

increase of curriculum time for English and Maths, being considered. VM asked what factors will answer the questions about increasing this? Looking at info from other schools, judgement, and what is right for the student. Lots of questions to be looked at and decided. KS3 curriculum thinking of adopting Pathways in Y7/8 as in later years to follow all through the school. KS asked what year are they streamed in? APG confirmed TCS don't stream, setting starts in Year 7 and 8. ND said his instant thought about choosing pathways for children (Y7 and 8) is it feels very early. GME confirmed they are not fixed and can be moved between and resources will be put in. VM agreed students in Y7 and 8 deciding their future seems early. APG commented on staff discussions when created 3 stage KS4. Discussion about students possibly starting Year 7 with only one language. AL asked if two languages is a problem of class size. APG replied the question is should they focus on one language and give the time to that, then as an option take another language. KS5 Pathways approach has been tightened up. Anticipate starting with 3 A Levels not 4 as often the 4th is dropped. AL asked if credit is given for work placement. GME said they complete log books and it will give them experience in preparation for work or apprenticeships. ND said he is extremely proud that TCS is a comprehensive school but not entirely convinced that community and parents really understand what "Value Added" is. What can we do to improve this? JL stated we have had a letter from a parent who was sending their child to grammar and having attended our open evening completely changed their mind and is now sending them here. RAISEonline presentation will be given at next meeting. AL thanked JL and GME. *(JL and GME left the meeting.)*

ND

JL

05.12.08 Finance: VM stated that the expense reduction proposal referred to in his report was not included in the pack. **Report and Accounts:** Met with Francis Clark, accountants, and overall view showed that Academy is in a very good position for the financial year showing good management and funds. VM asked JN for any highlights of the report and attention was drawn to the Post Audit Report Summary. AL asked if insurance monies for the fire were as expected and JN confirmed they were. JN confirmed we have to provide a client response to each point raised for the auditors and they will be checked next year. AF commented that accrued other income has increased and JN stated that 50% of the capital money for the WL Gym conversion arrived in July and has to be put into this year, although half was delayed until November. VM said as the accountants are very happy with school's performance he would like to propose that Directors accept these as a true record of performance for the last year. AF seconded the proposal. All **AGREED**. It was noted that the accounts were present for signature. **TES Ltd Update:** Raised this with accountant specifically and they are formally happy with how the services offered are separated and presented. Catering (primary schools only) and grounds and cleaning for Hazeldown, and the Sports Centre (Alive). **Management Accounts P1 and P2:** VM spoke about key lines of staff costs and is very happy on performance at both sites. Invited JN for any comments to add. Month 3 also under budget and this was the month we had industrial action. **Management Consultant Meeting Update:** VM reported that the proposal has been received and VM would like to ask the Board to agree to proceeding in certain areas – water bills, rates, possibly photocopiers (although this may have already started), and insurance. APG asked for confirmation are we to enter into a contract? JN replied yes and we would give them 50% of any savings made. APG asked how would the savings made be quantified. JN said we would start with baseline of current costs, consultant would go to tender and prices would be compared back. APG asked why was photocopying included. JN said because the cost base is known and relatively straightforward. VM confirmed they had tried to negotiate a reduction of 50% over first year but the consultants stated for the work they will do and savings gained it will be worth it. Audit will be done so that we are satisfied we are getting the intimated savings. APG pointed out that if they are doing the audit they are an interested party. APG voiced his reluctance. AF stated without seeing the contract as a Board agreement could not be given. APG said we already employ a company to check the gas and electricity – can we use them for the water and asked JN to check this. AL asked if they would be prepared to take on just these four areas. JN said they are breaking into the education market. Expense Reductions Analysis – would be a

JN

2 year contract. APG said presumably they are working at a risk of loss? JN said they are confident. APG asked is there a caveat if we don't agree with the figures, JN said no. They would look through individual invoices from suppliers. Agreed it is a risk to upset our suppliers. APG stated the relationship with them is not just a monetary issue. AF asked if there is a draft contract as there is currently a proposal and if there has been a legal review of the terms and conditions. JN said no review had been undertaken. AF was very concerned that the "small print" should be thoroughly checked before signing anything and APG felt the contract and supporting information documents should be sent to Foot Anstey. AF would like it brought back to the Board with more detail and information and safe in the knowledge it had been looked at by a solicitor. AF confirmed he would be keen to get involved in the discussions going forward – VM to contact him. The document will be sent to Foot Anstey and brought back to the next meeting. AL thanked VM and JN.

AF
VM
VM/JN

05.12.09 Portfolio Reports:

Springboard: KQ and PH absent. No issues raised.

