 1 Staff Governor on the Board.*

**Resolved:**

- i) That the Guidance Note be received and noted.**
- ii) That the following constitution and remits of Committees be approved:**

***Behaviour, Attitudes & Personal Development Committee***

Mr S Russell (Chair)  
Mrs L Henry (Vice Chair)  
Dr K Gill  
Mrs L Johnston  
Mrs J Sharrock (Principal)

***Curriculum & Standards Committee***

Mrs J O'Connor (Chair)  
Mr S Casey (Vice Chair)  
Mr A Young  
Mrs J Thirkhill  
Ms H Rayson (on maternity leave)  
Mrs J Sharrock (Principal)

**Resources Committee**

Mrs L Hepple-Stokes (Chair)  
Mrs M Radhakrishnan (Vice Chair)  
Cllr S Procter  
Mrs J Sharrock (Principal)  
Miss P Bailey (in attendance)

**Pay Review Committee**

Mr S Casey (Chair)  
Mr A Young  
Mrs J O'Connor

**Principal's Performance Management Committee**

Mr S Casey (Chair)  
Mr A Young  
External Advisor: SIP or Local Authority Officer

**2.8 REVIEW LINK TRUSTEE/GOVERNOR ROLES**

**Resolved:** *That the following Link Trustees/Governors be appointed:*  
*Safeguarding Trustee – Mrs L Henry*  
*SEND Trustee – Mr S Russell & Mrs L Henry*  
*Careers Trustee – Mrs L Johnston*  
*Pupil Premium - Mrs J Thirkhill*  
*ICT – Mr S Casey*  
*Health & Safety – Mr S Casey*

**2.9 CALENDAR OF GOVERNANCE MEETINGS 2025-26**

**Resolved:** *That the Calendar of Governance meetings for 2025-26 be approved.*

**3. PERFORMANCE REPORTS****3.1 PRINCIPAL'S REPORT ON ACADEMIC OUTCOMES 2025**

The Principal reported headline data and advised detailed analysis will be presented to the C&S Committee.

The Principal updated the Board on concern regarding marking and submissions for re-marks (particularly in English).

Cohort analysis was presented. The Principal commended the achievements particularly in English although Maths results were slightly down this year. Boys were doing well compared to average for boys in Trafford. Wellacre was 5<sup>th</sup> out of 11 high schools. Maths Grades 7-9 continued to be impressive.

Gaps were acknowledged in disadvantaged pupils which seems to be a common issue in the local authority.

**Q: Clarification requested on Year 11 Data Targets & Capture – Maths starts low and jumps?**

Staffing was clarified by the Principal as well as the work done to close gaps in one group. The reasons for uplift were explained.

**Q: Clarification requested regarding Drama data capture differences?**

Moderation had been reviewed, there were some poor responses to a play, and QLA had shown weaknesses. The balance in teaching was explained, with focus on component knowledge leading to coherent performances, and the need for pupils to master those component parts.

**Q: Any other areas of concern?**

Biology outperformed Chemistry and Physics, which was pleasing. Science grades needed addressing and the new Head of Science has had a positive impact.

**Resolved: *That the Principal's Report on Academic Outcomes be received and noted.***

### 3.2 SALE OF LAND UPDATE

Some progress had been made. The aim is to approach the Council to sell a piece of unused land, to help secure reserves to enhance provision.

Science Labs require improvement as do changing rooms, with insufficient facilities to serve wider community, and it linked to Trafford's pitch strategy.

The list of work needed was shared and it was noted sale of land would provide much needed resources. There was a discussion regarding options, impact and opportunities.

**Resolved: *That the Sale of Land update be received and noted and proposal approved.***

## 4. COMPLIANCE PART II

### 4.1 POLICIES FOR APPROVAL

**Resolved:** *That the following Policies be approved:*  
*Admissions Policy 2027*  
*Dealing with Allegations of Abuse against Staff and Others*  
*Capability of Staff Policy*  
*Staff Discipline & Conduct*  
*Attendance & Punctuality*  
*Staff Code of Conduct*  
*Safeguarding & Child Protection Policy*  
*Whistleblowing Policy*

### 4.2 NOTICES FROM TRUSTGS (CLERKING SERVICE)

**Resolved:**

- i) *That the termly Governors' Newsletter – [The Clerk's Post \(Autumn 2025\)](#) and [Training](#) schedule be received and noted.*
- ii) *That the [Academy Trust Handbook](#) (update June 2025) be noted.*
- iii) *That the [Academy Trust Governance Guide \(update June 2025\)](#) be noted.*
- iv) *That the [Dear Accounting Officer Letter](#) June 2025 be noted.*
- v) *That the [Careers Guidance and access for education providers \(May 2025\)](#) be noted.*

### 4.3 ANY OTHER BUSINESS

#### i) **Cyber & GDPR Training**

BD updated Trustees on requirements and documents were signed on behalf of the Board.

#### ii) **Ofsted Framework Test**

The Principal explained that she had been approached by HMI for Ofsted, to ask if four HMIs could visit school to test framework, with no Report of judgments to follow, and Principal had agreed.

This will mean the school would not be seen by Ofsted until the end of its window and it is hoped the experience will be beneficial.

The visit to take place the following week, though did require pulling out of Primary Day. A discussion followed, and Ofsted judgment changes were clarified.

4.4     **ADDITIONAL AGENDA ITEMS FOR NEXT MEETING**

There were no additional items requested for inclusion on the agenda for the next Board meeting.

4.5     **DATE OF NEXT MEETING**

**Resolved:**    *That the following dates of next meetings be confirmed:*  
*Board Meeting – 26 November at 4.45 p.m. (in school)*  
*BA&PD Committee – 1 October at 5 p.m. (online)*  
*C&S Committee – 5 November at 5 p.m. (online)*  
*Resources Committee – 12 November at 5 p.m. (online)*

The meeting closed at 6.50 p.m.

Chair of Trust Board .....

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