



MINUTES OF THE HARINGTON SCHOOL LGB MEETING HELD ON THURSDAY 6 OCTOBER 2022 8.15AM

Present: Rob Guthrie (Chair), Oliver Teasel (Head of School), Stuart Williams, Tessa Leuchars, Briege Slattery, Andreas Menzies, Matthew Holt, Liz Birchall, Tony Nice, Tiffany Arntson, Briege Slattery, Margaret Miles, Dyl Powell, Andy Wright, Ben Solly, Henry Price

In attendance: Natalie Henry-Oliver (Deputy Head of School)
Sara Kane (Clerk)

1. Election of Chair and Vice Chair

Following an email sent to governors in which expressions of interest were invited for the positions of Chair and Vice Chair, Rob Guthrie was nominated as Chair and Liz Birchall was nominated as Vice Chair. These appointments were unanimously approved by those present.

2. Welcome and Apologies for Absence

Tiffany Arntson and Tony Nice were formally welcomed to their roles of parent governor. Both governors introduced themselves to the governing body.

As part of their induction the NGA learning link to various training modules was highlighted. It was agreed that both governors would have a governor mentor and that further induction information would be provided.

Rob Guthrie brought governors attention to the recent resignation of Nick Davenport. During his time as a governor Nick gave invaluable support to the school and the governing body. The resignation of Nick has led to a vacancy for a governor appointed by the Harington LGB. This vacancy will be filled in due course.

Apologies were received and accepted from Matthew Holt and Andy Wright.

3. Declarations of Interest

There were no declarations of interest.

4. Minutes of the meeting held on Thursday 7 July 2022

The minutes of the meeting were agreed to be a true and accurate record and signed by the Chair.

5. Matters Arising from the previous minutes

There were no matters arising.

6. Clerk's Update

Governors were reminded to complete the online NSPCC safeguarding training which had been circulated prior to the meeting. It was also imperative that governors read the Keeping Children Safe in Education document from the DfE, which had also been circulated prior to the meeting. Along with the safeguarding update which would take place within the meeting this formed the statutory responsibility of the governing body. It was reported that a scrutiny panel on safeguarding had taken place during the last academic year. There is also a governor responsible for safeguarding. It was

agreed a link to the safeguarding training that staff had received at the start of the academic year would also be shared with governors. Stuart Williams reiterated the importance of completion of the training and the statutory responsibility of governors.

7. Safeguarding Update

Oliver Teasel provided summary of the changes to the Keeping Children Safe in Education guidance issued by the DfE.

- The transfer of student files needs to take place within five days.
- Any pupil involved in an incident that is being investigated by the police needs to have an appropriate adult present.
- All governors to receive safeguarding training.
- The terminology peer on peer has been changed to child on child.
- The impact of domestic abuse and the impact on victims has been included
- The requirement for low level concerns regarding supply staff and contractors to be passed onto their employer.
- A requirement for the digital screening of prospective employees prior to interview.

It was explained that all of the updates had been implemented across the School, from policy to operational level.

Any safeguarding concerns are recorded on CPOMS and a vulnerable students log is also kept.

8. Head of School Report

Oliver Teasel introduced Henry Harrison (Head Student). Henry introduced himself and informed governors of his experience at the School both during his studies and extracurricular activities.

Question: What was the recruitment process for Head Students?

There is an initial application form interview with current head students and a senior member of staff, then hustings.

Question: Do the students decide who they would like to become head students?

Yes, the students vote following the hustings.

Question: Is there anything that the School could do better?

Henry reported that there are student-led initiative's taking place at the School. For example, the School is currently looking at recycling. Mental health ambassadors have been introduced and the senate are discussing school uniform with senior staff.

Oliver Teasel circulated his report ahead of the meeting. He highlighted the key points.



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Assessment

The percentage of students achieving AAB has risen on the new government measure which must include two facilitating subjects from 39% to 45% this year. The overall results for the School are strong, the School has achieved the best results in its history, even with the Covid Pandemic and the Centre Assessed Grading scheme applied in 2020-2021.

Question: From the data presented there is a dip in performance in 2019 is there any rationale for this?

It was explained that four years ago the School and its reputation were still growing. As time has passed the cohorts have become more stable and more in-depth A level profile has taken place to ensure that the students study the most suitable subjects for their academic ability.

The School was established to be a high quality A Level provider for the community of Rutland and this will continue to be the School ethos. This year the School admitted a strong cohort with students meeting the admissions criteria.

The School is looking to continually improve and see an increase in marginal gains. Where a subject underperforms a subject review takes place where areas for improvement are identified. Subject reviews are presented to the governing body.

Question: Should governors be concerned about any decrease in value added?

It was explained that due to the Covid pandemic the value added had been calculated using Teacher Assessment Grades (TAG) and Centre Assessed Grades (CAGs), different secondary schools have applied different methodology therefore the data is not a comparison of like for like. The attainment data currently provides a more reliable analysis.

Question: Is the School only trying to increase students' attainment by one grade?

No, the School is focussed on ensuring that all students are supported to achieve their full potential. This academic year intervention will be centrally monitored and implemented, to ensure that students are identified and supported. A intervention log has been implemented in order for students to be identified based upon assessment point data in comparison to their target grades.

Destination data

79% of students have opted to study at university, with 44% at Russell Group Universities. One student has achieved a place at an Oxbridge university whilst one is reading veterinary science. It is anticipated the number of students attending a Oxbridge university or opting to study medicine or veterinary science will increase this year.

Question: How does the School use the alumni?

It was explained that where consent has been given, the School keeps personal email addresses for previous students on file. There are some strong connections with former students. These former students are often asked to visit the School to



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inform students about their post 18 choices since leaving Harington, often in assemblies and small group sessions.

The resources are unavailable for an alumni team however, the Federation is looking at formalising the connections with former students further.

Admissions

172 students joined Year 12 this academic year, this is 19 students more than the anticipated target of 150. This is due to the strong high calibre students that applied and wished to join the school.

There is a growing interest from students that attend secondary schools out of the local area. It was reported that a number of post -16 events had been attended along with assemblies. An update on admissions and applications will be brought to future governing body meetings.

Oliver Teasel reported that he had recently attended an evening at Kibworth Mead School, this school is out of the local area but due to siblings attending in the past and the reputation of the School, students are interesting in attending Harington.

Question: Is there a waiting list to admit students when students have left?

No this was not required this year, as we are 19 over the 150 target for admission.

Question: The premises are designed for 300 is there an issue with overcrowding?

The School feels busy with 338 on roll, however there is a good use of space for example, opening up free classrooms during private study. However, if the School continues to expand more space will be needed.

Deputy Head of School Update

Intervention update

There are planned intervention sessions on Wednesday afternoons for Year 13, with staffing in place across the subjects. Additional intervention will take place next term on Friday afternoons for those students identified. Intervention also takes place at different times with subject teachers. Where students are not completing the set work or attending intervention, a parenting contract is drawn up in conjunction with the parents and student.

Question: On a Wednesday afternoon is it possible for a student to do nothing?

No, students are not allowed to leave site and are monitored. Year 13 students will either be in private study or intervention.

Question: Has the data enabled comparison with predicted grades and the actual grades achieved?

Yes, this is recorded on the intervention log. The predictions are accurate and quality assurance with the senior team is undertaken.

Part intervention is having conversations with students who not completing the work to achieve their best outcome. In this case a parenting contract is implemented in agreement with both the student and parents.

Question: Is intervention called intervention to students

Yes, as it implies additional support. It is not seen as negative by students it is constructive and seen as part of the process.

Question: Do students have external tutoring?

It is thought approximately 10% of students receive external tutoring.

Friday activities programme

Student led activities are being encouraged. For example, a Philosophy Debate group has been introduced along with a student led dance group. The offer will be changed in the winter term to include board games and strategy games.

Safeguarding

There are no safeguarding concerns to report.

Suspensions

There had been two fixed term suspensions at the start of the academic year. The incident and issue and have been resolved.

9. Transformation Plan Overview

Oliver Teasel referred to the previously circulated document. Oliver highlighted the key priorities.

Mock Interviews

Oliver explained that the one-to-one mock interviews would be reintroduced for Year 12 following the Covid pandemic.

Dress Code Policy

Stakeholders were currently being consulted regarding the School Dress Code Policy, as the policy had been implemented seven years ago without any major changes since. Representatives from the student senate will attend the next governing body meeting to report on their findings.

Attendance

The attendance target is 96% this is attainable with the additional support of the newly appointed Student Support Advisor. Attendance will be scrutinised at the next governor's scrutiny panel.

Pledge Passport

A Pledge Passport has been introduced to Year 12 students. This with support Post-16 applications. This has been well received by students and staff and will be monitored every half term.

Question: Is SACRE the agreed syllabus for Religious Education?

Yes, Religious Studies will be delivered as part of the PSHE programme at the School during assemblies and tutorials often with debates.

The governing body approved the Transformation Plan for 2022-2023.



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10. Policies

Governors attention was drawn to the policy overview document which detailed any amendments. The below policies were ratified by the governing body:

- Admissions 2023
- Assessment and Reporting
- Attendance and Inclusion
- Behaviour and Learning
- Child Protection
- First Aid

11. Any Other Business

Open Evening- Tuesday 8 November

Governors were invited to attend the school's opening evening on Tuesday 8 November from 6-8pm. The Head of School's Presentation will take place at 6.45pm.

Governors Open Day- Thursday 17 November

Oliver Teasel invited governors to visit the School on Thursday 17 November during the morning or afternoon to experience the day to day life of the School and have an opportunity to speak with students and staff. It was agreed that a programme would be put together and shared with governors.

12. Dates for Diaries

LGB - Thursday 1 December 2022, 8.15am
Scrutiny Panel - Thursday 1 December 2022, 10am
LGB- Thursday 9 February 2023, 8.15am
LGB- Thursday 30 March 2023, 8.15am
Scrutiny Panel – Thursday 30 March 2023, 10am
LGB- Thursday 25 May 2023, 8.15am
Scrutiny Panel – Thursday 25 May 2023, 10am
LGB- Thursday 6 July, 5pm
Open Evening- Tuesday 8 November 2022
Governors' Day – Thursday 17 November 2022
Presentation Evening- Tuesday 13 December 2022