

At a meeting of the Full Governing Body held on Wednesday 26 November 2025
At the Angmering School.

Present: Mr Liley (HT), Mrs Carr, Mrs Charlesworth, Mrs Hamilton-Street (Chair), Mr Gisby, Mrs Mitchell, Mrs Young (Vice Chair), Mrs Hartkemeyer, Ms Rush, Mr Smith, Mrs Wilson, Mr McCubbin.

Also Present: Ms Savage (CSA) Mr Gooding (AHT), Mrs Bransden (EBR), Mrs Nolan (Clerk)

APOLOGIES

1. Apologies were received in advance of the meeting from Mrs Beeby, and Dr Steele and were accepted by the Board.

DECLARATIONS OF INTEREST

2. There were no declarations.

MEMBERSHIP MATTERS

3. The Chair welcomed Mr McCubbin to the meeting and the board unanimously agreed to vote him on to the board as a co-opted governor with his expertise in Health and Safety.
4. Parent Governor Vacancy nominations close 5th December, if more than one application is received, there will be a Ballot on 18th December.

URGENT MATTERS

5. There were no urgent matters.

SAFEGUARDING AND CHILD PROTECTION

6. There were no matters to report.

REPORTS TO GOVERNORS

SCIENCE: Subject Leader Presentation (copy attached) by CSA was followed up with the following questions

7. It was **observed** that the impact of Mastery for current year 8 and 9 were assessed at the same point in the year. CSA did not have the data to provide the ability profile of the cohort, but the impact assessed is related to the individual's targets.
8. It was **noted** that there was a word missing on the slide. Quality Assurance Priority.
9. Governors **asked** how consistency is managed across the large team - *CSA explained that the Mastery was developed by 3 members of the team, which has created a standard benchmark for detail level and clarity which are all reviewed and tweaks made.*

10. Governors **asked** if the same trends written in Science as Maths at A Level? **CSA explained that student and skill profiles show different problem areas to GCSE, at A'Level they are less obvious.**
11. Governors **asked** what the impact will be achieved in the final results, as last year 5+ only equated to 36%? **CSA confirmed that based on the mock results 10% increase on last year is realistically achievable and will be able to identify weaknesses and tailor input accordingly giving a much better prediction.**
12. **CSA confirmed that the biggest challenge is delivery time and ensuring students complete their home learning**
13. **CSA explained the Mock grade form tabled at the meeting. And confirmed that the performance was a relative performance of the Autumn, Spring and Summer assessments.**

CSA was thanked for her presentation and time before leaving the meeting.

ATTENDANCE REPORT by Ian Gooding (AHT) copy attached. The following questions were raised and addressed:

14. How do the school's persistent absence figures compare to national figures?

*The **AHT** confirmed that the school's persistent absence figures are slightly below the national figure of 21.2%. These figures predominantly relate to students with additional needs and are monitored very closely. He further explained that attendance has improved compared to last year, and that termly data readouts enable Year Team Leaders to clearly identify and respond to emerging patterns.*

ACTION - This additional information to be included in February HT's Report

15. Governors acknowledge that there has been a significant increase in attendance and asked what has been instrumental in the decline in truancy and lates'?

*The **AHT** confirmed that working closely with students and their individual support plans, and ensuring children are well connected within school, has enabled clear tracking and targeted actions for students who arrive late. This approach has had a positive impact, significantly reducing the number of late arrivals each day, strengthening students' affinity with school, and encouraging engagement through extra-curricular activity incentives.*

BEHAVIOUR REPORT by Ian Gooding (AHT) copy attached.

16. The **AHT** acknowledges that attendance had declined in the past few years explained the focus which has to date improved this year in all areas, he explained the processes and expectations laid out and with a revamped rewards system, shows a vast improvement which in turn impacts students' behaviour and attainment positively.
17. Governors asked the AHT to explain how the school is tackling persistent absences. *The **AHT** explained the difference between persistent and severe absences and how the*

school is supporting using individual support plans created by the inclusion team which have improved attendance in the first 12 weeks of term.

