



MINUTES OF THE FULL ACADEMY BOARD MEETING – Thursday 28 January 2016 at 6.00pm

Attending Directors:

| | | | |
|---------------|-------------------------------|-----------------------------------|----------------------|
| | Mrs S Baker | Mrs R Carne | Mr R Clark |
| | Mr A Davis (Principal) | Mrs S Fielden | Mr R Foster |
| | Mrs S Harris | Mrs K Mitchell | Dr M Richards |
| | Mr D Smith | Mr J Wilkinson | Mrs S Wright (Chair) |
| Also present: | Mrs S Harwood (Clerk) | Mrs A Eastwood (Business Manager) | |
| | Mr R Vaughan (Vice Principal) | | |
| Apologies: | Mr J Moncur | Mr G Rumary | Mr L Wilson-Chalon |
| Absent: | - | | |

ACTION

1 a) APOLOGIES

Apologies were received from Mr Moncur and Mr Wilson-Chalon (work commitment); Mr Rumary (ill). **Directors accepted the apologies.**

b) DECLARATION OF BUSINESS INTERESTS

No declarations were made.

2 MINUTES AND MATTERS ARISING

Full Board - 14 December 2015

The minutes were agreed as accurate and signed.

Ghana refund –The Principal updated directors on the situation with the Ghana refund. Initially the BA Executive Director had stepped in and BA had agreed to hold the full value of £13k in a fund that could be used by the Academy for further travel., This was not useful despite negotiations this is their final offer and are unwilling to move. The Academy would like least £6.5k in cash (which was the sum raised by students through fundraising). Various options were discussed regarding the tickets but it was agreed that the Principal would again contact the Executive Director to see if anything else could be done. A Director asked if the Ghana exchange had now stopped but he was informed that the link is still in place and teachers' have again exchanged but it was proving difficult to get the students here. **Action Points** – points 4 and 5 had been completed.

3 WEBSITE

The Principal showed the Board the new Website which he hoped would be launched after half term. The Academy section was complete; a few more photos were needed for the Sixth Form section and The Business Manager and responsible Assistant Principal would be meeting the designers shortly for the sign-off. The Leisure section is slightly delayed as they have some specific requirements around form filling on screen but they have met with the designers and this is currently being worked on.

4 OFSTED DIRECTOR REVIEW

A new Ofsted scheme came into force in September and the Principal would like to check the Academy judgements based on that. Initially an Ofsted inspection will take place for one day during which inspectors will decide if the Academy is still 'good.' If they feel it 'requires improvement' further inspectors will be called in for a second day. While the Principal did not feel we were 'outstanding' in all areas yet, without the leadership of the Academy being 'outstanding' this overall ranking could

not be attained. Leadership included that of the Board of Directors and inspectors would want to speak to a group to establish if they knew where the Academy strengths and weaknesses are.

The Principal asked if any Directors would potentially be available to meet them (five initially to allow for anyone who might not be able to attend at short notice) and if so he would like to go through the process with them. Incyte would be visiting the Academy again in March and the Principal would also like the group to meet with them. Interested Directors should inform the Clerk.

The Principal informed Directors that the Family B group of schools in the Somerset Challenge would be carrying out a peer to peer review (like a mini Ofsted) on 29 February, along with an external former head.

The Responsible Officer was also aware of an Ofsted training course and asked if that would be worth attending. It was agreed it would be.

A Director asked if students were also prepared for Ofsted. The Principal said that this is discussed at the Student Council but no formal training was given. An Assistant Principal who worked with the Accelerate Group consisting of Pupil Premium, SEND students etc, has spoken with them and reminded them of what Huish offers and to ask them how the Academy can make things better for them.

5 DIRECTOR VACANCIES

Some interest has been shown in the vacancies for Parent Director; the Principal, Chair and Vice Chair have discussed this and agreed they would like to spread the net as far as possible and advertise all the vacancies before holding interviews, so that skills can be assessed. This will include those who have already expressed an interest. This would make the process fair and transparent. The Board agreed to this way forward.

6 MULTI ACADEMY TRUST

Following the last meeting, two primary schools had expressed an interest in forming a MAT and would like to be in at the start to help it develop. A meeting was held with them so that all sides could be looked at. There was also a lot of interest to look at second Academy level and less keenness for a primary school model. The Chair, Vice Chair, Principal, Responsible Officer and Chair of the Finance, Audit and Premises Committee attended a meeting with the primary schools to look at pros and cons.

Some worrying aspects had arisen i.e. VC schools and Christian Ethos, as the Diocese would want to ringfence representation of membership that could be as high as 25%, though they would not be on the Board. It was agreed that the schools would discuss the issue with their Governing Bodies. One primary is keen to pursue but no response had been received to date from the second primary school. The Principal had also had contact with other CLP schools but the majority had already decided on another course of action or not responded. The Principal asked the Board if they wanted to continue looking at forming a MAT with the two primary schools interested with a view to adding more later on.

