

**At a meeting of the full governing body of the angmering school on  
Wednesday 22nd November 2023**

**Present:** Mrs Hamilton-Street (Chair), Mrs Thomas (CoViceChair), Mrs Young (CoViceChair), Mrs Beeby, Mrs Charlesworth, Mrs Genge, Mr Gisby, Mr Kingsley, Mrs Knox, Mrs Mitchell, Mr Smith, Mrs Dyson (BM).

**Also Present:** Mr Whatford (DHT), Mrs Anderson (DHT) Mrs Kelly (AAHT) Mr Carr, Mrs Nolan (Clerk)

**APOLOGIES**

1. Apologies were received from Mr Liley, Mr Fielder in advance of the meeting and accepted by the board. Mr Whatford and Mrs Anderson have attended the meeting to deputise for Mr Liley.
2. Due to the HT's absence, the Chair has moved agenda item 9 to be covered before item 8 to allow the DHTs to leave the meeting.

**DECLARATIONS OF INTEREST**

3. There were no declarations.

**MEMBERSHIP MATTERS**

4. The board welcomed and appointed Mr Philip Carr to the appointment of Co-opted governor.
5. The Parent Governor vacancy - the school received four nominations and the ballot closes this Friday 24th at 9am.

**URGENT MATTERS**

6. There were no urgent matters.

**MINUTES AND MATTERS ARISING**

7. The minutes of 4th October 2023 were approved and signed by the Chair with no matters arising.

**SAFEGUARDING & CHILD PROTECTION**

8. There were no matters to report.

**WHOLE SCHOOL LITERACY PROJECT**

9. Mrs Kelly (AAHT) Presented the WSLP as a working strategy document and long term plan to improve reading, writing and vocabulary skills for all students. (see att). The following questions were raised and answered;
  - The cost to utilise Lexonik fully for disadvantaged students was discussed.
  - The effectiveness of the transition teacher is being evaluated and a review of students transition returning to mainstream is still being closely monitored.
  - Phonics screening and use of Little Wandle was also discussed and it was confirmed that whole school Phonics training would not alleviate miss-pronunciation.

- It was confirmed that help to support students with reading is being explored.
  - Discussion around how the timetable across the curriculum can support this area, it was confirmed that there is little wiggle room.
  - 'Reading for pleasure' As part of the national curriculum for Key Stage 3, however, is removed for Key Stage 4, it was confirmed that Year 10 still have the DEAR sessions built into their timetable whilst Year 11 use these sessions for Masterclass.
10. In summary the governors were asked to ensure they review how the Whole School Literacy Project is being embedded in their curriculum area during their Link Visits.

**ACTION: ALL LINK GOVERNORS**

### **REPORTS TO GOVERNORS**

11. **Headteacher's Report** (copy att) The board received the Heateacher's report in advance of the meeting the following points were raised, discussed and answered by the DHT's deputising for the HT in his absence;
12. **KS4 performance data** - Ebac currently sits at 10.3% with a projection of 47% including MFL for our current year 11, but this increases to 80% for current year 10th and with a projected increase of 80-90% with our year 9 as they move into year 10. Progress 8 Attainment 8 figures - The school is working on a model that all students will fill 8 'buckets' with the exception of 2.9% of the cohort. Current year 11 appears more stable compared to last year's year 11. Early indicators show Year 10 higher prior attainment boys may require intervention.
13. **Premises** - Governors were pleased to learn that the work on the Sports Hall roof commenced on 6th November, and will be completed by early Spring, prior to the exam season. It was **agreed** that a contingency plan is in place should the works run over schedule. It was **also noted** that the heating issue is to be rectified.
14. Section 106 Money is to be released with caveats. Tenders are underway for a covered outdoor seating area and also a detached area for staff counselling services.
15. **Student Numbers** - Published admission number (PAN) is 270 per year group excluding Sixth Form students.
16. **Behaviour and Standards** -
  - It was **noted** that a staff member had issued a considerable number of detentions compared to colleagues. The board was **assured** that the staff member being new to the school is being well supported.
  - 4.8% of students account for 54% of all detentions, clearly, these students are not learning from this sanction. What else is being done for them? *It was **reported that there is target intervention and further sanctions, in some cases there are referrals to WSCC LBAT (Learning and Behaviour Advisory Team) SEND identification, can provide a comprehensive support package.***
  - It was also **noted** that the number of suspensions for female students is greater than males, and reasons being persistent disruption and avoidance and non compliance in the main, citing mental health issues. It is also **noteworthy** that behaviour overall, has improved and governors **recognise** these improvements are accredited to the system and support the school provides.
  - Governors agreed to review this data twice a year

**ACTION Add to Gov Action plan**

17. **Attendance** - A governor **asked** for the reasoning and understanding of the recent letter to parents regarding nose piercings noting some staff have facial piercings, and **asked** what evidence does the school have that shows piercings impact the student's learning? Both DHT's explained that it is essential holding standards is absolutely important and that the policy on facial piercings is county. And went on to explain that by holding form on the little things prevents the bigger issues to develop - school rules are really important to keep focus on. Staff are adults, students need to understand that as children, they need to **keep to the uniform standard**, let them be children, and not have a distraction. There is a moral value not withstanding the pressures of social media. It was noted that there has not been a change in policy, and the process has not changed, but parent challenge is significantly higher, the school continues to stand firm. It was noted that there is evidence that the highest achieving schools have exceptionally high standards. Governors **agreed** that a uniform is a great leveller, that non uniform days can cause intense anxiety for some students.
18. **SEND Report** - Governors received the report in advance of the meeting (copy att) and **discussed the concerns regarding WSCC SEN Assessment Team (SENAT)** constraints levied on us, versus the increased ratio of need, due to the ongoing lack of funding preventing appropriate provision for some of our students. It was **noted** that pre pandemic numbers for referrals to SENAT was around 4 per year, the school has already submitted 7 this term, with no refusals.
19. **Governors recognise** that challenge is clearly multiplying and more students in early years are now being assessed, **they asked** if there is anything more that can be done to raise the profile regarding the lack of funding? It was confirmed that the HT has written to the MP and a response has been received. It was **acknowledged** that there appears to be a totally changing landscape across SEND. **ACTION: CLERK to Share MP correspondence**