18. Governors notes The Angmering School ranks low compared to other local schools last year, and request the FFT data be included in the Headteacher's report going forward to see the level of improvement over time. **ACTION HT**
19. Governors asked if there had been a decline in truancy and lateness to school/lessons? *The AHT explained there had been a significant reduction in both truancy and lateness since implementation of the new behaviour policy, and rigorous processes all staff have bought into. There is no data tracking prior to last year, however statistics currently show a vast improvement on last years figures. He went on to say that unauthorised lates' to school have decreased from around 40 per day to just 4 or 5 students.*
20. Governors **note** students having a sense of belonging and affinity to school appear to be working.
21. Governors asked if there were safeguarding concerns around attendance for years 7& 8 girls. *The AHT confirmed that Year 7 girls are not currently a concern, whereas year 8 girls are significantly impacted overall, more due to behaviour around Social media usage and maintaining healthy relationships. It was noted that under 13 year olds should not be on Social media.*
22. Governors **noted** that it is heartening that more than the majority of students (85%+) are doing the right thing, and that staff are seeing the impact of the supportive processes. However, governors also asked how confident is the school that the figures are accurate that behaviour has improved, or is it that staff are following the systems more effectively? *The AHT confirmed that clear routines are monitored through leadership reviews and the tracking of ARC rewards and restorative practices. The HT confirmed that monitoring processes, including learning walks and feedback to staff, have created effective triangulation and are positive and consistently applied. Support for staff is readily available, and staff feel confident requesting it when required.*

ALTERNATIVE PROVISION REPORT by Ian Gooding (AHT) copy attached.

23. The AHT confirmed the school offers 2 alternative provisions he outlined the Key stage 3 and Key stage 4 offers. And stated the school does not support 'Flexi Schooling'
24. Governors had received the **Alternative Provision Policy** in advance of the meeting and **ratified** the policy with no further questions.
25. The AHT was thanked for his presentation and left the meeting.

HEADTEACHER'S REPORT (Copy attached)

26. Governors received the report in advance of the meeting and raised the following questions/observations:
- It was **noted** that due to a delay in WSCC reviewing their School Managed Projects policy, all works are **on hold** until sometime during the Spring Term.
 - It was **noted** that the expansion of the bike park has been completed during half term.
 - LNC heating has been fixed after many years! - compliments to the Sites and Buildings Manager as staff and governors have noticed a vast improvement in all

aspects of the management of buildings maintenance since being appointed in the post.

- d. Lockdown Drill has been planned for the Spring Term.
- e. Face to Face Exit interviews are offered to all staff regardless of post held for 2+ years' service, with some preferring to complete online questionnaires. Casual cleaners are generally 6th formers moving on to university.
- f. **HT informed** governors of the newly introduced 'weekly temperature check' google form issued to staff, which has been well received and useful to have an anonymous staff voice, supporting staff wellbeing and from this week, there will be an option to include staff email address if they wish to be contacted about their comments.
- g. HT also updated the board on the weekly Headship Team Surgeries being well received approximately 50% take up to date.
- h. Governors were pleased to learn the school will be at 270 Planned Admission Numbers (PAN) in Year 7 September 2026.
- i. Governors' noted that the Primary schools in the area are considering reducing their PAN due to a decline in birth-rate over the past 6-7 years.

PAY COMMITTEE REPORT

27. It was **noted** that there is no longer a requirement for a Pay Committee, the HT has written the attached report for the board to acknowledge and comment on - the **Board accepted** the report acknowledging there had been no appeals made.

SIP (School Improvement Plan) & SEF (Self-Evaluation Form)

28. Links to the SIP and SEF are in the Headteacher's report. Governors were informed the updated versions have been restructured in line with the new Ofsted Framework and show clear descriptions of where the school currently stands, explaining that it is good for governors to understand the use of sequencing.
29. The Ofsted framework standards were discussed: - 5-Point Grading Scale: A new scale will be applied across various evaluated areas: Exceptional, Strong standard, Expected standard, Needs attention, and Urgent improvement. Core Evaluation Areas (2026) Inspections will evaluate: Inclusion, Curriculum and teaching, Achievement, Attendance and behaviour, Personal development and well-being, Leadership and governance and 6th Form. **Governors raised the question**, if there would be enough HMI inspectors to carry out effectively.
30. It was confirmed that the schools SEF is shared with staff, but not parents.
31. The **Chair informed** the board that there will be a meeting arranged in the near future, to review Governor Link visit forms that can support the visits.
32. The **Vice Chair urged all governors** to watch the NGA Webinar Ofsted's new approach with Sir Martyn Oliver to understand what the expectations for governors are.

FINANCE

33. **Budget Monitoring:** Following the introduction to the board of the school's recently appointed Bursar (EBR) Governors had in advance of the meeting, sight of the Budget Monitoring documents via the virtual office. (copy att). Governors noted the clear and

- concise report by EBR who went on to explain the revision of processes planned across the school in general having reached out to Budget Holders to introduce herself and share good practice going forward and has created a Termly Finance Department Newsletter to share across the school to encourage all staff to be financially literate.
34. EBR explained the introduction of an 'Enrichment' school fund budget to support the students, and has reached out to parents to support this, currently £600.00 has been raised.
 35. It was noted by the board that historical practices need to be updated and there is a need to centralise purchasing. EBR has reached out to local firms to audit and assist in planning whole school stationary requirements. She is aware there may be pushback from some departments, and will explain the benefits of being more effective.
 36. **3 Year Budget** -[\(Report available on the GVO\)](#) It is noted that the forecasted outcomes are estimations based on the information currently available. It was noted that the outcomes at the end of this year will become less favourable.
 37. The staffing projections (unfunded pay rises) have been the most challenging part of the process and EBR will be working with WSCC to try and find the best solution for the school.
 38. The **Governors agreed to sign the 3 Year Budget** and thanked EBR for her clarity and clear understanding reports.

