



MINUTES OF THE HARINGTON SCHOOL
LGB MEETING HELD ON
THURSDAY 16 OCTOBER 2025 8.15AM

PRESENT

Rob Guthrie (Chair), Oliver Teasel (Head of School), Stuart Williams, Dave Anderson, Dyl Powell, Briega Slattery, Andreas Menzies, Henry Price, Phil Dalby, Matthew Holt and Andrew Robinson.

IN ATTENDANCE

Sara Kane (Governance Professional)

1. ELECTION OF CHAIR AND VICE CHAIR

The local governing body unanimously elected Rob Guthrie as chair and Liz Birchall as vice chair for the next academic year.

Dyl Powell was elected as the governor responsible for Safeguarding.

2. WELCOME, AND APOLOGIES FOR ABSENCE

Apologies for absence were received and accepted from Nina Hedley, Andrew Wright, Liz Birchall and Diane Wensley.

3. DECLARATIONS OF PERSONAL INTEREST AND PECUNIARY INTEREST

No personal or pecuniary interests were declared.

4. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 3 July 2025 were approved and signed as a true and accurate record.

5. MATTERS ARISING FROM PREVIOUS MINUTES

No matters arising.

6. GOVERNANCE PROFESSIONAL'S UPDATE

Governors attention was drawn to the changes to the Academy Trust Handbook 2025 along with the NGA update.

Governors were reminded to complete the statutory Safeguarding and Prevent training.

7. HARINGTON EXTENSION

The initial architects plans of an extension at the back of the School were shared. The plan would be a single-storey extension block using the library area as a corridor to the back of the school. The extension would provide an additional six classrooms, office space, ICT area, foyer, open study area and toilets. Concerns on the location of the toilets and the fire escape going out of the secure perimeter were highlighted.

If the expansion plan is successful, it would enable the PAN to increase from 300 to 400. There are currently 360 students on roll due to the increased demand for places. It was agreed that the School needs to grow in order to meet the demand, however if it grows too much then it will be at risk of losing the culture and ethos.



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The extension would cost approximately £3 million, however there is no funding currently available.

Question: Would the extension have implications on outside space?

No, as the plan would be to use the land at the back of the School which is currently unused. It is hoped that the extension would lead to an increased usage of the outside social space the School currently has.

Question: Where would the access point for the construction be located?

The car park and service yard.

Question: How would the expansion be funded?

There are three sources of funding:

- The local authority – the need for an expansion of Harington was raised at the last Schools Forum meeting due to the pressure on places.
- The Department for Education
- Private funding – this would need to be raised. Potentially match funding could be an option.

Once the architect has finalised the plans the School will be in a position to try and raise funding.

Question: When is it hoped that the extension would be ready?

If funding was secured the project would take up to two years to finalise.

Question: Would the School employ a Project Manager to manage the expansion?

No due to the resources and funds available.

8. RESOURCES UPDATE

Stuart Williams referred to the previously circulated report.

The year-end position is showing a deficit of £12,000 for Harington. Some of the deficit is likely to be eroded due to lagged NI funding. A financial audit has taken place across the Federation which will provide the final outturn figures. Apportionment has taken place to ensure that the resource and staffing costs are spread fairly across the schools in the Federation.

It was explained that the majority of the funding received from the DfE is spent on staffing. This year Harington should see a small surplus due to the increase in the number on roll, however some of the surplus will be spent on general maintenance and the replacement of IT equipment.

9. TRANSFORMATION PLAN

Oliver Teasel referred to the previously circulated document and outlined the outcomes and key priorities. Governors attention was drawn to the SWOT analysis and the themes of the new Ofsted framework.

Governors approved the Transformation Plan for 2025/2026.

Question: What is the disadvantaged first strategy?

The strategy is how we support our most disadvantaged students, for example, Looked After Children. The Disadvantaged First Strategy will be discussed further at a scrutiny panel meeting. This year disadvantaged students outperformed non-disadvantaged students at Harington with an average point score of over 40.

10. SAFER CODE OF CONDUCT TRAINING

This item was postponed until the next meeting.

11. HEAD OF SCHOOL REPORT

Oliver Teasel referred to the previously shared report. The highlights of the term were discussed including extracurricular opportunities, along with the strengths, weaknesses, opportunities and threats for the forthcoming year.

Admissions

Over 370 students applied to join Harington and 192 new Year 12 students have joined the School. The number on roll is over 360. A detailed breakdown of subject choices and class sizes along with the percentage of students joining from feeder schools was provided. The increased number on roll and subsequent increase in class sizes has impacted staff and resources.

Surveys

In the parent and student surveys, behaviour, curriculum, teaching and learning, enrichment and leadership and safeguarding all received positive feedback.

Results

33.2% of students achieved A*/A this is a steady increase on previous years. Students obtaining A*-C grades has been consistent around 85% over the past three years.

Post- 18

77% of students secured a place at their first-choice university. 44% will attend Russell Group universities. Two students will be going to Oxbridge and 6 are studying medicine or veterinary science. Three students have been successful in their applications to degree level apprenticeships.

Mathematics

37% of grades awarded in maths were A*/A and 72% received A*. Given that prior attainment was 7.2, this would indicate attainment could have been higher. A subject review will take place in Term 2 to scrutinise the leadership, curriculum and teaching and identify further areas for improvement.

Question: Are larger class sizes in maths impacting results and progress?

It is unlikely as that has not been the case in similar sized classes. This year an additional maths class has been added to the timetable to help reduce class sizes. However, the review will enable the School to ascertain if there is an issue in maths.

Physical Education

Under 60% of students achieved A*-C compared to the national result of 69.8%. As an action, the Admissions Policy will be reviewed with a proposal to amend the entry requirement criteria so that students need to obtain a grade 6 in a science, sport or physical education at GCSE and supply a letter from a suitably qualified coach supporting their application which states the level they compete at.

Attendance

For the last three years attendance has been 94%, the target is to increase this to 95%. Absences are authorised for students to attend university open days which impacts the attendance figures along with medical appointments. Students are encouraged to attend open days at weekends where possible.

Question: Why does the School strive for better attendance?

Attendance impacts attainment and poor attendance increases staff workload, supporting students to catch up on work that they have missed.

Priorities 2025/2026

The priorities for the forthcoming year are to:

- Improve outcomes in maths and physical education. A subject review will be conducted in maths by the end of Term 2. The entry requirements for physical education have been amended as detailed within the Admissions Policy 2026.
- Review the PSHE curriculum to ensure that it remains relevant to students and they have a voice in the topics that are covered.
- Continue to focus on the role of the form tutor and support them with attendance, progress, mentoring, pastoral support and the delivery of the PSHE programme.
- Explore how the School can secure funding for expansion to increase the number on roll to 400.

Question: Will A level music be offered in 2026?

Unfortunately, the resource was not available to run A level music in 2025. Music will be tentatively offered for 2026 entry.

Extracurricular activities

Extracurricular opportunities at the School will be reviewed this year to ensure that they are effective. For example, apprenticeship support will be run as a session the same as Doc. Soc and Young Enterprise. The management of Greenpower will also be looked at to further improve the offering to students.

12. POLICIES

Amendments to the following policies were discussed and the policies ratified:

- Admissions 2026
- Attendance & Inclusion
- Child Protection
- Designated Teacher

