



HARROGATE
GRAMMAR SCHOOL
EXCELLENCE FOR ALL

Minutes of the Local Governing Body of

held on Thursday 9 February 2023 at 5.30pm

Present: Mr A Lindley (Vice Chair), Mr N Renton (Headteacher), Mr J Topping, Ms J Watson, Dr J Featherstone, Mr D Hurcomb

Apologies Mr P Cotton (Chair), Dr T Stowell, Mrs J Johnson

Also present: Mrs K Moat, Mr T Milburn, Mrs A Toulson (Minutes)

Minute No.		Action
LGB 1	1. Apologies Apologies were received from Mr Cotton, Dr Stowell and Mrs Johnson.	
LGB 2	2. Any other business None.	
LGB 3	3. Minutes of the last meetings The minutes of the last meeting were formally approved as an accurate record.	
LGB 4	4. Headteacher's Report Mr Renton advised that there is no significant change to leavers to report. In terms of student numbers, the school is the largest it has ever been. Data dashboard Mrs Moat reported that there is a very mixed picture following the latest data round. The Y11 PP students are a very small group but there is a significant number of these students that are very difficult to reach. There is a large number of Y11 students who will not have a P8 score as they did not take a primary STATs. The Y8 CAT mean score is lower than previous year groups as there are an increased number of children with special needs.	

The Y10 data is normal for this time of year as these students have just started their GCSE courses.

English in Y11 looks more of a concern than maths, however, students were tested on a new English topic. There will be second mock in March planned for one of the strike days. Data meetings have taken place and a strategy for the next few months has been put in place. Easter revision is being planned.

Y12 have only had one assessment point to date.

As we now have the Y13 mock data, there will be follow up conversations and a focus on the C to B boundary. We have more revision sessions on offer than ever before.

Mrs Moat advised that grades in the summer will reduce due to the settling of grades post pandemic so we anticipate that raw attainment will be affected.

There will be 35 PP students in Y10. The profile of children is changing with more PP students and more students with EHCPs.

There have been an increasing number of individual student appeals to join HGS and we have to represent the school at appeal meetings. This appears to be an increasing pattern.

Suspensions are at a very low rate.

Attendance is 93% against a target of 97%. This is a challenge and we are using various strategies to improve this figure. We are also involved with a pilot with the Department of Education. There was a pocket of absence in November linked to the Strep A outbreak.

Sustainability

Mr Renton described the plans currently taking place.

There was a meeting yesterday with various local representatives and there is a growing campaign for a 20m speed limit around each school in Harrogate.

Safeguarding

Mr Milburn confirmed that the safeguarding audit must be completed by the end of March and he will liaise with Dr Stowell.

Staffing

Recruitment challenges are significant and increasing and we have taken a number of measures to support recruitment. We are working to ensure that we make the right recruitment into the school. We are determined that we keep subject specialists teaching lessons.

There have been unprecedented numbers of staff requesting part time hours.

Mr Renton advised on the current vacancies and that we are being more innovative in planning and recruitment.

We have appointed 2 English teachers today. We are doing all we can to retain staff.

	<p>There are currently no vacancies that affect the quality of teaching. We are struggling to recruit administration staff, catering and teaching assistants.</p> <p>Mr Renton advised Governors that we have received an Ofsted qualifying complaint and he explained the process. Mr Milburn produced a report and policies before NYCC confirmed that they are confident in our procedures. Mr Renton will invite Governors to review the file and evidence presented.</p> <p>Finance Mr Renton gave a summary of the current financial position.</p> <p>Due to a deficit of £314,000, in addition to £289,000 on the netball and G2 extension, we have had to make significant changes.</p> <p>Since the last meeting, the mainstream schools additional funding is £116,000 from April to August.</p> <p>The Computing Hub has now been extended which has resulted in additional funding of £75,000.</p> <p>There has been a reduction in energy use and additional funding relating to Ukrainian students. The encore provision has increased by £75,000.</p> <p>These changes mean that the deficit will be approximately £166,000 at the end of the year. Reserves are nearly at £800,000. This is an achievement in the context of £289,000 invested in Sixth Form and netball courts from reserves.</p> <p>Mr Renton detailed the cost savings we have made. We are continuing to subsidise catering and are working to make additional savings whilst maintaining a good offer. We have always subsidised catering but not to this extent.</p>	
LGB 5	<p>5. Chair of Governors report</p> <p>Nothing to report.</p>	
LGB 6	<p>6. Link Governors</p> <p>Dr Featherstone gave feedback on his visit to the Sixth Form last term with a focus on progression after the challenge around Oxbridge at the previous meeting. The Sixth Form team are currently supporting students with the university application process. Every student is supported in this process. Oxbridge applications are slightly less than last year.</p> <p>Mr Renton explained the ALIS statistical target.</p>	
LGB 7	<p>7. School policies for approval</p> <ul style="list-style-type: none"> • HGS updated provider access policy • RSE policy • Searching and confiscation policy • SEND policy • Substance misuse policy <p>All policies were approved.</p>	

