

LINTON HEIGHTS JUNIOR SCHOOL

LOCAL GOVERNING BODY

Meeting minutes

14th May 2025 - 6.00pm.



Governors present:

Gill Powell (GP)
Caroline Webb (Headteacher) (CW)
Daniel Morrish (DM)
Matt McLoughlin (MMc).
Brian Harrison (BH)
Sarah Rosewell (SR)
Julia Calver (JC)
Gabi Chamberlain (GC)
Ed Symons (ES)
Clare Ball (CB)

Others present:

Lucy Potter (Governance Professional) (LP)
Stacey Chapman (Deputy Head Teacher) (SC)

Action

1. APOLOGIES FOR ABSENCE

Apologies were received and accepted at the start of the meeting for Benj Marriage (BM) and Julia Calver (JC).

2. DECLARATIONS OF INTEREST.

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

3. MINUTES OF LAST MEETING

The minutes of the LGB held on 19th March 2025 were agreed and signed by the Chair as an accurate record.

4. MATTERS ARISING

| Action Points from Meeting of 19/03/25 | Minute refers | Responsible |
|---|---------------|-------------|
| 1. LP to add Safeguarding: Link Governor Report to agenda for next meeting, | 9 | LP ✓ |
| 2. LP to invite Deputy Headteacher to our next meeting on 14/05/25. | 10 | LP ✓ |

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|--|----|------------------------------|
| 3. SR to produce her Inclusion Link Governor visit report in readiness for meeting on 14/05/25 | 10 | SR - report to next meeting. |
| 4. All Governors to complete Cyber Security Training ASAP. | 11 | All Governors ✓ |

5. PRESENTATION FROM DEPUTY HEADTEACHER RE MANAGING CHILDREN'S EMOTIONS

Stacey Chapman (SC) informed the Governors that she has recently completed a training course called Positive Regard and as a result she is now a Positive Regard Specialist Leader and can herself train other staff members. **The Governors asked SC to explain what Positive Regard is.** SC advised that it is a relational practice within schools where schools will take a relational approach to behaviour rather than a behavioural system. The intention of Positive Regard is that it aligns with therapeutic thinking and these strategies will be implemented in school. SC will train staff along with parents and carers who will also be invited to attend training. Positive Regard is a mindset and culture change for adults rather than the children.

SC gave some examples of Positive Regard such as rewards will no longer be called rewards, they will be recognitions. There will not be punishments but instead boundaries and more natural consequences. For example, if a child were to throw lots of books around on the floor, that child will be made to pick them up. The children will be educated to learn from their mistakes. They may lose time from their lunch break but during this time they will be taught why what they did has had a negative impact.

SC continued to explain that it is extremely unlikely there will be any suspensions. A suspension tells the child they are no good and reinforces that we as the adults, who are supposed to be trusted, do not want them in the school building. The head noted, however, if there was a severe incident impacting on children and staff's safety then of course this would sit outside the pattern.

The Governors queried how common Positive Regard is across the Trust, how was the training funded and if the Trust are recommending it? SC advised the Trust asked us to do this and they have funded the training. All schools within the Trust had a representative attend the training. The training will educate and empower teachers, TA's and support staff to be able to deal with matters that arise instead of being brought straight to the Headteacher and Deputy Headteacher. SC advised she will be training all school staff on our inset day on 26th June. One area of training for staff will be on their use of language, they will have particular scripts.

The governors thanked SC for sharing this information and agreed the work sounds positive. SC left the meeting at 6:32pm.

6. DEVELOPMENT OF SDP 2024-25; INITIAL STRATEGY PLANNING FOR 2025-26

The Headteacher presented the SDP and asked the Governors to note the four big areas the school are working on as follows: -

1. Behaviour – Positive Regard as explained by SC earlier in the meeting. We also need to address some of the EBSA tied in with this work. We are looking at potential nurture provisions for a space for children not in the classrooms. We would like to invite parents into school more.
2. Creativity - We are looking at how to adapt Kapow to make it more creative. Instead of worksheets, can we teach in a slightly different way to make lessons more exciting and engaging for children which will also help with behaviour and school avoidance. *The Governors asked if the Headteacher means the school will be looking more so at how the school delivers Kapow whilst not changing the Kapow curriculum?* The Headteacher said yes and advised the structure of Kapow will still be maintained which is very important. She would like to give teachers the opportunity to be more creative themselves in how they deliver the Kapow curriculum to students.
3. Performance Management/Appraisals – The Headteacher feels the system currently in place does not work in terms of improving performance and needs looking at. She would like to restructure who carries out the appraisals and ensure that targets are individualised. She would like to introduce coaching, peer to peer support, appraisals for all, review the monitoring processes and the impact these have.
4. Planning for the future - We need to think about the impact of potential mixed age classes on the curriculum. It will happen at the Infants in September 2026 which will filter through to us eventually. We need to look at the impact on staffing and curriculum. *The Governors queried with there being a reduction in the number of children coming to the school, is there any learning from other schools in the Trust how they address this?* The Headteacher advised that The Meadow at Balsham have mixed aged classes. Laura Rawlings has advised the Headteacher there are five other schools in the Trust with mixed age classes so there is plenty of expertise out there. It will not be straightforward and will need careful consideration and planning.

