

LINTON HEIGHTS JUNIOR SCHOOL

LOCAL GOVERNING BODY Meeting minutes

31st January - 6.00pm.



Governors present:

Gill Powell (GP)
James Puxley (Headteacher) (JP)
Caroline Webb (CW)
Mandeep Matharoo (MM)
Julia Calver (JC)
Daniel Morrish (DM)
Benj Marriage (BM)
Brian Harrison (BH)
Ed Symons (ES)
Gabi Chamberlain (GC)

Others present:

Isobel Howden (Clerk) (IH)
Matt McLoughlin (MMc)
Lucy Potter (LP)
Sam Barnes (Class 5 teacher) (SB)

1. **APOLOGIES FOR ABSENCE**

Apologies had been received from Sarah Rosewell (SR) and Kirk Archibald (KA).
The Chair welcomed new Associate Governor Matt McLoughlin (MMc) and potential new Clerk Lucy Potter (LP) to the meeting.

2. **PUPIL MENTAL HEALTH & NURTURE**

Sam Barnes (SB) had been invited to the meeting to inform Governors of his recent work on pupil mental health and wellbeing.

He presented a fully comprehensive report which covered key areas including; understanding the desired outcomes for pupils during their time at LHJS; developing the wellbeing and mental health awareness culture within the school; adopting a whole school approach to mental health.

He demonstrated how a daily wellbeing check in could work within the school environment, and how the curriculum could be adapted to encompass this topic.

By identifying vulnerable groups of pupils, protective factors could be implemented to help them.

Action

Wellbeing coaching and mental health/lifestyle questionnaires were other ideas suggested by SB to promote a nurturing environment.

3. BEHAVIOUR POLICY

SB updated Governors on the revised behaviour policy. This was now based on teaching rather than controlling behaviour, with a targeted move from anti-social to pro-social behaviours encouraged in the pupils.

4. ATTENDANCE UPDATE

SB reported that attendance at LHJS was above the national average, but improvements could still be made. He aimed to work closely with those children whose attendance had dipped below 85% by careful monitoring and support, and understand the barriers to their attendance. [Wellbeing & attendance to be added as an agenda item to the May LGB.](#)

The Chair thanked SB for his thought-provoking and thorough presentation.

SB left the meeting at 18.45.

5. DECLARATIONS OF INTEREST.

There were no declarations of interest other than those already entered in the school's register.

6. MINUTES

The minutes of the FGB held on 6th December 2023 were agreed and signed by the Chair as an accurate record.

7. MATTERS ARISING

Action Points from Meeting of 06/12/2023	Minute refers	Responsible	Completed
1. Representatives from IFG to meet with the JLT to share ideas.	2	JP/MB	Meeting arranged for March.
2. Governors to return completed pecuniary forms to the Clerk as soon as possible.	3	KA/SR/BM/BH	KA/SR forms still outstanding.
3. Governors to provide a photo to the school office for inclusion on the school website.	5	ALL	Governors to send directly to CW or the school office.
4. Advertisement for a new librarian to be sent to the Linton Village News & included in the school newsletter.	6	JP	An advertisement had been placed in the next Linton News edition.
5. Lists of LHJS strengths/weaknesses to be circulated to Governors.	7	JP	✓
6. Update PP strategy to include SR as responsible Governor.	10	JP	✓

IH/JP

KA/SR

ALL

The Head took the opportunity to inform Governors that KA would be standing down from the Governing Body after many years of service.

[Date of resignation to be confirmed.](#)

The Head proposed that the discussion around the Ofsted questions be postponed due to time constraints on the meeting.

He encouraged Governors to read the paper circulated on Ofsted questions.

8. **INSPECTION DATA SUMMARY REPORT (IDSR)**

CW advised Governors that the data used in the report had been taken from the October census and that SEN provision at LHJS had increased throughout the current year. There had been no exclusions in the school this academic year.

If the report showed nothing to highlight, then there was nothing statistically significant to report in that category.

CW highlighted that data referred to in the IDSR as non-significant could be worth investigating further as the 2023-24 predicted year 6 data captured by the school showed 10% of pupils working at greater depth for writing, which was noteworthy.

CW concluded that the school was pleased with the report as nothing negative had been highlighted within it.

9. **PUPIL PERFORMANCE DATA & PREDICTIONS**

CW presented the Year 6 predicted data and the Years 3-6 current assessment data.

From this it could be seen that at current levels, Year 6 overall were showing a 48% performance against age related expectations for Maths whereas the prediction for end of year SATs showed 71% of pupils expected to achieve an on-track result.

Hence the need for greater interventions in this year group.

She advised that the predicted results were lower than set in previous years but were however still ambitious. Year 6 were now being offered more booster sessions, additional interventions, and had been grouped differently to improve performance.

However, it would still be difficult to improve the achievements of the year group with the current budget constraints imposed on LHJS.

CW confirmed that the assessments used for the data for Year 6 were DoE past papers, and was pleased to confirm to Governors that GL assessments would not be used in LHJS next year.

The data highlighted learning gaps across all subjects in Years 3 and 4. These were the year's most adversely affected by Covid lockdowns, and although the KS1 data had been low, progress with these year groups had also been slow.

[Governors asked if the results at LHJS were trust-wide.](#)

CW confirmed that some schools did not have the same Year 3 and 4 issues as LHJS.

[Governors enquired into the impressive results achieved in Year 5.](#)

CW advised that Year 5 was a strong cohort with lower levels of SEND pupils.

She added that Years 3 and 4 had much higher levels of SEND support needed, which in turn could affect the results.

Mathletics was proving to be popular with the pupils and could hopefully lead to improved results in Maths.