MWH and AAN were thanked and left the meeting 6pm

20. **Academisation update** -The Chair updated the board following the visit from the 2 Trusts and WSCC to present to staff, and giving the staff an opportunity to speak to each in turn, a survey was sent to all staff for comment on the representations and an opportunity to seek to ask further questions to put to each organisation. The last question on the survey asked staff to choose their preferred option at that stage. Over 50% of staff replied and the results are listed as follows:
- |      |  |      |
|------|--|------|
| i.   | a) Find out more about Chichester University Trust | 0%   |
| ii.  | b) Find out more about Bishop Luffa Partnership    | 41%  |
| iii. | c) Remain with WSCC                                | 49 % |
| iv.  | d) I have no view on this issue                    | 10%  |

It was decided by the working party to seek answers to further questions from Bishop Luffa and WSCC as the result between Bishop Luffa and WSCC was so close, and look forward to hearing back after the break. It was **confirmed** that there is no time limit on the Bishop Luffa offer. It was also noted that personnel is the key to success, and it will be interesting to learn who will be replacing the Head of Standards and Effectiveness at WSCC. It was

also **noted** that the school's Union representatives have been supportive throughout the process, and governors **wished to note** the school have considered the whole process with well thought out, open and honest conversations.

21. **PAY Committee** - The Chair reported that the committee met on 17th November and following strong and robust discussions, **accepted the recommendations**. The chair thanked the committee for their time and consideration.

## **FINANCE**

22. The BM confirmed that the October budget monitoring figures have been shared on the GVO for governors to view. She explained that until the December figures were finalised, following the cost of living rises being issued to teaching staff, a true picture of the budget overspend cannot be shown.
23. **Three Year Budget** was discussed and concluded that the following calculation projections for the next three financial years and likely a licenced deficit of around £800,000.00 for the first year, will mean that the school will be obliged to arrange a staffing restructure. **The board were reminded this information is confidential.**
24. Governors asked how the academisation route would affect the finances, it was explained that the finance would be sent to WSCC and devolved to the school with at top slice being taken by the academy/trust, this amount is unknown and can range from around 4% to 11%. It was suggested that a freedom of information request to find out the percentages is carried out. **ACTION CoG**
25. As the majority of funding goes on staffing, it was agreed that consideration to increase class sizes may be required.
26. The BM requested that the 3 year budget is **agreed and signed** off by the full governing body before it is submitted by the end of November The board **delegated the task to the Chair on the board's behalf**. The BM reiterated that the full financial picture will be clearer at the next full meeting but there would be a and that the consultation documents and process for a restructure would take around 5 months to complete for a September rollout. The BM will prepare the pre preparation paperwork for planning prior to reporting back at the next meeting.

## **CHAIRS ACTIONS**

27. The Chair reported that following the exit interviews at the end of the Summer term, she and the HT had reviewed the data and can confirm there was no negative feedback about the school. Positives noted were Support structures in place and recognising staff Wellbeing. All the leavers would recommend the school as a positive place to work.
28. The Chair asked the board to consider if and how we celebrate next year being the 50th anniversary of the school. **ACTION: ALL**

## **GOVERNOR ACTION AGAINST THE SIP**

29. The governors **discussed** the requirement to produce a Governor Diversity Statement on the school's website and resolved to agree to a standard statement.

## **LINK GOVERNOR REPORTS**

30. The following reports (attached to the minute book) were acknowledged and approved by the board with notes recorded;
- Careers Link Governor Report
  - English Link Governor Report - *governors were pleased to learn that the new department lead has settled and although there appeared to be some resistance in the implementation of using a ruler for reading, feedback shows students' clear understanding and there is more positivity toward its effectiveness.*
  - Maths Link Governor Report
  - Performing Arts Link Governor Report
  - Quality of Education KS's 4&5 Link Governor Report
  - Quality of Education KS 3 link Governor Report
  - Safeguarding Link Governor Report
  - Science Link Governor Report
  - SEND Link Governor Report BT
31. **Highlighted Actions to be taken forward:** - the Chair explained the need to ensure that any HT response listed on the link report which triggers actions required, are followed up by the link governor to ensure the link reporting triangulates effectively.
- ACTION: ALL**
32. The Clerk agreed to check the deadline dates for reports to be submitted ahead of any FGB meeting.
- ACTION: CLERK**
33. It was **agreed** that JG would become link governor for MFL
34. SK **acknowledged** that he needed to pick up Humanities.

### TRIPS and VISITS

35. It was confirmed that there were no overseas or adventurous trips being planned currently.

### GOVERNOR TRAINING

36. The Chair reminded the board that the fortnightly bulletin from WSCC Governor Services highlighted the recent Government Legislation on Cyber Security and urged the board to all follow the links to the training module - and thanked those who had already completed.

### POLICIES

37. **Early Career Teachers Policy** was ratified
38. **Schools Statement on Equality and Diversity in Employment** - Governors decided this should be edited to a short statement to explain the Culture, Values and Ethos of the school. The Chair will edit and reshare for the board to approve via the Clerk
- ACTION: Chair**

**Next meeting will be held at the school on Wednesday 7th February 2024.**

Meeting closed at 19:05 hrs

