



HARROGATE
GRAMMAR SCHOOL
EXCELLENCE FOR ALL

Minutes of the Local Governing Body of

held on Thursday 9 May 2024 at 5.30pm

Present: Mr A Lindley (Chair), Mr N Renton (Headteacher), Ms J Watson, Dr J Featherstone, Mr J Topping, Dr T Stowell

Apologies Mr D Hurcomb, Mr C Howard, Miss O Charles

Also present: Mrs K Moat, Miss K Smith, Miss V Gee, Mrs A Toulson (Minutes)

Minute No.		Action
LGB 1	1. Apologies Apologies were received from Mr Hurcomb, Miss Charles and Mr Howard.	
LGB 2	2. Minutes of the last meetings The minutes of the meeting on 8 February 2024 were agreed as a true record of the meeting.	
LGB 3	3. Headteacher's Report Student numbers Mr Renton reported that ten students have left HGS since the last Governors meeting. Included in this figure is one Y8 student who has been on a off-site direction which has been successful. We have also taken a Y9 student from Rossett as a managed move. There are a number of appeals in the pipeline. A Governor asked if there are any behaviour issues linked to gender as some year groups have many more boys. Miss Smith reported that it is generally not the case. In the new Y7, there are more girls than boys. Data Dashboard Mrs Moat reported that there was nothing of concern in the Y7 and Y8 data. In Y9, we had planned for fewer data points following advice from the government. Following parental feedback however, we have agreed that the gap in reporting between	More information to Governors on students who have left

Christmas and the end of the year is too long. We have therefore added an additional data round for this year group.

In KS4, Y10 looks promising and we are now focussing on this year group through data meetings, looking at assessment, planning of end of year exams and how we will prepare students for a good start in September. This work has identified some key students so the Year Manager is contacting parents and putting plans in place.

The Y11 data reported is based on teacher estimates and second mocks in some subjects. We are hopeful there will be similar uplift between now and the end of the year compared to last year. There has been extensive intervention with targeted groups. We have stretched the top grades as well as those on lower grades. Mrs Moat talked through the initiatives that had been put in place. We have had significant feedback from parents thanking school for the level of support.

A Governor asked why we did second mocks? Mrs Moat advised that we give students the opportunity to sit a second exam in the core subjects as they have not covered all the content in November.

A Governor asked if this mis-represents the data? No, this gives a more accurate picture.

Mrs Moat highlighted the revision sessions that were offered over the Easter holidays and the sessions that have been offered on Saturday mornings.

Mrs Moat provided an update of PP students in Y11. It is a much larger cohort compared to last year and the context for these students has already been provided. Six of these students are not in school and have very complex backgrounds. Seventeen students are projected to have a positive P8 score. Of those that don't, they will have achieved functional skills and AQA Unit Award Scheme units. Some are attending other provisions.

In KS5, Y12 are in a good position at this stage. We are still supporting students who are new to HGS. Ms Watson confirmed that we are working to close the gaps as soon as we can by embedding study habits and providing regular and meaningful feedback to new students. Attendance in Y12 is higher than any other year group.

For Y13, data is looking conservative in terms of teacher estimates at this stage. We would like grades A*-B to be at the ambitious target of 70% however, we think it will be between 57% and 63%. There has been significant support given to the year group.

Suspensions

Miss Smith reported that there are no significant patterns around suspensions and levels are lower than last year and other schools.

Attendance

We are above national and local levels of attendance however, we are not hitting our 97% target. We are at 92.6% but it is taking significant effort to maintain this level. We have a range of strategies that we have put in place.

We have been looking at the social contact with parents and there will be more opportunities for them to come into school next year.

We are also developing the wider curriculum offer to further engage students.

Persistent absenteeism is an area of focus in Y9. We will be doing more around this after the half term.

Culture

Sustainability

Mr Renton reported that we are revisiting our energy usage and there will be a focus to reduce this.

Safeguarding

Mrs Jackson is now the permanent deputy safeguarding lead and we feel that we are in a strong position.

Miss Smith has just completed the safeguarding audit to ensure that our provision is robust.

We are working with the Trust to replace the National College as it is not the right level for what we need.

Accidents

Mr Renton drew Governor's attention to the reported accidents. One of particular concern is when an AP box dropped from the ceiling, just missing a member of the audience. It had been on the wrong fitting and this triggered checks across the school. As previously reported, there is an area of risk around site and IT.

Alumni

There will be an event to raise funds for the changing room.

PTA have been working hard to fundraise for a new minibus.

Staff

The most significant challenge in recruiting new staff has been in design technology. Other than that, we are in a good position.

Finance

Mr Renton reported that the HGS budget is £15 million and we need to find 356K to fund our assumptions around pay rises. We are trying to save more and working with the Trust to identify savings. Much of this will come from staffing and not recruiting for new roles. There are other small savings around marketing, site and electricity.

We carried out a consultation about teachers teaching an extra period but, this was not an appropriate step in the context of a six period day.

