



**Thomas Hardye School**  
**3<sup>rd</sup> July 2014**  
**Governing Body Meeting**

**Present:** Garry Batt, Laura Cheney, Iain Cornell, Tony Foot, Sue Harries, Lynne Cove, Mike Faulkner, Mike Foley, Tim Gallego, David Grassby, Wendy Holden, Roger Kirby, Teresa Macklin, Graham Mounce, Karen Weir, Hugh Griffiths, Sheila Johns

**Apologies:** Jeremy Dobbs, Martin Baker, Simon Conibear

**Clerk:** Tony Day

Item	Minutes	Action
13/150	<p><b>Declarations of Interest:</b> Karen Weir gave her standing declaration as DASP secretary.</p>	
13/151	<p><b>Pupil Premium:</b> Lorraine Bowley was welcomed by the Chairman. She gave a presentation to the Governors respecting practices that she had put in train respecting the application of the pupil premium, and the educational development of the students to whom this applies.</p> <p>Lorraine is a Deputy Year Head and had undertaken responsibility for intervention within her college.</p> <p>She circulated the academic progress booklets which she had devised respecting students in Years 9, 10 and 11, and went through their structure with the Governors.</p> <p>An emphasis had been upon the setting of SMART targets, and the appropriate tailoring of requisite intervention.</p> <p>The booklets had been well received and have been proving to be of significant value, avail of them being taken by staff for appropriate school meetings, and when meeting with parents.</p> <p>Mrs Harries referred to the Ofsted letter which had a disconcerting tone and Mr Cornell replied that there had been some difficulty in the achievement of accurate information in this regard.</p> <p>Mr Grassby questioned whether there was sensitivity respecting the ‘Service’ premium. Lorraine indicated that she would normally ask if parent/s had been in the Services. Asked if she had received any negative responses, Lorraine replied, “No”.</p> <p>Mrs Harries questioned the processes respecting confidentiality. Lorraine replied that confidential information was provided where necessary essentially to the Guidance Leaders. Mrs Harries stressed that the confidentiality element is a matter of which the school needed to be particularly conscious.</p> <p>Mrs Holden asked if there were trigger points respecting effectiveness. Lorraine explained the flagging process inherent in the process. Mr Cornell reported that the Tutor should become aware of concerns in the first instance, and that tutors would speak firstly to Lorraine and then to the Guidance Leaders.</p> <p>Mrs Macklin asked how the school ascertained that students were obtaining value for money. The Headteacher replied that the school uses a coding system which was under review to see if it could be improved upon, notwithstanding the fact that the school had made a big stride forward during the past year. Mr Cornell commented that being now two years in from a standing start, the school needs to increase the one to one tuition and, whilst it may be seen where money is being spent, the school is striving for greater clarity in terms of effectiveness.</p>	