7. LINK GOVERNOR REPORT

The Governors had read BM's Link Governor Report prior to the meeting. The Headteacher explained that BM had looked at the Single Central Record (SCR) which has been tricky during the last few months due to a change in system. BM notes that Ofsted said the SCR system was unwieldy. The Trust have taken this, together with ours and other schools in the Trust's views on board so there may be some changes to the SCR system soon.

BM advises in his report that we have been renewing DBS for staff for every 5 years and attending to various other HR matters. BM has signed off his report to say he is happy and we are compliant with safeguarding. The Headteacher added the report is very detailed and helpful together with recommendations. The Chair commented that clearly our safeguarding is fine as otherwise Ofsted would have picked something up.

8. ACHIEVEMENT TRACKING

The Headteacher presented the Year 3 to 6 data as of April 2025. It shows that Year 6 are still our strongest cohort. Year 5 have made huge progress and we are incredibly pleased with them. It shows the strength of the team in Year 5 and sets the children up well for next year.

The data shows growing numbers of SEND and highlighted the figure of 31% SEND pupils in Year 3. Writing is down across the board, but we would expect it to be a bit lower at this time of year. The Governors asked if the Headteacher still sees a pattern where girls perform less in maths? The Headteacher advised currently yes. The Year 6 cohort originally had this issue which is still existing. In Year 5 this is also an issue but again it is a lot of the lower attaining SEND children who are girls.

The Chair noted that tomorrow is the last day of SATS. She has been in school and is extremely impressed by the attitude of the children and supportiveness of the staff. It is clear that the children have been well prepared.

9. PROFESSIONAL LEARNING REVIEW; STAFF SURVEY FEEDBACK

The Headteacher advised that the recent professional learning review visit with the Trust was positive and helpful. There were discussions around the pros and cons of having maths and English in our Academy Improvement Plan and talk around professional development. The Trust were happy with what we are doing and offered continued support. They suggested going to see other schools in the Trust to look at their appraisal systems and advised where to go to see good mixed year classes.

Regarding staff survey feedback, the Headteacher advised she feels this is not required at present. The feedback from staff via Ofsted was 100% positive and she feels that moral is currently good and staff are able to feedback in various ways.

10. REVIEW KEY RISKS

The Headteacher highlighted three of the biggest risks she has identified. These risks will ensure the Trust are aware of the biggest issues which may affect our school.

1. Falling pupils. Concerns re budgetary pressures - We are aware of the low intake of pupils at the Infants for 2026 which will filter through to us and this will be an issue.
2. Concerns re costs of repairs. The building is 50 years old and requires lots of upkeep.
3. Behaviour of dysregulated/SEND children. If we allow it to become uncontrolled parents could take children out of school. It is important to highlight this to the Trust so they are aware that we do have issues and from a funding and finances point of view we need lots of TAs to keep everybody safe. **The Governors asked how the Trust manage the risks, does the school have to state who is responsible for managing these risks and what is the mitigation plan?** The Headteacher advised that the central team look at the risks. They may also review key risks received from all schools within the Trust and if the same risk is noted they can look to help all schools.

11. AOB

The Headteacher provided a verbal update on the school's budget and staff changes given the recent letter from Jon Culpin. The Headteacher advised that other schools are losing more staff compared to us. We are in a period of consultation in respect of staff changes. There are various cost saving measures we can implement to minimise redundancies e.g. not recruiting for any TA hours that are lost, nor re-employing any temporary contracts. Meetings will shortly be taking place with staff in school.

In terms of budget the Headteacher advised this still is not balanced. During a recent visit from Laura Rawlings she advised we are still in £20,000 deficit. The Headteacher was not aware of this. It could be changes to National Insurance or pupil premium. **The Governors asked if the Headteacher can ask the Trust to clarify?** The Headteacher advised that she has already done so and is awaiting a response.

12. DATE, TIME AND VENUE OF NEXT MEETING

Wednesday 2nd July 2025, 18:00 - LHJS - Mobile.

There being no further business, the meeting closed at 19:34.

Signed as an accurate recordDate