



## MINUTES OF THE HARINGTON SCHOOL LGB MEETING HELD ON THURSDAY 4 JULY 2024 5PM

**Present:** Rob Guthrie (Chair), Oliver Teasel (Head of School), Tessa Leuchars, Liz Birchall, Briege Slattery, Dyl Powell, Tony Nice, Andrew Robinson, Matthew Holt, Andy Wright, Phil Dalby and Andreas Menzies.

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

### 1. **Welcome and Apologies for Absence**

Apologies were received and accepted from Ben Solly, Henry Price, Stuart Williams and Diane Wensley. RDSF Member Robert Mulvey was welcomed and introduced.

### 2. **Declarations of Interest**

There were no declarations of interest.

### 3. **Minutes of the meeting held on Thursday 23 May 2024**

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.

### 5. **Governance Professional's Update**

Governors' attention was drawn to the NGA Governance Matters annual publication available on the VLE.

### 6. **Resources Update**

As at 31 May 2024 a recurrent surplus for Harington of £49,403 was forecasted for the current year with a similar recurrent surplus (£49,750) forecasted for next year. The most significant uncertainty involves the pay awards to support staff and teachers, currently estimated to be in the region of 5% for support staff (based on the Joint Council offer per pay point) and 2.5% for teachers (assuming anything above this will be fully funded by the government). An additional uncertainty is pupil numbers, but with the ever growing demand for places at Harington it is probable the school will once again be oversubscribed for the year ahead. The cumulative position expected at the current year end is +£35,066.

### 7. **Academic Enrichment Scrutiny Panel Feedback**

Governors referred to the previously circulated report. The panel had received an overview of the programme and had met with students to receive their feedback. Although the provision is of a good standard, work will be done to improve the structure of the academic enrichment programme for the next academic year. Off-site external work experience during the Wednesday academic enrichment sessions will be promoted and the specific roles and responsibilities for the volunteering at Catmose College will be shared with students.



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The changes to the programme are dependent on staffing capacity for external work experience and receiving details in advance of the Catmose College Elective programme.

Students receive safeguarding training at the beginning of the academic year, they are then able to support the Catmose College Electives programme and enter the College site. External speaker visits and CV training also form the academic enrichment.

The Doc Soc sessions available will be extended to take place on Wednesday afternoon during enrichment in addition to the Thursday evening sessions ran in partnership with Oakham School.

Young Enterprise will also be offered on Wednesday as a business enrichment rather than Friday's during activities, Greenpower will take place as an engineering enrichment along with level three accredited course in sports, this will be extended to dance and eco leaders. Try Hack Me cyber security accredited training will also be offered.

### **8. Safeguarding Scrutiny Panel Feedback**

Governors referred to the previously circulated report. The panel had scrutinised the governance monitoring checklist and the policies and procedures related to safeguarding, along with the building security and risk assessments. It was recommended that a panic button be installed at reception. Oliver Teasel agreed to look into this.

It was agreed that a safeguarding summary document would be produced and shared with governors.

### **9. Online Safety**

The KCSIE 2024 guidance focuses on online security. In order to ensure that the School and Federation has the correct filtering and monitoring in place a checklist had been gone through by the Head of School and Technologies Director.

The monitoring and filtering system (Smoothwall) picks up sites that have been searched for on the Wi-Fi which are deemed to be of harmful content. This information is then passed onto the DSL for investigation. The sites blocked by Smoothwall are regularly updated. It was reported that all social media platforms are blocked on the Wi-Fi to avoid any exposure to radicalisation. The School is made aware of any radicalisation groups in the local area via the regional Prevent coordinator.

### **Question: Can students gain access to inappropriate sites in School using their mobile devices?**

Yes, however staff are aware and are vigilant. At post-16 it is not felt appropriate to ban mobile phones in School as they are young adults preparing for their next steps. Students have recently received an assembly on social media, mobile phones and the associated risks. The use of social media is also discussed at the Senate meetings.