LGB 8	8. Risk register (Standing Item) Mr Renton explained the changes to the HGS risk register <ul style="list-style-type: none">• The capacity for coaching has increased with the return of Dr Robson• Potential changes to the SLT through the introduction of an Associate Assistant Headteacher role• There will be some changes to the Governor team during this and the next academic year• Recruitment• Operational challenges following concerns about a collapsed beam in a classroom• Issues around some computer rooms A Governor asked if the school was responsible for the cost of repairing the beam. Mr Renton confirmed that this work would be undertaken by the Trust.	
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LGB 9

9. Culture update

Mr Milburn gave Governors an overview of the culture pillar of our school.

We have changed some of the language around recognition and reward. The core values are reflected in what is expected of students every day. Excellent learner habits are expected of students in every lesson. Positives and negatives no longer exist, instead we now use 'change needed'. This is helping to provide consistency across each year group in the school. This information feeds into the attitude to learning grade that is issued each half term. We can identify the change needed categories and pastoral leaders can follow this up. We hope that this language is motivational for students.

There has been a decline of suspensions over many years.

It is important that everyone feels safe, well supported and that they belong. Mr Milburn gave feedback on student surveys in terms of feeling safe and how to support students who may have experienced bullying. The reach out app was explained in terms of how students use it.

A Governor challenged how often the reach out app is used. Since September, it has been used 85 times. We have picked up some important issues through it. There is a staff version of this too which is very helpful. There are no anonymous responses as we need to have names so we can deal with any issues properly. All 85 have been followed up and we record outcomes on a separate system.

Supporting staff

We have an education staff wellbeing charter which includes opportunities for development and managing workload. We also have everyday hero to award staff going the extra mile and the employee assistance helpline. There is also cake Friday which brings people together in the staff room. We have worked hard on the calendar this year to manage colleagues' workload.

Our young people have a variety of extra curricular activities available. Students are encouraged to take part in at least 1 activity per week.

We are also providing opportunities for staff to progress in their careers and Mr Milburn gave examples.

Next steps

- Relaunch of our house system
- Relaunch of our charities group
- Big sleep out rather than the stay awake
- We will also be submitting the Red Award about diversity and inclusion

A link Governor is required for Careers and Dr Featherstone volunteered for this role.

Mr Milburn stated that safeguarding is such a significant part of what we do. We have to complete the NYCC Safeguarding audit by the end of March and we will need Governor approval, via Dr Stowell.

The commitment to staff and student wellbeing is very important. Staff and SLT are very supportive.

A Governor asked about the attitude to learning and if anything needs to change. Mrs Moat advised that we are having some issues around home learning so we are looking to

	<p>take this out of the behaviour in the lesson and change to a behaviour incident. We are, therefore, refining the process.</p> <p>We have had a challenge in what information parents and students can see in Arbor. This issue is being looked at by the Arbor development team.</p> <p>Ms Watson stated that Arbor is a very positive development as it rationalises everything in one place for teachers to record information.</p>	
LGB 10	<p>10. AOB</p> <p>Mrs Jayne Johnson will be stepping down. Carl Howard will be a new community governor.</p> <p>Mr Renton confirmed that we will advertise for an operational staff governor who will be in place from September. Mr Cotton is stepping down at the end of this academic year.</p> <p>Strikes There will be another strike on 28 February. On the last strike day, we had 42 teachers not in school. We were able to have Y11, Y13 and vulnerable students in school which we communicated to parents early.</p> <p>We anticipate that we will have similar arrangements as the last strike day. We aim to give parents a week notice. Some of the attendance on Teams' calls was not where we would like in Y10 and we will send a stronger message about attendance online.</p> <p>Mr Renton reported that there appeared to be a real strength of feeling around the issues.</p> <p>A Governor asked for a minimum number of teachers needed for Y11 and Y13. We can manage this safely with 50 less teachers than our full time 115 teachers. If fewer teachers are striking than last time, we may be able to have Y7 or Y10 in school.</p> <p>The majority of teachers are in a union.</p> <p>We have identified continuing strike action on our school risk register.</p> <p>Rossett The school has indicated an intention to join the Trust. We would really welcome this collaboration. After half term, Mr Milburn will be working at Rossett for most of the week to help with behaviour and leadership and management matters in the school. There will be opportunities for staff at HGS to take on additional roles in Mr Milburn's absence.</p> <p>Mr Renton advised that Rossett joining the Trust is very much in the due diligence period taking place between now and the summer.</p>	
LGB 14	<p>Date and time of next meeting</p> <p>The next meeting will take place on Thursday 11 May 2023 at 5.30pm on Teams.</p>	