EBR and HT left the meeting.

MINUTES AND MATTERS ARISING

39. The minutes of the Full Governing Body meeting held on 1 October 2025 were **approved** by the Board as a true record and were **signed** by the Chair.
40. There were no matters arising.

HEALTH & SAFETY

41. There were no matters arising.

CHAIRS ACTIONS

42. Chair confirmed the HT's Performance Review has been completed for 2024-25 with the assistance of an External Education Adviser. Targets have been agreed for 2025-26 with an interim review meeting being scheduled for the spring term.

LINK GOVERNOR REPORTS

43. It was acknowledged that the Link Report forms have been revised and are more straightforward to complete.
44. The following reports (copies att.) were **reviewed and accepted by the board**.
 - a. Art Link visit
 - b. DT Link visit
 - c. SLT Attendance & Behaviour Link visit
 - d. Perspectives & Insight Link visit

- e. SLT Safeguarding Link Visit - *It was noted that the safeguarding of 6th formers over the age of 18 and sharing with their parents is reviewed case by case.*
- f. Humanities Link Visit
- g. SLT SEND Link visit
- h. SLT Curriculum Link Visit
- i. Maths Link visit
- j. MFL Link visit
- k. ITT Link visit
- l. English Link Visit
- m. 6th Form Link Visit - *The Chair wished to celebrate with the board, the high number of students now enrolled in 6th Form being indicative of the massive improvements to the offers extended by the management team.*

45. Link Governors were asked to ensure they review their previous reports when conducting next visits to ensure the HT's comments are captured going forward to ensure triangulation.

LEARNING OUTSIDE THE CLASSROOM

46. EVC Link Governor confirmed they had approved the following trips:
- a. STEM Education: Festival of Speed July 2026 day trip for 100 students
 - b. Social Action Environmental Expedition to Kenya 2027 using Camos International for up to 25 students who will need to raise funds to enable them to attend the trip.

WSCC GOVERNOR KEY MESSAGES

47. The Chair directed the board to the recent mailshot shared by the Clerk and pointed out the face to face Key focus dates asking the board to watch the webinars if they are unable to attend in person.

GOVERNOR TRAINING

48. The Chair thanked the board for completing their statutory annual training modules and reminded them of their commitment to complete 1 piece of training per half term, through with WSCC, NGA or National College, remembering to send in copies of certificates of completion to enable the board to evidence training for Ofsted.

POLICIES

49. School's Travel Plan Annual Review - **Ratified**
50. School's Emergency Plan Annual Review - **Ratified with changes** as addressed prior to the meeting and listed here:
- a. Pg 5 - previously agreed Lead Coord would advise CoG **accepted**.
 - b. Pg 8 - disruption to IT has thus been updated since recent issues **Consulting IT to confirm process changes, now included in the final draft**.
 - c. Pg 11 - my continued q - has anyone actually walked to EPJS and seen whether this would really work **Confirmed still a viable option**.
 - d. Pg25 - numbers not correspond with those on pg19 **Assessed and adjusted**.

- e. Pg 33 Techs for Science and DT roles ? [Confirmed and now included in the final draft.](#)

51. Security Policy - **Ratified**
52. Alternative Provision - **Ratified** under agenda item 6.
53. Learning Outside the Classroom (LOtC) Trips and Visits Policy - **Ratified**
54. Teacher's Pay Policy 2025 - WSCC model policy **Adopted**
55. AI Policy - work in progress, **defer to next meeting.**

GOVERNOR ACTIONS

56. The Chair reminded the Governors the next window for Link Visits is 2nd- 13 February, and requested to please use the information pack provided at the first meeting (page 11) and follow the link to the schools SEF - all feedback forms to be completed by 23rd February 2026 please.

AOUB

57. Governors are invited to join the Chair and Vice Chair for a Christmas drink in the Lamb, in the village on the evening of 17th December.
58. The LNC Christmas Fair 4.30-7pm on 4th December.
59. Drama Production is planned for 17th December, 5-6.30pm
60. Music Mania 22nd January 6.30pm

NEXT MEETING - Wednesday 4th February 2026 5pm.

Meeting closed 18:56