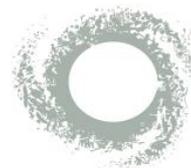


# Board of Governors meeting

16 May 2014

13.30- 16.00

## MINUTES 06



The STEINER  
ACADEMY  
Hereford

### ATTENDEES

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**Chair:** William Braid (WB);

Stephen Cox (SC); Nick Deacon (ND); David Donaldson (DD); Tiph Fedor (TF);  
Stephen Holland (SH); Carol Kirk(CK); Justine Lee (JL); Lyn Rushbrooke (LR);  
Harry Rouse (HR); Sylvie Sklan (SS); Denise Stevens (DS); Jill Tate (JT); Mike  
Whitfield (MW)

**Clerk:** Niki Nakamura (NN)

**Apologies:** Stuart Askew (SA);

### AGENDA

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1. Minutes of the last BGM were approved (Steve Cox, Nick Deacon)
2. **ACTIONS** from previous meeting

	Action	By whom	By when
1.	Principal's report to show SEN comparisons excluding eurythmy therapy, & staff absences in context	SC	Each meeting
2.	Discussion on appropriate level of annual contribution to SWSF	ALT	Next meeting
3.	Strategic Intentions – review Item 7 & wording of Item 2	Subgroup	Next meeting
4.	Amend Communications Policy to include “All press enquiries should be directed through the Principal in the first instance.”	AC	By next meeting
5.	Proposal on Parent & Child provision - look at after half term	LR	By next meeting
6.	Liaison with other funded Steiner Schools	WB/SC	Next meeting
7.	Keep board informed of training opportunities	Clerk	As & when
8.	SEN Governor required	T&L	Next meeting
9.	Discuss raise in staff salaries	ALL	Visioning day

### 3. Update from the Principal

- a. Teacher's website – concern expressed by parent; website has been taken down. Communications Committee looking at policy on use of social media, particularly with respect to photographs to be ready for next meeting of board.
- b. Personnel – Spanish/ICT/Games post to be made redundant. 0.6 Spanish post will replace. Present teacher will not be able to apply as [REDACTED].  
New membership of the group urgently required.
- c. Admin review – NN leaving at end of term. Proposal that communications & HR go to [REDACTED], and [REDACTED] will relinquish Premises element. Premises/maintenance to be combined. [REDACTED] to extend role to take on exams officer role; maintenance role to be made redundant.

SC has spoken to ■ today. Currently on teaching practice & ■ is invited to apply for new post after that.

- d. Stroud MP's (Neil Carmichael) visit today went well. Students in U/S to be thanked for good singing. Any feedback will be shared with students.
  - e. GCSEs = we may fall below the 40% bar; JL asked for the school to have a prepared statement ready for any media interest.
  - f. VP post – 1 applicant – interview on Wed; Class 1 interviews - 1 this week, 1 next week; 2 other applicants are in Alaska & Costa Rica & not available until June. Judgement to be made next week whether to wait. Little interest in U/S maths post – to be advertised in TES; SEN coordinator – 2 applicants short-listed. Governors' Clerk to be advertised in FF
  - g. Open Day – all invited
  - h. New timetable for classes 1 – 3 will start next September.  
UNANIMOUSLY APPROVED
  - i. Priority Objectives for next year. Attention drawn to strengthening SEN provision. Attendance needs to increase to 95%. Welcoming new parents; empower all staff to apply behaviour policy consistently.
  - j. STRATEGIC INTENTIONS – we should not pull back from using the word *anthroposophy* but we should be clear on what it means. DD to circulate suggested statement. Wording of Item 7 - *viability* changed to *well-being*. Item 1 – *academic standards* changed to *standards of work*; *academic achievement* changed to *all-round achievement*.  
UNANIMOUSLY APPROVED
4. Committee items needing urgent attention – dealt with in Principal's update.
5. AOB
- a. Clerk to produce all paper copies for meetings
  - b. Hay Festival presentation by British Humanist Society – SS to send details
  - c. RHI has been endorsed
  - d. Insurance for schools all to come under one umbrella bringing a saving of £9,000 p.a.
  - e. Peter Johnson formally thanked for his valuable work. Replacement for the T&L Committee required.
  - f. W Braid's term as a parent governor finishes in October 2014. If the Board wish W Braid to remain as a Governor he will need to be co-opted on, and an election for a new parent Governor would need to take place.
6. Date of next meeting – June 27<sup>th</sup>

**Meeting closed at 14.20**

General discussion of future options for the growth and financial sustainability of the Academy