

<p style="text-align: center;">HODGSON ACADEMY</p> <p style="text-align: center;">FULL GOVERNORS MEETING</p> <p style="text-align: center;">20TH MAY 2024</p>

Minutes of the meeting of the Hodgson Academy Full Governors held on Monday 20th May 2024 at 4.30pm at Hodgson Academy.

Present	Mrs H Benwell (HB) (Chair) Mr I Lindsay (IL) Mrs J Vila (JV) Mr J Branker (JB) Mrs G Pardoe-Boi (GP) Miss Marie Collins (MC)	Mrs J McKinnon (JM) Mr C McConnachie (CM) Mrs N Harwood (NH) Mr A Walker (AW) Mr I Siddall (Headteacher) (IS)
In attendance	Mrs J Hardy (Clerk to Governors) Mr S Stott (Observer – Director of Resources) Mrs S Khan (SK) (Deputy Headteacher) Miss F Bate (FB) (Deputy Headteacher)	

Item	Minutes	Action
1.	Welcome and apologies Welcome H Feeney, L Scott, N Harwood	
2.	Governing Body Matters a) Declaration of Interest - None b) Terms of Office/Membership - None	
3.	Minutes of the Previous Meeting and Any Matters Arising It was resolved the minutes of the previous meeting be approved and signed by the chair. Election of chair and vice chair not on the agenda but agreed Helen Benwell would take over for the rest of the academic year as Nadine had resigned . Noted that SK was present at the last meeting and would be added to the minutes. Matters Arising: <ul style="list-style-type: none"> As above re chair/vice chair TCAF funding unsuccessful because we are not a Trust that contains underperforming schools that are in an educational priority area. Cyber security training completed by HB & JV – all must complete as it is an insurance requirement. Age limit no issues for Auschwitz. New governor training pack sent out. Minutes accepted as a true record 	

4.	<p>Chair's Action and Update</p> <ul style="list-style-type: none"> • HB & IL came to speak with IS re future meetings and visiting school. Main thing was the fact that IS's role within the trust meant we would be appointing a HOS for one year. Already advertised - IS set up timeline so interviews on 4th June. Half of governors taking part. • CM and FB meeting tomorrow (should have been today) • Invitation to governors to come into school and visit, contact J Hardy, • In some schools a governor is attached to a particular year group and progress with them, may make governors feel more included, to follow from yr 7 – 11 and get a flavour of the school. Link governors attached to safeguarding and SEND but Pupil Premium and Careers have previously been assigned. GP & MC happy to be involved with Careers. <p>AW joined the meeting at 4.45pm</p> <ul style="list-style-type: none"> • Suggestion that governors could be assigned year groups or Houses or possible links to Ofsted framework categories or key priorities • Subject governance did not work well as trying to explain subject to non specialist but Ofsted and House links seem better idea. IS, HB & IL meeting soon and can discuss further. • FB & CM have to meet once a term but must remember HOD's are busy and don't want to overburden. • Governors agreed the idea to link to year group and follow/focus and this would alleviate the need for subject knowledge. Can see more of a child's experiences through the years. • Careful thought to be given to these ideas as possible heavy workload for both governors and staff. <p>Discuss at next meeting</p>	
5.	<p>School Visit Feedback</p> <ul style="list-style-type: none"> • CM in school tomorrow 	
6.	<p>Finance Update and Questions</p> <ul style="list-style-type: none"> • Suggestion Teaching and learning budget looked 'out of sync' with everything else, Simon Stott explained it was a different cost centre. • AP – The McKee costs roughly the same as we are allocated for each child, around £6000 but other AP providers are much more expensive and depend on the needs of the child so could cost between £10 - £14,000. Other factors also – AP costs have skyrocketed. 6 students currently on AP, some part time. • Barriers particularly for girls and not much choice Unfair to put on course and not get desired results. ADA been to look at other provision but choice and costs are limited. Agreed AP does avoid permanent exclusion and students finish school, do well, have a pathway and don't have a permanent exclusion on their record. • Query on Income entries – 4 entries all appear to have 5% of the school's income but there has been no income! Simon Stott explained that one of those was an error, the others would either show at the end of the current year or would be investigated. • Query over the local authority debt - • Astro and gym floor refurbished, Sports Hall floor also being refurbished. • PE have been massively impacted with the work - thanks to PE team for being so amenable. • Financial benchmarking one for risk committee? Simon Stott to sort. 	SS