Pathways: ND highlighted that we have 200 young people in Sixth Form for first time ever and congratulated APG and the team on that achievement. New Sixth Form Prospectus was on the table for all to see and all agreed it looked good. Sixth Form Open Evening attracted 20 students from other schools. Work experience - ND attended the Y10 evening and commented that hardly any other parents were aware that the Government no longer insists that work experience is mandatory but they do think it is the right decision as a school to continue and the evening was excellent.

Teaching and Learning: Rebecca Mullins kindly provided the report due to pending confirmation of Portfolio Holder. ND asked if statistics are new, APG confirmed yes.

Performance: Incorporated JL presentation earlier. Raising standard leaders ongoing at the moment looking at levels of accountability. Tracking systems development, touched on by GME. On December Review Day the Personalised Learning Checklist will be rolled out. Teacher's appraisal at ML is happening currently.

Learning Support: KS said the intervention Read Write is having a huge impact in school. Winterbourne remodelling to accommodate KS3 inclusion system being considered. Medical room being installed at ML to help with personal care requirements such as student diabetes injections. MJ asked if a nurse is onsite and was told no, but three people have been trained on a specific need for one student. Walking bus etc having a good impact on attendance. To be reported on at a future meeting. Collaborative work going on across both sites with attendance, safeguarding etc.

KS

Behaviour and Attendance: SMD absent. No issues raised.

Financial Resources: Already covered.

Human Resources: GB absent. JN said Directors looked at Pay Policy and approved in principle at last meeting. Went to NASUWT and NUT. NASUWT came back with comment about where members of staff were undergoing capability policy it said they would not be considered for progression. They asked for the word "may" to be included rather than "will" as this may be a health issue. ND proposed and MJ seconded. All **AGREED**.

Physical Resources: Sixth Form conversion going well. Sports hall showers have been mended. Coffee bar has been very successful. A new capital funding bid is being made because of increased numbers of primary school students who will soon receive free lunches. Hope to extend existing kitchen and build dedicated dining space. AL asked how we can present healthy food to young people in the form they wish to eat it like a lunch bar. Coffee bar is culturally quite different and it was discussed that the offer would be sandwiches rather than hot food. ND asked if Sixth Formers are involved in Sixth Form centre discussions about what they need from it and APG confirmed they are. MJ questioned whether Sixth Formers really want a lunch offer and agreed Sixth Formers should be surveyed. APG against the idea of a kitchen as it wouldn't be looked after. Thinking of a nice "trendy" facility for them at lunchtime.

Community: Report deferred to next meeting pending confirmation of Leadership Deputy.

- Leadership and Management:** MC absent. No issues raised.
- 05.12.10 Principal's Report:** APG said much of this was presented by JL and GME. Attendance is very good news in half term 2 for both sites going beyond 95%. New Y7 indications are that the year will be full. Invited questions from report. None. AL asked APG to comment on changing landscape of local schools. From 2015 there will be a UTC in Newton Abbot from age 14. SDC School in Paignton from 14-19 has appeared. Steiner School application for Newton Abbot. APG don't see these impacting on us. Austrian Teachers – have a lot of foreign student visitors and we are part of Commenus project. Their perception of us is how well funded we are and how many top facilities we have. We have proudly achieved again the International Schools top award for various things. Presentation we made is available for those who wish to read it. AL is keen we present a policy and this needs to be worked on and brought to the Board to show impact of connections with other countries. **AL**
- 05.12.11 Approval of Policies:** All policies were emailed to Directors one week prior to the meeting. JN said effectively these are old LEA policies which have been academised. GB and JN have been through them all and made very minor changes. There is nothing radical and they are all compliant with legislation as they have come almost in their entirety. AL comment that he liked support staff appraisal document – very supportive and encouraging and very well written. Concern with Recruitment and Selection paragraph 1.1 is redundant and 1.2 is very negative. VM said he had scanned it and asked if policies should be through Portfolios. AL confirmed these have all come through Human Resources. JN said 1.2 is from a safeguarding point of view and then links to legislation. MJ suggested taking out the first sentence. 1.1 to be deleted. JN confirmed they can be re-done at any time. AL asked for any other questions or queries. VM asked if GB had been through these. JN confirmed this and stated these are policies we have already been working with and the headers and things such as “Directors” “Principal” “TLT” have been amended to tailor them more to our academy. AL asked if all policies are to be approved under item 11, one with a slight amendment. Hard copies can be provided at any time by request. MJ proposed adopting the list of policies on the agenda being updated to recognise academy status. KS seconded. All **AGREED**. **JN**
- 05.12.12 AOB:** None

There being no other business AL thanked everyone for attending.

Meeting closed at 8.20 pm.