A Director asked what the model would mean for Directors. The Principal said that the suggestion had been the formation of an Executive Board with membership being taken from each of the existing Boards for members with the right skill set. Finance and HR would cover all schools while Teaching and Learning would stay with individual schools. The ultimate aim would be for Finance to be centralised, even if this was not the case initially. The Director asked what the timescale would be. The Principal said he would like to see it in place by September 2016 if possible but the Governing Bodies would need to be aligned and the structure/shared values agreed.

The Chair asked if this would be divisive in the CLP. However the Principal said that he did not think so, the Levels and King Ina Trust were still part of the CLP and it was important to keep them together. Another Director asked if the two primary schools interested were already Academies. The Principal said this was not the case and this would also need to be factored in. A Director asked why it had to be in place this September rather than September next year which would allow more time. The Principal said it was purely because he liked to get on with things but also the primary schools were feeling pressurised about being taken over by bigger chains. A Director asked if the Principal was disappointed that only two schools were interested. He said he was not as they will be good partners and had forward looking Heads; it should be a quick process as long as Huish remained a 'good' school. The Chair of FAP asked how it would affect negotiations with another Secondary school if the MAT went ahead. The Principal said that including another Secondary school would be a much longer process that would need a lot of negotiation at the time. The Chair asked if, once the MAT was formed, Huish would be in it forever. The Principal said this was a question for the solicitors but Huish would need to assume it would continue.

Reasons the MAT proposal should or should not go ahead included:

- Raising standards – with higher levels on entry being better through a MAT than another mechanism
- A Government directive – they don't want island academies; doing nothing is not an option
- In time there may be some financial savings, particularly for the primary schools
- Keeping the CLP together, attracting more schools later, some of which may be underperforming schools
- Providing some reassurance for primaries concerned

- Workload increase
- Loss of autonomy
- Stretch of Directors with three organisations
- Change of focus across all schools
- Wider choice of Board

One Director said she was confused as this proposal had not been formally considered and yet it seemed to be the accepted route. The Principal disagreed and said he was just informing the Board of discussions that had already taken place with the primary schools; it would be a Board decision and he was giving an idea of the direction of travel prior to discussion by the Board. This would be a decision based on the information he supplies. If the Board and primaries would like, a Working Party could be formed to work-up models, detailed work and timescales. No commitment had been made and when details were known it could always be decided not to proceed. The Principal wanted a plan which could be provided for Sir David Carter to show that we are looking 3-5 years ahead, with one MAT in place.

Another Director felt it could be a threat if a decision is left too long and Huish was picked off by a larger chain or business. He felt that the MAT should proceed and to manage things as we go along.

One Director asked that if one of the schools was rated as 'requires improvement' whether it would affect all of them. While another Director said that if they were 'good' the primaries should not be under pressure to join a MAT unless they thought their ranking was about to change. The Principal said they were under pressure to become Academies and they wanted to be part of a bigger organisation. It was agreed that a SWOT analysis carried out during the discussion with primaries should be made available to all members of the Board.

Clerk

The Principal said that he, along with the Chair, Vice Chair, Responsible Officer and Chair of FAP would be attending a seminar hosted by Sir David Carter (who has

also recently been made the National School Commissioner) next week and they should have some more information then.

The Board agreed to continue the process.

7 SWIMMING POOL

From a pot of £10m nationally, Huish has been granted £482k towards covering the swimming pool and improving the changing rooms. Somerset as a whole did very well in the grant process.

The next step now is to develop the initial bid further and provide all the necessary supporting documentation. The Business Manager will be meeting with South Somerset District Council and Sport England (both of whom are contributing to the overall cost) shortly. The Business Manager asked if a Working Party of Directors could be formed to look in detail at proposals with SSDC and architects to see if it is viable, provides for all year use, and parking, This project would be an investment in the fabric of the Leisure Centre and the Academy. A pre-meeting has been arranged for 23 February from 11.00-1.00, followed by a full Board meeting on 25 February where a decision is hopefully made. A final decision on accepting the grant has to be made by 4 March so there is a very short turnaround. If a decision cannot be made on 25 February there would still be time for a further Board meeting. Directors who volunteered for the Working Party included Mrs Wright, Mr Smith, Dr Richards, Mr Wilkinson, Mr Wilson-Chalon and Mr Clark.

8 ACADEMY IMPROVEMENT

a) Academy Improvement Plan

Last year's results have been officially published. It shows that overall Huish was down from 1006.5 to 1002 but Pupil Premium figures had risen from 973 to 980. The gap between Pupil Premium (PP) students and the rest decreased but they were a more able group. The measure of 5A*-C including Maths and English will disappear next year and will move to Progress 8 (P8). English and Maths results were where we predicted, though English was slightly weaker. Pre 16 results were good and Post 16 did really well with a Value Added of .012 which is significantly better than the National Average. BTEC vocational results were fantastic and beat all the local colleges. The Principal felt that Huish was at least 'good' with some outstanding elements and in-line with expectations. If Progress 8 had been in use this year, Huish would have been significantly above.