7.	<p>Headteacher's Update</p> <ul style="list-style-type: none"> • ISI – staffing – need to get to 31st May without a resignation. Full complement of staff currently although a Science teacher out for interview. Expecting Science teacher to be successful. • New staff for Summer – 2 science, 1 technology, history, geography and temp language teacher. Janet Ellis on maternity but relinquished her position as HOD as dropping to days a week. Assistant HOD been appointed. • Adam Smith left to go to Heysham Power Station. • Laura Garside going to Cardinal Allan • Emma Haigh, Science, leaving to go to BAE • Karen Redman – temp language leaving • Looking all round for staff, teaching allocations and class sizes. • 1 perm ex since last meeting • Attendance still a challenge yr 7 attendance high, yr11 92.4% across the year, do want to improve although above national average. • PTFA – a couple of events taken place. We have satisfied although disengaged parents. Parental engagement very much on our agenda going forward. • Noted that BAE are sucking people in with incredible salaries and are a risk to any business with qualified professional people. As a school we have done everything we can to be competitive but difficult circumstances, Hodgson has been very flexible in order to keep staff. • IL commented that most leave Hodgson to promoted roles. • HB interest to see exit interview forms • Noted that lots of staff come back to Hodgson after leaving. • Attendance – attendance officer not currently in school, Heads of House and Pastoral Officers picking this up. A hard core of 28 out of 158 persistent absence students – lots of challenges, parents, mental health etc. Style of education may not be best fit for some of our students. • Students on reduced timetable – take out yr 11 then not many – trying to get those just below 90%. Lots going on in the background – incentives offered. Pastoral team spend a lot of time building relationships. • IL commented on the amount of work being done for these students as seen during permanent exclusions. 	
8.	<p>MAT Update</p> <ul style="list-style-type: none"> • Trustees have met, largely procedural. 4 partners on track to join us. 1 partner school already appointed a Head of School and we are underway with this. Also looking at central services re systems, finance, risk management, HR etc. Jill Gray has been retained between Hodgson and Sixth Form College to do a lot of this work. Jill retired in March and working at Hodgson around HR packages, conversations with DfE etc. Trustees redelegated budget at their last meeting, handing it back to Hodgson Governing Body for the setting of the budget for the next academic year. • A lot of work around land, issues with land at one of the sites will be ironed out before they join the trust. • Training needed on the scheme of delegation regarding what the governing body are going to be responsible for – if all the governing bodies in the trust are to be the same could possibly all do the training together. Hopeful a date in the new academic year – although agreed a good idea. Need to be really clear what we are responsible for. • Earliest join is 1st September, at that point we should know what we will be paying for or not from the 'top slice'. Don't want it to cost more than we are getting. 	

	<ul style="list-style-type: none"> Jill Gray being paid by Sixth Form to Oct half term, then there will be a conversation about moving forward. 	
9.	Educational Visits Paris trip for 11 th October – to go to next governors meeting.	IS
10.	Governor Training Dates left for governor induction training on line – let JV know when completed. SEND – HB to complete. Cyber security training – HB to send certificate by clicking on link.	
11.	Any Other Business None	
12.	Confidentiality There was an item discussed in point 7 that was deemed to be of a confidential nature and minuted as such.	
13.	Date/Time of Next Meeting The next full governors meeting will be held on Monday 8 th July 2024 at 16:30. IL gives apologies for next meeting CMC recommended programme regarding the development of boys called 'BOYS' and INCEL on BBC sounds.	