**Question: Is there any validity in parents knowing of the radicalisation groups in the area and signs to look out for?**

Yes, next year there will be a termly safeguarding newsletter shared with parents.

**Question: Are there any negative issues with parental social media groups that the School is aware of?**

No, the School is not aware of any negative groups. On the whole the School has positive relationships with parents.

## 10. Head of School Report

Oliver Teasel referred to his previously circulated report giving an overview of the year.

### Recruitment

A record number of families attended open evening and the subsequent taster sessions had been well attended. Over 330 applications have been received and over 200 students attended the induction days.

### Extra-curricular

The student body have successfully led a number of projects this year including Greenpower, music, interhouse competitions and the charities committee for example.

### Attendance

Attendance remains strong at 94%, however attendance will be scrutinised next year to identify ways in which attendance could be improved.

### Trips

This term over 130 Year 12 students attended the Aquapark trip. Geography students will soon visit Norfolk for their coursework. Also, a wellbeing cinema trip will take place. The Year 13 formal successfully took place on Wednesday 3 July.

### Post-18 Days and mock interviews

During the post-18 days 34 Haringtonians visited the School to provide students with information and guidance on their career paths since leaving the School.

The mock interviews organised in collaboration with Councillor Wilby had been beneficial to students. Governors were encouraged to support with the mock interview next year.

### Safeguarding

There were no significant issues to discuss.

### Apprenticeships

An update will be provided at the next meeting once the current Year 13's destinations are known.



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### **Deputy Head of School Update Equality, Diversity and Inclusion Update**

The three objectives for this year were shared and the progress in meeting these objectives was shared.

**Objective 1:** To monitor and analyse community achievement by looking at the 9 protected characteristics and act on any trends or patterns in the data that require additional support.

The School has met this objective by using assessment data to inform tutor and assertive mentoring, holding rewards assemblies, using CPOMS along with the access arrangement and SEND registers to review and provide additional support.

**Objective 2:** To ensure that the Federation's recruitment, including trustees, governors and staff, and all publications, including material shared via social media, represents the community.

There is continued communication with the communications and marketing manager and student reporters for school events. It is ensured that the School community is represented to all publications.

**Objective 3: To uphold the inclusive ethos of the EDI duty with the intent that all stakeholders are valued.**

The PSHE content has been reviewed to include EDI, there is also a termly senate meeting. The disadvantaged first strategy is shared with staff to ensure students are well supported.

#### **Question: Does the School have a support group for service children?**

It was reported that Catmose has a well-established armed forces group that Harington students are starting to join.

Oliver Teasel went through the Disadvantaged First Strategy with governors highlighting the different groups and core strands, identify first, support first and review first.

#### **Question: Has the School signed up to the Armed Forces Covenant?**

Yes, the Federation has received the Silver Award from the Defence Employer Recognition Scheme (ERS). This award recognises the statement of intent to support defence personnel.

### **11. Policies**

Governors' attention was drawn to the policy overview document which detailed any amendments. The Equality, Diversity and Inclusion Policy was ratified by the governors.

### **12. Any Other Business**

The Chair congratulated and thanked all staff and governors for their contributions to a highly successful year.



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**13. Dates for Diaries**

- LGB- Thursday 3 October 2024 @8.15am
- Harington School Open Evening – Tuesday 5 November 2024
- Governors Day – Thursday 14 November 2024
- Harington School Presentation Evening – Tuesday 17 December 2024
- Federation Christmas Concert – Wednesday 18 December 2024
- LGB- Thursday 12 December 2024 @8.15am
- Scrutiny Panel – Attendance Thursday 12 December 2024 @10am
- LGB- Thursday 13 February 2025 @8.15am
- LGB Thursday 3 April 2025 @8.15am
- Scrutiny Panel- Thursday 3 April 2025 @10am
- LGB- Thursday 22 May 2025 @8.15am
- Scrutiny Panel – Thursday 22 May @10am
- LGB- Thursday 3 July 2025 @5pm