



MINUTES OF THE HARINGTON SCHOOL
LGB MEETING HELD ON
THURSDAY 30 MARCH 2023 8.15AM

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

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

1. Welcome and Apologies for Absence

Governors were welcomed to the meeting. Apologies were received and accepted from Ben Solly and Matthew Holt.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of the meeting held on Thursday 9 February 2023

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

4. Matters Arising from the previous minutes

There were no matters arising from the previous minutes.

5. Governance Professional's Update

Governors were thanked for completing the online NSPCC safeguarding training.

Governors' were reminded to complete the Prevent duty training to learn how to support people vulnerable to radicalisation (link previously circulated). Completed certificates to be returned to the Governance Professional.

Governors' attention was drawn to the NGA training available (link previously circulated). Governors were asked to forward any completed course certificates to the Governance Professional.

Governors' were asked to complete and return the RDSF declaration of business interests form, for auditing purposes.

6. Head of School Report

Head student Introduction

The newly appointed Head Students were welcomed to the meeting. The recruitment process for Head Student positions was discussed. It was agreed that the process was rigorous and highly competitive. Students explained that the high number of applicants was a testament to Harington as a high number of students want to contribute to the School. It was reported that students have more choices in a number of areas than they did at secondary school, for example when completing the Harington Challenge students chose a topic related to their academic interests which is not necessarily on their A Level curriculum.



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Question: What is the Harington Challenge?

The Harington Challenge public speaking competition with form group winners presenting their presentation to the year group and a winner is chosen. Each Year 12 student participates in the Harington Challenge. Students are required to write a 1000-word essay and deliver a five minute presentation to their tutor group. The Harington Challenge introduces students to research methods EPQ.

It was reported that a small number of students have been invited by Alicia Kearns, MP to visit Parliament on Friday 31 March to take part in a debating competition.

Question to the Head Students: Do you have ideas of how to help others in the year group to improve their presentation skills, what opportunities are available?

All students participate in the Harington Challenge, students also have the opportunity to develop their presentation skills outside of lessons during enrichment and activities for example Law enrichment and the debating group. Students are also given the opportunity to deliver an assembly.

Question to the Head Students: Were students consulted on the changes to the dress code policy?

Yes, the student Senate was involved in the changes to the policy. The Senate is made up of student representatives from each tutor group.

Question to the Head Students: Are students happy with the policy?

It is felt that the changes to the policy provides students with more choice in the clothing that they wear to School providing them with the freedom to express their independence and preference.

The Head Students left the meeting.

Oliver Teasel referred to his previously circulated report and presentation. The following points were highlighted.

Mock Examinations Year 13

Students have achieved in-line or slightly above their agreed target and predicted grades during the mock examinations. During the mock examinations 25% of students achieved AAB, 34% A-A* and 82 % A*-C. This figure is likely to increase during the final examinations and is likely to sit somewhere between the current and final predicted grades.

It is predicted that A Level grades will be lower nationally this year and closer to the methodology used in 2019.

Intervention will take place next term for students performing below their target grade. This will include bespoke mentoring for 20 students where they will meet with a senior member of staff to discuss revision plans, organisation and have the opportunity to discuss any concerns.



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Year 12 Assessment Point 2

Year 12 is a strong cohort, only a small number of students are not performing at target grade. These students will receive assertive mentoring during Term 6. During the next academic year intervention will begin following the first assessment point. It was reported that due to the conversations with potential students that take place before joining Harington regarding subject combinations, students are increasingly being matched to the correct subject choices which is impacting positively on attainment.

Attendance

Currently Year 12 attendance is 95% whereas Year 13 is 85%. This decrease in attendance at Year 13 is due to study leave in preparation for the mock examinations. Study leave has a detrimental impact on attendance figures and the education of students. Therefore, next year study leave will only be granted during the final examinations and not for mock examinations across both year groups. It was agreed that attendance is important for the overall success of the student.

Suspensions and Safeguarding

There was a one-day suspension for a student this half term. The total number of suspensions for the year to date is three. There were no safeguarding concerns to report. 25 students have received reward postcards this half term.

Recruitment

289 applications to join Harington in 2023 have been received a number after the closing date, which will be treated as late applicants. There has been a shift in the cohort away from psychology and business studies and there has been an increased interest in sciences. The option of providing a complimentary subject for STEM students such as A level Design and Technology will be explored in the future.

It is hoped that if the number on roll is sustainable then an expansion may be possible, subject to funding. The ethos of the School is to offer an A Level provision primarily for students in Rutland and the local area.

Question: If there is a shift in the popularity of some subjects does this create potential risk?

It was explained that all subjects currently offered will continue to run for the foreseeable future, however the change in subject popularity does have impact on staffing and resources. The School is committed to offering the subject choices that students from the local area wish to study.

There has been a shift in post-18 option choices the number of students now exploring an apprenticeship route rather than the traditional University route is increasing.

Question: If there is an increase next year in the numbers wanting to studying computer science for example and there isn't the resource what will happen?

It was explained that two class groups would be run which would resolve the resource issue, however there is a concern that this will impact teachers.



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Financial Update

It was reported that Harington was subsidised by the Trust and had been in deficit year on year, however this deficit had been reduced and predictions show that in three years' time the debt to the Trust would be paid.

Stuart Williams reported that the Trust is predicted to have a slight surplus in funds in year 3, following the loss year 1 and 2. The Trust is in the process of procuring a new MIS which has not been included in the financial forecast. The funding will increase at the College due to an increase in the number on roll, however this funding is lagged.

Work is now taking place across Trust to ensure that resource costs are shared equitably across the three schools.

Deputy Head of School Update

Natalie Henry-Oliver referred to her previously circulated report and presentation. The following points were highlighted.

Post 18 and careers

152 students submitted UCAS applications (one post-closing date), 151 students have received offers. No offers for students wishing to study medicine had been received, however some offers had been received for veterinary science.

University Interviews

Oxbridge and medical and veterinary interviews are typically held in December and January. Other departments at universities offer interviews between January and June. Some interviews are being held virtually and the potential for AI to be used to the future recruitment process for both university and apprenticeship offers was discussed. It was agreed that the School will look to support students with the variety of assessments that take place.

Apprenticeships

Students applying for apprenticeships have been supported by the Apprenticeship Coordinator at the School. This includes mock interview sessions. Five students will be interviewed for apprenticeships over the Easter break.

Question: Is it difficult for students to access work experience?

Yes, it's increasingly difficult to arrange work experience on site with companies. Therefore, the School has introduced Springpod to provide students with the opportunity to access work experience virtually.

Equality, Diversity and Inclusion update

The PSHE curriculum is being reviewed to ensure that it is meeting student need and wants. Assemblies on British values, a discussion about and celebrating EDI including wellbeing have taken place.

7. Policies



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

- Careers
- Curriculum
- Provider Access

8. Any Other Business

A scrutiny panel on UCAS and Oxbridge support will take place after the meeting. It was agreed that Tony Nice, Phil Dalby and Dyl Powell would attend the meeting.

On Thursday 25 May 2023 a scrutiny panel on Safeguarding will take place. It was agreed that Liz Birchall, Phil Dalby and Briege Slattery would attend the meeting.

9. Dates for Diaries

LGB- Thursday 25 May 2023, 8.15am

Scrutiny Panel – Thursday 25 May 2023, 10am

LGB- Thursday 6 July, 5pm