[Governors asked if there was a correlation between pupil wellbeing and improved results.](#)

The Headteacher commented that once the wellbeing ideas proposed by SB were implemented, assessment data could be read alongside wellbeing data and any links between the two highlighted.

CW added that there had been success and progress in Year 6 through female only reading interventions, but these had unfortunately ceased due to staff shortages. She was

hoping to deliver more Maths classroom teaching this year to see how the progress and achievement of girls could be improved.

Governors offered to assist by researching ways of offering support to female pupils with Maths, building confidence, and engaging with a mindset toolkit.

The Headteacher commented that whilst LHJS were surviving within their budget by means of reducing TA hours and employing Early Career Teachers, a large proportion of AL schools were not following suit.

At LHJS there was a clear need for more TA hours to directly address the gaps in achievements and predicted results.

Governors asked how they could help resolve this current lack of support.

The Headteacher recommended that Governors address concerns of the Governing Body directly to AL via Kerrie Jones, AL Head of Governance (kjones@anglianlearning.org).

10. SAFEGUARDING

The Headteacher commented on the most recent incidents logged on the safeguarding portal.

The majority of incidents were minor, but the one major incident had been successfully resolved with the help of external agencies.

Some of the attendance issues were as a result of medical conditions so were difficult to successfully address. Other minor issues logged were owing to either naivety of the child concerned or a misconception of the actual occurrence.

Governors thanked the Headteacher and all staff involved with the resolution of the major safeguarding incident at the school. Although a time consuming and challenging issue, it had been dealt with in a thoroughly professional way with a successful outcome.

11. RISK ASSESSMENT

The Headteacher highlighted 3 main areas of risk at LHJS

- Inadequate budget
- Inability to recruit
- Building repairs/cost

Governors questioned whether a lack of funding would show through in lower pupil achievement.

The Headteacher replied that there had been a detrimental effect on pupils due to the reduced amount of TA support, and agreed that the overriding risk to the school was poor pupil performance due to imposed budget constraints.

The recruitment risk had been recently substantiated when trying to recruit for a current vacancy – there had only been one applicant. This would lead to further pressure on existing staff with the newly recruited member of staff unable to start until the Autumn Term, and the current member of staff leaving at the end of the Spring Term.

Governors asked whether concerns over Year 6 performance should be added as a risk.

CW answered that the school would aim to mitigate the risk with Year 6 as she would be overseeing the SATs process and there would be extra interventions and support given where possible.

Risks to be updated and revised for next LGB.

Governors asked how AL mitigated their risks.

The Headteacher answered that many of the risks local to LHJS were indeed trust-wide. There were some risks that the Trust could do little to mitigate or resolve.

Governors queried why LHJS was the only AL Primary school staying within its budget.

JP

The Headteacher commented that there were no consequences to schools of overspending on their budget as any additional funding was met by Trust reserves. There was no ability to set a deficit budget for the school for the next financial year. He added that it would be useful to have sight of the current financial position of the school to enable appropriate spending levels between now and the end of the school year.

12. INTEGRATED CURRICULUM FINANCIAL PLANNING (ICFP)

The Headteacher circulated documents showing AL Primaries costs as a percentage of revenue, and AL Primary KPIs.

He reflected that although at LHJS the staff costs were an enormous proportion of revenue, the pupil to adult ratio was also high thus indicating either efficient teaching by staff or a low level of TA support. Across the comparison group, LHJS had the second lowest salary costs & other costs, and was the only school in the group achieving budget.

Governors reiterated concerns that children at the school were losing out as LHJS adhered to its agreed budget.

Governors asked where extra resource would be of most benefit should the school spend more on staffing.

The Headteacher commented that the areas of most need were Years 3 and 4. Although there was no TA support currently in Year 5, they were the strongest cohort in the school. Additional resource in the earlier years would definitely have a positive impact.

Governors enquired what the AL strategy was when its reserves were depleted.

The Headteacher acknowledged that he was not au fait with the AL overarching funding strategy but that he understood they were not the only Trust facing financial uncertainties. LHJS was struggling to achieve the best outcome for its pupils with the limited funding it had. Certain cost saving plans had been put in place, however the key inputs were still linked directly to the children's outcomes.

He added that staff morale and workload were also directly affected by budgetary constraints. Although Kapow had helped greatly with planning workload, he was fully aware that good teacher wellbeing resulted directly in better pupil outcomes.

Governors asked how staff morale was and if workloads were manageable.

The Headteacher commented that the introduction of more TAs into school would greatly improve the staffing situation. There would be the opportunity for more midday covers, more interventions, and more in-class support.

He added that morale was good and the SLT had been working on removing additional non-teaching tasks from staff.

Certain staffing challenges had needed to be addressed in the school year so far, but now these were resolved, the Deputy Head was available to provide full support to the Head Teacher.

He commented that the additional SEND resource available this year had been pivotal in providing valuable support to pupils.

An additional 2 TAs would make an enormous difference to the school, but any new appointments would have to be ratified by the AL HR Director and the AL Finance Director.

13. GOVERNOR VISITS

None.

Governors to check in with their staff link for an informal wellbeing catch up. Full curriculum visits to be arranged in the Summer term.

Chair to look at any gaps arising in Link Governors following recent resignations/appointments on the LGB.

ALL

GP

14. **AOB**

On request from the Headteacher, the Chair agreed to review the AL policies which directly affected the school.

[Chair to review AL policies and liaise with Headteacher with any queries.](#)

GP

15. **DATES OF NEXT MEETINGS**

Wed 13th March 2024

Wed 8th May 2024

Wed 3rd July 2024

There being no further business, the meeting closed at 20.00.

Signed as an accurate recordDate