



**MINUTES OF THE HARINGTON SCHOOL  
LGB MEETING HELD ON  
THURSDAY 7 JULY 2022, 5PM**

**Present:** Rob Guthrie (Chair), John Harrison (Head of School), Tessa Leuchars, Dyl Powell, Andreas Menzies, Margaret Miles, Andy Wright, Jay Banerjee and Matthew Holt

**In attendance:** Suzi Green (Clerk)  
Oliver Teasel (Head of School, September 2022)  
Tiffany Arntson (Potential Parent Governor)  
Laurence Howard – Federation Member

**1. Welcome and introduction**

Rob Guthrie welcomed everyone to the meeting. Apologies for absence were received and accepted from Liz Birchall, Briege Slattery, Henry Price, Nick Davenport, Ben Solly, Phil Dalby and Stuart Williams.

Laurence Howard was welcomed to the meeting in his role as a Federation Member.

Tiffany Arntson was invited to introduce herself as she will join the Harington Local Governing Body as a parent governor.

**2. Declarations of Interest**

There were no declarations of interest.

**3. Minutes of the meeting held on Thursday 26 May 2022**

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

**4. Matters arising from previous minutes**

There were no matters arising.

**5. Clerk's Business**

Jay Banerjee has resigned from his position of Parent Governor. The Governing Body thanked Jay for his contribution. This will therefore create a new Parent Governor vacancy. When a recent advert was placed for the role, there was another applicant who expressed an interest. A meeting will be arranged with Rob Guthrie to discuss the role in further detail.

Andy Wright's term of office will shortly be coming to an end, he was originally appointed by the Catmose College Local Governing Body. However, due to a change in the terms of reference he could now be appointed by the Harington School Local Governing Body. Governors unanimously agreed that he will be appointed to the Governing Body for another term of office of 4 years.

**ACTION**

Chair:

1  
Date:

The dates of the meetings for the new academic year were shared with governors, and a governors' day has been scheduled for Thursday 17 November which will include a range of activities.

The Audit and Risk Assurance Committee had met to discuss governance. The notes and action points from this meeting were shared with governors.

**6. Update from Resources**

The financial report to Resources covered current forecast out turns. For Harington School, an out turn of recurrent funding surplus of £66,922 is forecasted (versus the original budgeted surplus of £65,788) which is an improved position. The capital surplus is currently £4,788. Therefore, the current forecast out turn in-year is £71,710 surplus (original budget was £71,633 overall surplus). This erodes the brought forward historical deficit which was £361,015 as at 31/08/2021.

The Pupil Number Adjustment (PNA) funding has been confirmed by the ESFA. This is where the census number on roll differs from the estimated numbers the school was funded on. This has resulted in an uplift in funding of £132,597. It was expected and budgeted to include this, however, it is pleasing to finally have this sum confirmed and in the accounts.

The final budgets for 2022/23 will be issued once finalised; they are currently forecasted with an in-year surplus.

At the meeting images were presented of the new block being built at the College to accommodate future student increases.

John Harrison added that the school had recently appointed a Student Support Officer who will begin the role in the new academic year.

**7. Sexual Harassment Review**

John Harrison advised that the review was not as a result of a particular issue. There had been an Ofsted and Government review whereby students could report incidents, although it was noted that there is no policing of this and there had not been an entry for Harington. The review had mirrored Ofsted using focus groups and internal information available, including school policies and the PSHE programme. With regards to the methodology and outcomes there was a very small number of cases of sexual harassment. The school used clear language surrounding this and dealt with both the victim and the other person involved.

It was also noted that dealing with the victim and the other person involved required support and training. Action points included an assembly being done which will advise students how incidents can be reported and how the school will act. The information will also be

delivered during PSHE sessions and tutors will be given further training, together with the use of external speakers. The Behaviour Policy will be updated to include how the school would deal with a case of sexual harassment.

**Question – If sexual harassment occurs outside of school, how is this dealt with by the school?**

Predominately, it would be the responsibility of the student to report any incidents outside of school to the police. Obviously, the school would work with any police enquiry.

**Question – Were there any incidences of boys reporting sexual harassment?**

John Harrison responded that there was nothing on the system. However, it was explained that the school has a responsibility to equip students with the tools and information to deal with any incidents, both inside or outside of school. It was noted that this may be an area where the school could benefit from some external support. Also, surveys could be useful, where different elements can be defined in order to gain more specific responses. Governors agreed on the importance of talking to students and raising awareness of this subject. Males should also be encouraged to report any incidents.

**8. Business Studies Review**

Business Studies is a new subject for the school in 2021 and therefore a review had taken place. Planning for the implementation of this course had been actioned during the previous academic year in terms of resources and curriculum. The review considered the embedding of this initial planning and looked ahead to the second year of the course.

Lessons observed were good and folders were reviewed from a range of students. Improvements will include stronger marking and more consistency in the quality of the folders.

With regards to the mock examinations, stronger academic students achieved well, however, lesser more able students' results achieved lower results.

To conclude, another view will take place at a later date.

