



MINUTES OF THE HARINGTON SCHOOL
LGB MEETING HELD ON
THURSDAY 22 MAY 2025 8.15AM

Present: Rob Guthrie (Chair), Oliver Teasel (Head of School), Stuart Williams, Andreas Menzies, Briega Slattery, Diane Wensley, Liz Birchall, Andrew Robinson and Andrew Wright.

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

1. Welcome and Apologies for Absence

Apologies for absence were received and accepted from Dyl Powell, Matthew Holt, Phil Dalby, Henry Price and Nina Hedley.

2. Declarations of interest

None.

3. Minutes of the meeting held on Thursday 3 April 2025

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

None.

5. Governance Professional's Update

The parent governor vacancy has been communicated to Year 12 parents. This will be readvertised once the new Year 12 cohort are enrolled. The onboarding process for Dave Anderson is taking place.

6. Resources Update

Stuart Williams referred to the previously circulated slide. When Harington was established, there were five budget headings, the Federation has now adopted the 150 government recommended nominal codes. Apportionment across the three Schools has also taken place. As finances become tighter the apportionment is imperative, to ensure that each school contributes fairly. Catmose Primary stands alone whilst the College and Harington share staff and resources across both sites. The costs and reserves of the individual schools have also been reset as part of the apportionment determined by the number on roll at each school.

The majority of funding for Harington is from the DfE based upon pupil numbers. The DfE claw back or increase funding if the NOR fluctuates. This is unique to the FE sector. It was reported that funding is marginally lower than expected this year. The majority of the expenditure at Harington is staffing costs.

Overall, the Federation is expected to break even this year with recurrent funding. However, there are risks next year due to increased staffing costs and funding levels. Current predictions based upon predicted DfE grants and predicted increase in staff costs is a £350,000 deficit, but we are awaiting a formal government announcement so this is likely to change. The Federation is looking at ways to decrease costs, however ensure that the curriculum is fit for purpose.

Question: What is the reason for the deficit?

Staffing costs, the cost of the NI increase will not be fully funded. In addition to this there is no information as to whether the teachers and support staff pay awards will be funded.

Question: The number for next year's primary cohort has decreased nationally will this have an impact on the Federation?

This has been discussed at Trust level, the Local Authority share estimated demographic data. The data from the College shows that it will remain full despite the demographic dip.

There is a consistent increase in the level of demand for places at Harington. Therefore, an architect has been appointed to draw up some initial plans for an expansion. A DfE capital bid will be prepared. In order for an expansion to take place capital needs to be raised. Different ways of raising capital were discussed.

Stuart Williams left the meeting.

7. Head of School Report

Head Students

The newly appointed Head Students were welcomed and explained the Head Student recruitment process. Students were required to submit a video, attend two interviews and take part in a goldfish bowl exercise.

Question: Who was on the interview panel?

Mrs Henry-Oliver, Mr Teasel and Mrs Kane conducted interviews and Mr Kerley conducted the goldfish bowl exercise.

Question: Was the recruitment process competitive?

Yes 22 students applied for a Head student position. Another 55 students have applied for leadership roles such as subject ambassadors.

Greenpower

Students from the Year 12 Greenpower team were welcomed to the meeting. The team has two cars one is a Greenpower kit car and the other is a scratch build. There are two more races this academic year.

The various roles within the Greenpower team were discussed.

Question: What are the specifications of the cars?

Both cars have 12V batteries the kit car is provided by Greenpower and cannot be modified, however the scratch car can. Students have more freedom to modify the scratch car.

Question: How is the driver chosen?

Usually, the lightest and smallest member of the team is the designated driver. The races last for one hour and the aim is to complete as many laps as possible.

The other teams are school based along with a small number of university and external company teams.

Question: What is the budget?

The budget available is dependent on sponsorship, this year the team has procured £500 sponsorship and received materials from sponsors.

Liz Birchall left the meeting.

Oliver Teasel referred to his previously circulated report and highlighted the extracurricular activities that had taken place during the term.

Ofsted Framework

The changes to the Ofsted Framework were highlighted. The changes will be implemented from September 2025. Oliver Teasel agreed to circulate a video providing more information from Sir Martyn Oliver (His majesty's Chief Inspector at the Office for Standards in Education, Children's Services).

The new framework will consist of five main headings and this year's Transformation Plan will reflect this. An Ofsted toolkit will be available in September.

Attendance

Attendance this term is 92%, this decrease is mainly due to Year 13 students not attending school and revising from home. Year 12 is 94.3% and Year 13 89.5%. A small number of Year 13 students have become school refusers this term.

Question: What does C code mean?

C is used for authorised circumstances for example reduced timetables and authorised absences, this does impact attendance figures.

Check ins for students take place with Natalie Henry-Oliver or the Student Support Advisor.

8. Scrutiny Panel Feedback – Post-18 Support

Attention was drawn to the previously circulated report. The panel scrutinised how the School supports students with Oxbridge, medical and veterinary applications. A number of students attended and were open and very supportive of the provision offered. Students would like more support (for example more interview practice, more relevant work experience), however this is not feasible due to the available resources. The potential for a link with Leicester University to provide additional support was discussed alongside peer-on-peer interviews.

The importance of Doc.Soc was highlighted along with the external speakers that visit. The School has good contacts with people from the medical profession.

9. Policies

Governors' attention was drawn to the PSHE Policy which was ratified:

- PHSE

10. Any Other Business

None.

11. Dates for Diaries

LGB- Thursday 3 July 2025 @5pm (Buffet to follow)