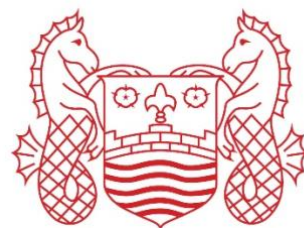


The Netherhall School and Oakes College

Local Governing Body Meeting Minutes



29.01.2025 in IT Boardroom 6pm

Governors present

Chris Tooley (CT), Paul Bullen-Smith (PBS Co Chair), Nicky Odgers (NO Co Chair) joined 6.20pm, George Bucknall (GB), Yair Doza (YD), Peter Monteath (PM), Lauren Shields (LS), Ambili Nair (AN) and Heather Edwards (HE).

Others Present

Karim Marsoui, Tom Hunter, Andy Brock (Trustee Anglian Learning) Rhiannon Harries (prospective governor) and Janet Goldsworthy (AGP)

The meeting was quorate throughout.

	ITEM	ACTION
1	Acceptance of Apologies for Absence	
	Apologies accepted by all those present from Michael Tamvakis (work commitment). The committee welcomed Andy Brock from the trust board who was observing and Rhiannon Harries, a prospective new governor.	
2	Declarations of Interest with regard to agenda items	
	None and no changes.	
3.	Minutes of last meeting and matters arising	
	<p>The minutes of the LGB meeting on 26.11.2024 were approved with no changes. JG will upload these to the school website along with the Register of Business Interest for 2023 -2024 which was also checked and agreed as accurate by all governors present.</p> <p>CT will chase up the SEND statement and information report.</p> <p>Rob Syposz has confirmed that the Admissions Policy has been updated and uploaded to the website.</p>	<p>JG</p> <p>CT</p>
4.	Principal's report	
	<p>CT had circulated a report prior to the meeting. The committee had a number of questions regarding exclusions:-</p> <p>Q What is the current status of temporary and permanent exclusions? A There have been no temporary exclusions since July 2024. The school has moved from having the worst record on exclusions to having the best record on exclusions within the trust. The school is fast gaining a national reputation for its record on exclusions and is receiving visits from several Headteachers who want to learn more about the systems and procedures in place which are leading to such success. In terms of permanent exclusions, there are a number of students who have been sent to other schools within the trust and been subject to various interventions. A graduated programme is in place to get the desired result for the least effort. The school receives more students from other trust schools than it sends to other trust schools. More nuanced reporting would be useful.</p> <p>Q What feedback is available from pupils? A Feedback is very positive. Students understand that poor behaviour will lead to being taken out of the classroom for restorative work and encouraged to understand the reasons and the impact of that behaviour. Students are allowed back into class only once progress is made and it is thought unlikely that the student will re-offend.</p> <p>Q What happens to those students arriving from other schools for restorative work or interventions? A It depends on that school' policy. Some students stay at Netherhall and others return to their original school.</p> <p>CT explained the risks are currently creating real challenge for the school. There are significant concerns around funding for the next academic year. The risks are existential</p>	

	<p>and result from the 2.8% mostly unfunded pay increase, the increase in the employer national insurance contribution and the 0.5% top slice being taken by the Local Authority. In addition, the topslice for AL secondary schools is increasing on average to 8.4% and for Netherhall to 9.7% in total.</p> <p>This potential impacts are as follows:-</p> <ul style="list-style-type: none"> • An additional £415k of cuts required from the budget of about £10 million (including the £34k for IT hardware) • An increase in the AL topslice to £834k • The school will be forced to consider appointing the cheapest rather than best candidates to some posts. • Radical curriculum changes to remove groups and build class sizes • The removal of the nurture group in Year 7 and Year 8 • The termination of the Innovate programme • Redundancies will be needed in TAs, support staff and teaching posts • Unfortunately the most vulnerable students with SEND, medical needs and disadvantage will be affected to a disproportionate extent. • The school's 5-year strategic plan will need to be significantly curtailed. <p>Concern was raised that the increase in topslice for Netherhall contradicts the trust ethos of 'No school left behind.' The Trust policies of distributing funding according to need is supported and there was an acknowledgment of the wisdom of Netherhall receiving no Condition Improvement funding last year. However, when applying cuts to funding, the Trust is failing to take into account individual circumstances such as the schools with notice to improve and Netherhall, who will be the last remaining Trust school with a fully operating Sixth Form, the highest pupil premium, mobility and EAL populations in the Secondary Phase.</p> <p>CT has been working closely with the Finance Manager to find a way forward. The deadline for revision of the budget is 1st March 2025.</p>	
5.	Link Governor visits	
	<p>Lauren Shields is now the Link Governor for Inclusion and Yair Doza is the Link Governor for Sustainability.</p> <p>The Link Governors will visit the school before the next meeting and produce reports for Inclusion and Safeguarding for the Spring 2 LGB meetings.</p> <p>GB had circulated a Link Governor visit report on careers.</p> <p>Q How do we ensure succession planning for careers-based staff? A There is a possibility that new careers staff could come from within the existing staff body or that staff taking part in volunteer days from within companies could be used to interview students since subject leader links often already exist with these companies. Q could we use the different departments within these companies to give pupils access to a wider range of opportunities eg. HR, facilities, IT, health and safety etc</p>	
6.	Governance items	
	<p>PBS and NO had met with Rhiannon Harries, a prospective new governor, and both had felt that she would be a great addition to the LGB. All governors agreed and gave their approval to begin the trust appointed governor application process for RH.</p> <p>The Educational Visits policy had been circulated to governors and was approved at the meeting.</p> <p>JG reminded all governors to complete their Prevent and Cyber training as soon as possible and to let her know the date on which it was completed.</p>	<p>PBS/JG</p> <p>ALL</p>
7.	Bright Futures for All 2025-2030	
	<p>KM had circulated a document for governors to review prior to the meeting.</p> <p>There had been 600 out of a possible 800 responses to the student survey. Students said their key concerns are:-</p>	