<p><b>13/156</b></p>	<p><b>Finance</b>  Laura updated Governors respecting matters in which she was involved; including improving the canteen menu, and proposed refurbishment which it is hoped will start over the summer. The new menu will be ready for September and sound absorbing baffles are being considered.  Parents are being made aware upon the website and Frog.  The new Year 9 students will provide a sample of feedback.  More staff will be encouraged to dine in the canteen.  Aspiration to be cashless by the October half term.  Managing of queuing  The Chairman urged that Governors should avail themselves of the facility too.  The Clerk will consider the Governors' identification cards.</p>	<p>AD</p>
<p><b>13/157</b> <b>13/157.1</b></p>	<p><b>Headteacher's report</b>  <b>Multi-Academy Trust:</b> Mr Foley reported upon the formation of Multi-Academy Trusts (MAT) and explained the principle underpinning this concept, which embraces implications for Governance and Leadership.  Active discussion ensued, and it was appreciated that the burden of responsibility upon the school would be significant.  A MAT would require an executive Governing Body of not more than 9 people on a skills basis. The Headteacher referred to the paper by Mrs Holden regarding the proposal by St Mary's Middle School, of which Mrs Holden is the Steering Group Chair, and the prospect of a Thomas Hardy School representative on the MAT board of directors was considered  There was common agreement that the clear message from the government was the concept of helping each other which was endorsed mutually.  The Chairman stressed that the current discussion was an informing process, not a decision making process at this juncture.  The distance factor was discussed and the governmental rough rule of thumb was whenever the distance could be traversed in a lunchtime period.  Mrs Macklin opined that this may not be the sole option and that perhaps one could offer support formally without becoming a MAT/sponsor, therefore alleviating certain responsibilities and have choice. She felt there was concern apropos risk, finance, potential loss of time for our able teachers etc. The Headteacher replied that there is a possibility of losing talented, ambitious teachers if we don't offer such an avenue.  Mrs Harries indicated that the school would receive funding and inquired what was desired to be achieved, specifically, at this meeting. The Headteacher replied that he wished to gauge the feeling and wishes of the Governing Body.  The Chairman commented that he considered that it was very useful to give the Headteacher the go ahead to continue looking at the question of sponsorship.  Mrs Harries considered that the issue of sponsorship appeared fine, but that she was unsure about the MAT aspect, though appreciating that it appeared one cannot do one without the other.  The Headteacher indicated that there could would be a significant advantage to the school, and opined that MATs may well become the norm in due course. He perceived a risk in seeking to do things too quickly and questioned whether DASP might be too big to be a MAT. Administration was considered to be a potentially weak point, however he did recognise that the ages 3-19 would ideally be one learning facility, and the future could be perhaps a DASP MAT. Services currently provided by the Local Authority would become a responsibility if such MAT were to be formed.  Mrs Holden asked whether the way forward would be pursued best on a small</p>	

<p><b>13/157.2</b></p> <p><b>13/157.3</b></p> <p><b>13/157.4</b></p>	<p>scale first with a view to a DASP MAT evolving. After lengthy discussion it was agreed that the Headteacher should deliberate further upon the questions raised, and that the Governors should have a structured, contemplative session to formulate their decision.</p> <p><b>Pupil Premium:</b> The Headteacher indicated that he would like a Governor to undertake some monitoring respecting pupil premium within the school and asked Governors not to be disheartened by the recent Ofsted letter he had circulated. This was not essentially a drilled down document and he would discuss it with the Strategy Group.</p> <p><b>Staffing:</b> Mr Foley saw a need to track why staff are leaving; this is important. He reminded Governors of the strike action on the 10<sup>th</sup> July.</p> <p><b>Pupil numbers:</b> Year 9 numbers anticipated in September are down, thought mainly to be due to the studio school initiative, but demographics do indicate a future bulge in numbers.</p> <p>Mr Foley thanked the Governors for all the support they had shown to the school.</p>	<p>MF</p> <p>MF</p>
<p><b>13/158</b></p>	<p><b>Estates Strategy</b> The Clerk updated Governors respecting discussions held this far, and the matter would be given further consideration by the Strategy Group in due course.</p>	
<p><b>13/159</b></p>	<p><b>Policies</b> The Headteacher will report in September, detailing what he regards to be the most effective way of dealing with the regular review and updating of policies.</p>	<p>MF</p>
	<p><b>Any other business</b> The Chairman thanked all the Governors, the Headteacher and his staff for all their hard work and support over the year.</p>	

### Action Log

Person	Action	Timing	Outcome/Update
Lynne Cove	Update Governor's Induction pack and include Safeguarding policy	01/09/2014	
Tony Day	Add Governors' Visits policy to next Strategy Group meeting agenda.	TBC	
Tony Day	To develop a prototype Governors I.D. badge	01/09/2014	
Mike Foley	Continuing investigating MAT	Ongoing	
Mike Foley	Monitor pupil premium	Ongoing	
Mike Foley	Develop exit interview and track staff leavers	01/09/2014	
Mike Foley	Report on procedure for reviewing and updating policies	17/09/2014	