We have had to cut back on some things like the Wolfeson project and additional roles.

A Governor asked if there is a danger that our surplus gets usurped into the Trust. At the moment, we pay 5% to the Trust. Mr Renton advised that it is likely that there will be conversations around how schools are funded.

	<p>Mr Topping confirmed that HGS reserves are viewed as Trust reserves and there is a focus on all schools pulling together. One idea was to increase each school's contribution to 6% to improve the position of all schools in the Trust.</p> <p>Mr Renton advised that the challenge is that there is not enough money in the system. We are trying to act on the facts and it is not clear at the moment.</p> <p>A Governor asked what the deficit of £350k is based on. It is based on the assumption that the teacher pay rise will be 2% in September and the GAG is based on 1%. There is a concern the pay rise could be higher.</p> <p>Development plan</p> <p>Mr Renton confirmed the progress in the development plan.</p>	
LGB 4	<p>4. Policies for approval</p> <p>Mrs Moat advised that the JCQ requires all exam policies have to be updated and approved every year. The policies were approved by Governors.</p>	
LGB 5	<p>5. Chair of Governors report</p> <p>Mr Lindley congratulated Miss Smith on her permanent appointment to Deputy Headteacher.</p> <p>A few weeks ago, there was a meeting with Rossett and the Trust in relation to the future of the Sixth Form. Rossett want to reinvigorate their Sixth Form and may need our support.</p> <p>A Governor asked if Rossett offered any courses that we do not. Mrs Moat advised that they do.</p>	Discuss Sixth Form and Rossett partnership in September
LGB 6	<p>6. Link Governors</p> <p>Dr Featherstone report had already been circulated to Governors but he also advised that the submission for the Quality and Careers award had been sent.</p>	

LGB 7	<p>7. Risk register update</p> <p>Mr Renton confirmed to Governors that the risk register will be changing to a simplified version.</p> <p>Mr Renton advised Governors on the areas of concern</p> <ul style="list-style-type: none"> • Attendance • Financial situation • Network and IT in relation to the quality of service that we receive. We are moving to desk top free in September and we need confidence that we will have the appropriate level of support • Recruitment in DT <p>A Governor asked if there has been any IT improvement. Mr Renton advised that this is unfortunately not the case. We have had some situations where children have not had their needs met for exams.</p> <p>A Governor advised that an IT representative had been asked to attend the safeguarding meetings but they had not attended.</p>	Mr Renton to continue feeding back on this area and raise with the CEO of the Trust
LGB 8	<p>8. KS3 update</p> <p>Miss Gee gave Governors an update on the work that is being done currently with KS3.</p> <p>Miss Gee explained about the focus on attendance and explained the strategies that have been put in take place.</p> <p>In Y7 and Y9, there has been a drop in behaviour incidents. Y8 has increased however this does not include the whole year group, just a smaller number of students.</p> <p>After the latest data round, there will be a focus on Y9 before they go into Y10. Mr Mason will be building relationships with parents and will be going into Y9 forms before the summer break.</p> <p>There have been many trips and extra-curricular clubs taking place. All students can see what is on offer to them.</p> <p>In Y7, we are working on student routines and habits and highlighting strong expectations.</p> <p>In Y8, we will start mirroring what we have done in Y9 and SLT will be dropping into hotspot classes.</p> <p>We will be putting in place a respect pledge to encourage kindness.</p> <p>Mr Renton confirmed that there had been a lot of change in the pastoral team and it is a real credit to Miss Gee, Mr Mason and Miss Smith for the work that has been done and the impact that it has had.</p> <p>A Governor asked if the rewards trip still works. Mrs Moat confirmed that these are now called 'End of Year' trips. We talk to students about them in that way and they are aware of behaviour expectations.</p>	

LGB 9	<p>9. AOB</p> <p>Mrs Moat spoke to Governors about the diversity report. We have reviewed our progress and we could go through to the final stage of the RED award as we are already working at this level. We do however, need to put in place diversity training for Governors.</p> <p>Mrs Moat highlighted the key initiatives</p> <ul style="list-style-type: none"> • Re-education work – this is all set up and there is a bank of resources. This is used with students and is very powerful • Reach out app – all students have the icon on their i-pad • CPOMs for staff • Assemblies and spotlights • Diversity calendar – linked to our social media platforms <p>We can always do more but we are in a good position in terms of inclusivity.</p> <p>Staff have had training including diversity role models. There is a large number of staff who have completed mental health first aid training. We have also done unconscious bias training.</p> <p>A curriculum audit has been completed.</p> <p>It was agreed that Governors will be offered training on gender identity.</p>	Governor training on gender identity
LGB 10	The next meeting will take place on Thursday 27 June at 5.30pm at Harrogate Grammar School.	

Action Points

LGB3	More information to Governors on students who have left
LGB5	Discuss Sixth Form and Rossett partnership in September
LGB7	Mr Renton to continue feeding back on the IT provision
LGB9	Governor training on gender identity