	<ul style="list-style-type: none"> • Coping with mental health challenges • Exam stress • Coping with change • Strategies for understanding the outside world • Need to identify those students most disadvantaged in terms of their experiences eg visit to London, travel abroad etc <p>Stakeholders strongly feel that Netherhall is an inspirational flagship school focussed on positive outcomes for all students but especially those from vulnerable families. They wish it to continue as such.</p> <p>KM confirmed the view that the school is optimistic that good outcomes can be delivered for all pupils in spite of the challenges ahead. There will however be a need to review the plan post the approval of the budget in light of the potential cuts.</p> <p>Next steps:-</p> <ul style="list-style-type: none"> • Once the final plan is formulated, it will be shared with all stakeholders • The plan will be revisited to assess its economic viability • Other ways of delivering will need to be explored • The contribution of the fundraiser now employed by the school will be ever more important. Developing relationships and industry contacts will be essential. • The principles behind Innovate will continue in spite of the end of the programme • The full plan will be available in the Summer 1 LGB meeting <p>Q Is there any opportunity to contact Student Community Action at Cambridge University to involve more Cambridge students in school life</p> <p>A The school has tried this avenue before and a vast amount of red tape scuppered the chance of success.</p>	KM
8.	Update on SIP 3a: Build parental partnership through Year 3 of the Integrate project	
	<p>There has been some progress in the Integrate programme since the last meeting:-</p> <ul style="list-style-type: none"> • Some minor changes in compliance have been completed • An accountant has been employed • Banking arrangements have been secured • The targets for last term were met and often exceeded • Mental health provision is now provided to support the local community with its needs <p>Q Why was a separate charitable entity required?</p> <p>A The school could not apply for some of the pots of external funding. This could only be done through a charitable body so Integrate was formed.</p> <p>Q Is there a separate board for the charity?</p> <p>A Yes – CT, TH and 2 external board members. The first board meeting took place on 28th January.</p> <p>Q How is the provision accessed?</p> <p>A School referral</p> <p>Q What does 'therapy' look like?</p> <p>A In primary schools, this is play therapy. In secondary schools, this includes talking therapies, group therapy and incorporation into Citcom sessions. All therapy is preventative pre threshold for LA/CAMH referral.</p> <p>Q Is there just one counsellor?</p> <p>A Yes for 3 days each week. The counsellor is also monitoring the effectiveness of the sessions and investigating external funding to set up a new system for primary schools.</p> <p>Q How can you evaluate the counselling given its confidential nature?</p> <p>A The counsellor request participants to complete a questionnaire, the results of which can be extracted to produce numerical outcomes and metrics.</p> <p>Q How is the time of CT and TH being separated from the charity?</p> <p>A CT and TH time is being recharged to the charity. The crunch time will be in 1 ½ years' time when the funding for the programme runs out.</p>	

9	AOB	
	YD spoke about his role as Link Governor for sustainability and mentioned that it may be a good idea to appoint a member of staff as lead in this area. YD will send JG a document on sustainability for upload to the shared drive.	YD
10	Date and time of next meeting	
	20 th March 13 th May 2 nd July	

The meeting concluded at 20.00pm.

Items for Future Meetings	
Meeting	Item
LGB	SEND statement and information report to be approved in the Spring Term 2025
	Present full 5 year strategic plan

Action Log			
ITEM	ACTION	DEADLINE	RESPONSIBILITY
3	Upload approved minutes and Register of Business Interest to the website	January 2025	JG
3	Chase up SEND statement and report	January 2025	CT
6	Start trust application process for RH	January 2025	PBS/JG
6	Completed Prevent and cyber training and email JG to confirm date	ASAP	ALL
9	Send sustainability document to JG	ASAO	YD

Rolling Action Log			
ACTION	DEADLINE	RESPONSIBILITY	UPDATE
Amend Admissions Policy and publish	December 2024	RS	Completed January 2025
Speak again with Sports Centre Manager regarding safeguarding challenge	December 2024	KM	Completed January 2025
Follow up governor ID cards and lanyards	December 2024	JG	3 more lanyards/fobs to be received next meeting
Email KM re 'The Resilience Model'	December 2024	NO	Completed January 2025