



Local Governing Body Meeting

Wednesday 31st January 2024 at 7pm

MINUTES

MEETING HELD IN THE LIBRARY

PRESENT

ATTENDING

John Hannyngton	JPH	Sarah Rankin – Clerk	SR
Alastair Ogle - Exec Head	AO		
Kate Davis	KD		
Martin Langsdon	ML		
John Perrem	JP		
Rebecca Shepherd	RS		
Alex Steward	AS		
Rachel Welch	RW		

ACTIONS challenges DECISIONS

1. WELCOME AND APOLOGIES

	ACTIONS
The Chair welcomed Governors to the meeting. There were no apologies.	

2. DECLARATIONS RELEVANT TO THE AGENDA

	ACTIONS
There were no declarations.	

3. MINUTES OF THE MEETING OF NOVEMBER 28TH AND MATTERS ARISING

	ACTIONS
The minutes from the meeting of 28 th November were approved for accuracy.	
Matters arising: None.	

4. EXECUTIVE HEADTEACHER’S REPORT

	ACTIONS
Sheringham on a page: The following was noted: <ul style="list-style-type: none"> • Final attainment data following remarks now published • P8 figure -0.03. Improvement on last year. Middle ability students made the most progress. Adaptive teaching needed for high and low achievers. • Year 13 Data contains errors. Being revised. 	



<ul style="list-style-type: none"> • Mock exams progress data encouraging showing progress • Behaviour has improved and suspensions are down. A small number of children causing issues. Several managed moves are in progress. The Head encouraged new Governors to take the exclusion training. <p>Governors considered the incident data and asked for the reasons behind the considerable negative behaviour incidents in year 8. The Head advised that this is a general issue across the year group, with a small number of students presenting challenging behaviour. It was noted that a lot of targeted support is taking place. The Head added that a ‘Rewards and Opportunities’ policy is currently being drafted to help motivate and engage students and support good attendance. In addition an art therapist and mindfulness coach will be working with specific students to help support with challenging behaviour.</p>	
<p>Attendance: Persistent absence across the year groups was discussed. Governors asked for a breakdown of Pupil premium persistent absence. This was confirmed as 76 students out of 164 PP (46%). The Head confirmed the following is in place to support attendance: first day absence calling, attendance meetings, fast track meetings and home visits. It was noted that the school choses not to fine parents, preferring to work with them on attendance issues. The Head acknowledged that this is a slow process, but was confident that improvements can be made.</p>	
<p>Staffing: The following was reported:</p> <ul style="list-style-type: none"> • 5 members of staff on maternity leave at some point this year. This will be covered by some supply, specialists for drama, music and criminology recruited. • PE teacher interviews taking place in a couple of weeks. • Additional SEN funding received. HLTA appointed from the TA body, and a TA recruited from the admin team. Receptionist vacancy now being advertised. <p>Governors asked whether staff recruitment is challenging. This was confirmed. It was noted that coastal areas are always a challenge for recruitment due to high housing costs, and fuel costs when commuting. In addition is was noted that there are a lack of ECTs in training. The Head flagged a salary sacrifice scheme that is being introduced to allow electric cars to be purchased from one’s gross salary. This is hoped to be an attractive benefit of working for the Trust. Governors acknowledged the challenge of the recruitment issue and discussed what the solution might be. Governors asked whether the school actively head hunts. AO advised that agencies are sometimes used but the fees make this option largely unviable. AO reported that, thanks to an agency that the CEO has a relationship with, the Trust now has sponsorship status as a Trust, and is now able to recruit staff from overseas. It is hoped that this will help with recruitment. Governors asked if there is anything further that the Trust could be doing collectively. The Head advised that a ‘Get into Teaching’ day is being organised and will be held at SHS. This will be advertised shortly.</p>	
<p>Budget summary: The Head advised that improvements are being seen at Trust level regarding finance and that he has much more confidence in the financial processes. The Head advised that a proposal will go to the Trust Board to take catering inhouse when the current contract with NORSE ends on 31-8-24. AO advised that catering currently costs £55K a year, and that a business plan is being put together to run the catering inhouse</p>	



<p>(Stalham also). Governors asked if the school owns the kitchen equipment. This was confirmed, with the only additional cost being the purchase of a new freezer.</p> <p>Reserves policy: AO advised that new policy will allow for the pooling of reserves. It will mean that the school's deficit will be wiped out in September thanks to other schools in the Trust who have a considerable surplus. It was noted that a reserves pot will be held at the Trust for schools to apply for, managed by the CEO and a panel to prioritise applications.</p>	
<p>Preferences process:</p> <p>AO explained the change from 'options' to 'preferences' with students expressing a preference for their top six subjects, which would then be followed up with a Preferences Evening for students and parents. It was confirmed that this is a two-stage process, and that inevitably some subjects will not have enough interest to enable them to run. Governors asked if mandatory subject remain. The Head advised that there will no longer be any mandatory subjects, and that Citizenship has been removed from the curriculum.</p> <p>Governors asked about motor vehicles and horticulture. The Head advised that this will depend on student need, and that these subject form part of the 'shadow curriculum' for students not able to cope with the full suite of GCSE subjects.</p>	

5. SAFEGUARDING

	ACTIONS
<p>The Head confirmed that all training is up to date, the SCR is being monitored on a half termly basis and that CPOMS is working effectively across the school with staff entering detailed information in a timely manner.</p>	

6. INFORMATION DISSEMINATED FROM THE TRUST BOARD

	ACTIONS
<p>The Clerk reminded Governors of the Trust wide training for Governors which is taking place on 17th April 7pm – 9pm, Handling Academy Complaints.</p>	

7. POLICIES AND DOCUMENTS

	ACTIONS
<p>Trust policies for information only: on GovHub</p> <ul style="list-style-type: none"> • Admission round co-ordination scheme and appendices • Gender Pay gap report • Probation procedure • Reserves pooling policy • Synergy Disciplinary Procedure • Synergy Grievance Policy and Procedure 	

8. GOVERNANCE MATTERS AND MONITORING

	ACTIONS
<p>Governor monitoring: Governors were thanked for the considerable amount of monitoring carried out with monitoring reports supplied. There were no questions.</p>	



ML advised that a SEN audit will be taking place in March and that he will report back at the next LGB meeting.	
High Tide: AS reminded ML to provide a report on SEND for the next edition.	ML

9. INFORMATION FOR THE TRUST BOARD

	ACTIONS
None.	

10. CHAIR’S BUSINESS/CORRESPONDENCE

	ACTIONS
None.	

11. ACTION LOG

	ACTIONS
Reviewed and updated.	

12. DATES AND TIMES OF NEXT MEETING

	ACTIONS
Tuesday 26 th March 2024 at 5pm.	

13. A.O.B.

	ACTIONS
None.	

With no other business, the Chair closed the meeting at 20:15

Date of next LGB: Tuesday 26th March 2024 at 5pm