**Question – What is a prep booklet?**

Some booklets are used for doing some preparations before the lesson, which enables a focus on the harder parts of the lesson. With regards to prep, it is a useful skill to make notes ready for A level, but currently there is not enough challenge which teachers need to be aware of. Prep should be combined for preparation and consolidation of what the students have learnt.

**9. Safeguarding Feedback**

Dyl Powell explained that she had met with Liz Birchall and Chris Raine to go through the safeguarding compliance checklist for governors. She said that safeguarding is a crucial part of a governor's role, in terms of training, raising awareness and compliance. Any changes had already been issued. Safeguarding newsletters are issued to parents, staff and students throughout the year.

**Question – Were the panel satisfied that the school are doing right by students?**

Dyl Powell responded that it is being done with care and skill. She had met with the HR Manager and they had reviewed the Single Central Record and CPOMS. When payroll is done there is a further quality assurance check in place which cross-references the SCR.

**10. Times Commission Report on Education**

Times Commission Report on Education

Rob Guthrie encouraged governors to read the report which he believed contained a number of sensible ideas, could prove influential, and recommended moving to final exams based on the idea of an English Baccalaureate system instead of A-levels. Additionally a Government White Paper appeared to be steering schools to become members of larger Multi Academy Trusts.

**11. Head of School Report**

The Head of School Report was circulated to governors prior to the meeting. John Harrison congratulated the Year 13 students for the hard work they had done for their A Levels, this had been a year group who had not sat GCSEs.

With regards to access arrangements, if a student had these in place in Year 11, they used to be carried forward to the next educational setting. This is no longer the case. Students requiring access arrangements will now have to retest which will be communicated to parents.

The Year 12 mock examination results had only just been released and therefore scrutiny had not yet been carried out.

The Government will not publish the Year 13 data nationally this year, therefore the school will not be able to show the progress measure.

The school has been using a new data analysis system, SISRA which had been used by Catmose College.

The Post-18 support days had been organised by Natalie Henry-Oliver as careers lead. These involved external speakers and 15 ex-students, not all of whom had taken the university route. There was also information about degree apprenticeships and personal statement writing. Mock interviews with the doc soc had also taken

**ACTION:**

The safeguarding Newsletter to be Added to the VLE for governors.

place. The whole event had been very useful, the diversity of opportunities was excellent and the students had enjoyed it.

The wellbeing week was organised by students chosen to be ambassadors. There were a number of volunteers who completed their training with an external provider and they will continue to do mentor work with younger students.

Induction had been a roaring success with 162 students attending on the first day. John Harrison referenced that the students had been fabulous.

Trips are in the pipeline of being organised and art students had benefitted from a visiting artist who specialised in oil painting. The Formal had been a success with the theme of James Bond.

**Question – If the school becomes too popular, how will admissions be managed?**

John Harrison explained the modelling being used based on historic trends and anticipated an entry to next year's Year 12 of around 160.

**Question – Do you know if the students have offers from other settings?**

John Harrison responded that no they didn't, but if they attend the two days induction, then the chances are that they would like to join Harington. For example, with the largest year group of 150, 135 students attended the induction days which illustrated the benefit of modelling and tracking.

**Question – With regards to the students who wanted to do German, has the school retained these applicants?**

John Harrison confirmed that they had attended the induction days.

**12. Policies**

The amendments to the following policies were discussed and approved by the governing body.

- Equality, Diversity and Inclusion

The Behaviour and Learning Policy will be amended to add child abuse and the concept of allyship. The Attendance and Inclusion Policy would be amended to include medical reasons and lateness.

**13. A.O.B**

In his role as Member and overseeing the work of the local governing bodies, Laurence Howard commented that he had been very impressed with the discussions during the meeting. He also thanked Jay for his expertise and commitment and hoped that governors would take advantage of the Governors' Day planned.

Rob Guthrie thanked all the governors for attending, for their support of the staff, and expressed governors' gratitude to all staff. He advised that John Harrison joined Catmose College as a Vice



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Principal some 11 years ago before becoming the second Head of Harington. In 2017, Harington had been judged by Ofsted as Outstanding. but governors were confident that under John's leadership the school was now even better and had become a post-16 centre of excellence and local post-16 school of choice within the maintained sector with an ever increasing demand for places. The key thing was the culture, the way John does things has evolved, personal relationships are important resulting in a fantastic atmosphere. The staff felt comfortable talking to him too. Rob added that John should be very proud of what he had achieved adding that he was sorry to see him go, however they were very happy to have Oliver Teasel to take over.

John Harrison responded that it had been a privilege to be at Harington and do a job that he enjoyed every day. The students and staff had been wonderful to work with, he also thanked the governors for their support. He finished by saying that Oliver Teasel was an excellent appointment.

The meeting closed at 6.50pm

### Dates for Diaries

LGB - Thursday 6 October 2022, 8.15am

LGB - Thursday 1 December 2022, 8.15am

Scrutiny Panel - Thursday 1 December 2022, 10am

Open Evening- Tuesday 8 November 2022

Governors' Day – Thursday 17 November 2022

Presentation Evening- Tuesday 13 December 2022