The Principal worked through elements of the AIP which included:

- support levels in place for teachers
- training for NQTs
- marking and literacy
- observation training for Team Leaders
- Spring A data
- gaps for FSM students – on the P8 measure, PP students are doing better than non-PP students at the moment.
- SEND department restructure
- Post 16

118 applications for the Sixth Form have already been received. A successful Taster Evening has taken place and four current students have applied for Oxbridge places (one has been confirmed).

The KS3 curriculum design is ongoing with a move to deeper, rather than wider learning. A lot of work has been carried out alongside meetings with the primary schools. At present they are all doing something different and a 'through' pathway is needed (one advantage of a MAT).

The new rewards system E-praise has been introduced and the application of

Investors in Careers is progressing; Huish is also bidding for Artsmark Gold. A position of Football Development Officer is being advertised to ensure the AGP is a success. Work is being carried out on the budget and the Principal and Business Manager are now members of the Schools' Forum where decisions made by them can sway the pupil weighting number that the LA sets and is used by EFA as a basis for funding.

b) Reports to note

Responsible Officer report

The first of four responsible officer reports has been received which needs to be discussed with the Business Manager.

Directors' visits

- The link Director for Maths visited the Department and attended a departmental meeting. They were very positive about the new GCSE being rated 1-9.
- The link Director for Geography had also attended a department meeting, which he had found very interesting
- The link Director for Music and Drama was in the process of arranging a meeting.
- The link Director for Art has arranged to spend the morning with the Department and attend a departmental meeting.
- A Director that attended the recent Options Evening reported that it was well organised and had been a good evening. Staff were very positive about the new curriculum and skills being learnt. Mr Vaughan said that it was a small Year 9 but had indeed been very well attended.
- The link Director for DT still had to arrange a visit.

Safeguarding

The Safeguarding Director reported that he and Mrs Baker had a meeting with Jon Merrick-Wren. With a busy start to the term, he has built successfully on his team approach and accomplished almost all the staff training that is required. He has set up a Huish Safeguarding e-mail account so that anything urgent does not get lost in his own e-mails and can be accessed by three or four other appropriate staff. The Directors came away with a renewed confidence that the whole business of the safety of students is in professional, capable and thoughtful hands and were happy to appraise the Board to that effect. The Principal explained that Mrs Baker had a particular expertise in these matters and widened the element of accountability.

Health and Safety

The Health and Safety Director informed the Board that a meeting of the Health and Safety Group was scheduled for 8 March and it was understood that external assessments were due to be made shortly for the Academy and the Leisure Centre. The Principal informed Directors that the H&S Audit took place yesterday and went well.

The Principal also informed Directors that there were five interviews arranged over the next few weeks; link Directors for the relevant departments had already been approached to sit on an interview panel.

c) Risk Register

This item was deferred. The Business Manager said that she would bring the new, updated version to the next meeting. Next Agenda

d) Summary of Academy accounts

The reporting problems experienced before the last Board meeting were resolved last week and the Business Manager said she would send out Month 3 summaries next week.

e) Summary of Leisure accounts

Report number 3 went to the Leisure Board last week and was reviewed. The

position around the AGP is improving substantially and the deficit is £3429 for the whole year after £16500 is taken out for the sinking fund. The Chair asked if the final accounts for the build were now complete but the Business Manager said they were not as the Long Jump pits still had to be completed. However at the moment there was an underspend of £50k.

f) Admissions

The aim for the Sixth Form is to achieve 118 firm admissions although Year 11 usually leave things late. Last year the main Academy had 286 in Year 7 but next year this will probably be capped at 270, though there are still likely to be some local families that have not yet applied. Mr Vaughan said that long term, they would like to see a maximum of 270 in each year group. The PAN has increased from 255 to 268 and could probably go to 273 at an absolute maximum. A Director asked about capacity in the Sixth Form. The Principal said that the figure given at the time of the build was 225 but the break even figure is 250; at present there is 217. However, many students choose the Sixth Form because of smaller classes and he did not wish to lose this.

9 HOW DID WE DO?

The Board considered they had performed very well.

10 ANNOUNCEMENTS

There were none.

11 ANY OTHER URGENT BUSINESS

Annual accounts

The Business Manager said that the Annual accounts had to be returned to the DfE by 31 January 2016. The accounts have been audited and correct and she asked the Board to agree they could be submitted by the allotted time.

**Proposed: Mr Clark
Unanimously agreed**

Seconded: Mr Wilkinson

12 CONFIDENTIAL MINUTES OF THE FULL BOARD

14 December 2015 – the minutes were agreed as accurate and duly signed.

The meeting closed at 8.40pm



Full Board Mins
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