



MINUTES OF THE HARINGTON SCHOOL  
LGB MEETING HELD ON  
THURSDAY 18 DECEMBER 2025 8.15AM

**PRESENT**

Liz Birchall (Vice Chair), Oliver Teasel (Head of School), Stuart Williams, Dyl Powell, Briege Slattery, Andreas Menzies, Henry Price, Phil Dalby, Matthew Holt, Andrew Robinson, Nina Hedley, Andrew Wright and Diane Wensley.

**ABSENT**

Henry Price

**IN ATTENDANCE**

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

**1. WELCOME, AND APOLOGIES FOR ABSENCE**

Apologies for absence were received and accepted from Dave Anderson and Rob Guthrie.

**2. DECLARATIONS OF PERSONAL INTEREST AND PECUNIARY INTEREST**

No personal or pecuniary interests were declared.

**3. MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 16 October 2025 were approved and signed as a true and accurate record.

**4. MATTERS ARISING FROM PREVIOUS MINUTES**

No matters arising.

**5. GOVERNANCE PROFESSIONAL'S UPDATE**

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

The onboarding process for the new parent governor is underway and is expected to be completed before the next meeting.

Nina Hedley left the meeting.

**6. SAFER CODE OF CONDUCT**

Stuart Williams provided keeping yourself safe from allegations training which has been delivered to staff. The circulated Safer Code of Conduct policy has been updated. Governors were encouraged to read the policy along with any linked policies.

Guidance was given on avoiding situations where allegations could be made, the importance of transparency when dealing with students was highlighted. Classrooms and offices across the Federation are designed with glass panels to ensure visibility to

avoid situations where staff are put in position where allegations could arise. Training included scenarios to illustrate best practice.

## 7. RESOURCES UPDATE

Stuart Williams referred to the previously circulated report.

The Federation's budget is looking healthy. Apportionment of resources and staffing will take place in the new year. Harington is projected to make a £18K surplus, aided by the increased Year 12 intake. Any surplus funds will be used towards expanding the school in the coming years.

This year Federation funds will be used to replace the Orangery floor, provide an additional ICT suite at the College and install a new boiler at the Primary. With these costs the Federation is still expected to have a surplus of £100K which will take the reserves up to the expected £1m.

## 8. HEAD OF SCHOOL REPORT

Oliver Teasel referred to the previously circulated document.

### Highlights of the year

- Positive Ofsted inspection outcome.
- Strong academic results.
- Increase in Year 12 enrolment.
- Successful events: Open Evening, Christmas Reunion, Taster Session, sports fixtures and charity initiatives.

### Admissions

- High demand for applications (228 received to date).
- Most applications from Catmose College; increase from Casterton College.
- Strong demand across subjects; all courses likely to run.
- Music will not be offered due to resource constraints.
- Next meeting will provide clearer numbers.
- Year 12 intake cannot remain at current levels, the Admissions Policy oversubscribed criteria will need to be followed. This will be discussed at the next meeting.
- The increase in students and the additional staff pressure was noted: marking and supporting students has increased.
- A level music will not be offered next year due to resources.

Briege Slattery left the meeting.

### Assessment

The recent assessment data was presented to governors.

- Year 13: 25% achieving AAB; positive value-added scores.
- Year 12: Strong A\*-C outcomes, this provides a good indication that students have transitioned well. Some students are studying new subjects such as economics, which may slightly impact the data.

Art, Craft & Design and Design Technology are difficult to predict because their practical components and therefore make final outcomes less certain.

The maths subject review is being finalised and will be feedback to governors at the next meeting.

Stuart Williams left the meeting.

### Careers

#### UCAS Applications

- 23 early UCAS applications submitted, including 18 Oxbridge applications.
- 116 further applications still to be submitted.
- Total applications across the year group: 142.

#### Oxbridge & Specialist Applications

- 11 students have secured Oxbridge interviews.
- 5 DocSoc applications, including Oxbridge medicine applicants.
- Final Oxbridge decisions expected January.

#### Post-18 Support

Additional Post-18 support sessions have been introduced to provide more time and guidance for students.

#### Apprenticeships

- Apprenticeship applications are being logged.
- Business and Finance apprenticeships are proving more popular than engineering this year.

#### Next Steps

- Year 13 tutors will meet with students next term to discuss careers pathways.
- Careers programme for Year 12 will be launched next term.

#### Attendance

The attendance target for the school is 96%. Currently Year 12 is 96% and Year 13 95%. Reduced timetables and authorised absences account for 0.8%

#### Welfare support

Year 12: 15 students receiving support.

Year 13: 24 students receiving support.

These figures do not include those students that drop-in for ad hoc support. It was agreed that there needs to be an entrance and exit strategy for welfare support.

The demand for welfare support is expected to increase however funding and resources constraints make sustainability difficult. The high-quality of pastoral support



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was noted, however governors are concerned that the support will increasingly resemble a school counsellor role.

**Expansion**

The revised expansion plans were presented, with an estimated cost of approximately £3 million. A significant change bid will be submitted next year, but will require the support of the Local Authority.

**9. FEEDBACK FROM GOVERNORS DAY**

The format of the day was discussed. Governors praised the positive student feedback, strong sense of community and good behaviour. Governors welcomed the opportunity to attend lessons and experience daily life at the school.

Diane Wensley left the meeting.

**10. POLICIES**

**Lockdown**

The Lockdown policy was approved by governors. This policy is a legal requirement for all schools.

**11. ANY OTHER BUSINESS**

Scrutiny Panel- 12 February Disadvantage First Strategy

- Panel members Phil Dalby, Dyl Powell and Andrew Robinson.

**12. DATES FOR DIARIES**

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|--|-----------------------------------|
| • LGB                                  | Thursday 12 February 2026, 8.15am |
| • Scrutiny Panel - Disadvantaged First | Thursday 12 February 2026, 10am   |
| • LGB                                  | Thursday 2 April 2026, 8.15am     |
| • Scrutiny Panel - Safeguarding        | Thursday 2 April 2026, 10am       |
| • LGB                                  | Thursday 21 May 2026, 8.15am      |
| • Scrutiny Panel – Student Experience  | Thursday 21 May 2026, 10am        |
| • LGB                                  | Thursday 2 July 2026, 5pm         |

Chair:

Date: