FINAL
Minutes of the Full Governing Body Committee

Wednesday 23rd April 2025 at 6.00pm

Present: Mrs. H. Allison-Warby, Mr. P. Beighton, Mr. C. Davison, Mr. M. Edgar, Mrs. A. Edlin**,** Mr. D. Gibbons, Mr. G. Godley, Mr. M. McKeown, Mr. N. Potter, Mr. S. Thompson

Guests: Mr Sam Wray, Teacher of Science, Mr. Declan Evans, Head of Transition and Parental engagement Officer

Apologies: Mrs L. Holmes, Mr. S. Holt, Mrs. E. Jubbs, Mr. C. Milnes **Minutes**: Mrs A. Williams, Clerk

23/04/25		**Actions**
25.	**Welcome and Apologies:** HAW welcomed the Committee. Apologies received from Mrs L. Holmes, Mr, S. Holt, Mrs E. Jubbs and Mr C. Milnes. *It was agreed to change the order of the Agenda to enable the Guests to present first*.	
26.	**Declaration of interest in any items of discussion**: none	
27.	**Confirmation of the Minutes of the Previous Meeting:** 11th December 2024 The minutes were agreed and adopted as a true reflection of the meeting. **DG proposed, NP seconded.**	
28.	**Matters Arising**: none	
29.	**Parental Engagement update and overview** (Sam Wray) SW introduced himself and advised that part of his 'Transition' role is looking at how we improve parental engagement. SW advised there are several events taking place throughout the year, the biggest being Progress Evenings, where we have set a target of 70% attendance. The data indicates attendance has improving from last year which reached 60%. Attendance for EAL students has particularly improved going up from 41% to an average of 50% across the year. PP attendance is slightly lower which is disappointing; a recent Year 7 Progress Evening only achieved 45%. In order to match the EAL students we are now looking at how we follow up Progress Evenings in terms of those parents not attending. The intention is to have individual meetings with those parents to understand why they are not attending and offer any necessary support. SW confirmed the data within the presentation did not show that on some occasions Parents do contact the school to advise they are unable to attend. Year 11 Progress Evening had 58% attendance but we were able to contact all bar 6 parents for that event. Some parents indicate they receive regular good feedback from Progress Leaders and therefore do not feel the need to attend. There is a good system in place for setting up Progress Evenings and how it works. This year, the Meet the Tutor Evening for Year 7 students changed from an online event to an in- person event which included workshops on ClassCharts, Safeguarding and the Behaviour policy which attracted an attendance of 77%. Next year to assist with the 5-minute appointment times, additional group form tutors who work in Year 7 will be able available to present to parents and introduce themselves, helping to make the Form Tutor the first point of call for Parents contacting the School. SW discussed the Year 9 Options Evening and the 6th Form convention, advising we have had 150 applications for 6th Form already.	

29.	Continued …. The School website has been updated with a more modern look and is now easier to navigate. There is now a direct link to staff email addresses on the website with a focus on Subject teachers and Heads of Department as ClassCharts messaging has now been turned off. There is a news feature on the front which leads to our social media. A decision has been made to remove Twitter from the website focussing on just Facebook and Instagram instead. In addition, a Termly Newsletter will be featured designed by Team Proud, with a Student Voice page coming soon. SW advised a PTA (Parent Teacher Association) has been set up following a recent parental engagement survey which indicated some Parents wanted to get involved in volunteering. It is currently in its initial stages, setting up bank accounts and registering for charity status. Fund raising activities will follow shortly including setting up a second-hand school uniform store hopefully in time for the new Year 6 intake. **GG asked whether the 50% attendance at Progress Evenings correlated with responses?** SW advised, on average, an extra 10% on top of the data detailed in the presentation would say they are not attending. **HAW asked whether we know of other schools' attendance figures?** SW advised not currently but it will be looked at and compared with similar schools. MM confirmed we generally have good communication with Parents, especially via ClassCharts which reports everything live. SW confirmed currently 90% of Parents use ClassCharts. **ST asked whether the trend in attendance was increasing?** SW confirmed yes, the trend is increasing which is valuable. HAW thanked SW for the presentation and the wonderful stage productions that more and more students are taking part in. SW left the meeting 6.25pm.	
30.	**<u>STEM projects</u>** (Declan Evans) DE advised he was new in post from September and discussed his ideas for the LCHS STEM Plan. The aim is to work collaboratively across the school with 4 main goals: • Give students a more enriching curriculum which showcases STEM • Increase students' awareness of STEM careers • Increase retention of Year 9 and Year 11 students who leave to attend UTC or Lincoln College • Increase the take up of STEM based degrees, apprenticeships and careers by 6th Form leavers DE advised having spoken with teachers and the careers lead, the focus will be on increasing the retention of students at Year 9 and 11 and looking at ways in which we can compete with the STEM offerings at UTC and Lincoln College which have bigger budgets and more facilities. DE discussed the overview of the planned project indicating three phases: • KS3 Awareness – enhancing students understanding of STEM • KS4 Focus – assist students in honing their interests in STEM careers and provide targeted support • KS5 Super-Curriculum – students have a clear understanding of their intended career path and are provided with experiences to strengthen their CVs DE confirmed there is a lot of local industry interest in supporting the school with STEM projects to encourage more students into the industry. If we can get our school involved with these companies now it will open up opportunities for our students in the future.	

30.	Continued ... DE advised there would be a three-tier process of how we approach any project with regard to funding to ensure all students have equal opportunities. Firstly, the primary source would be long-term revenue streams such as partnerships with local companies and STEM providers. For example, the Learning Partnership has 5 to 10 companies willing to commit up to £5K per year for STEM projects. We already have one company signed up for the next 5 years. Eventually, ideally having 5 companies on board. The secondary source would be derived from grant applications and finally contributions from students themselves with the school reducing costs where we can. DE discussed the list of regional and national events and projects available to students across the year groups. These included Project X, Lego Hopper Robotics days, UK Schools Rocket Challenge, Building an Electric Car, Medical Careers day etc. enabling us to connect with local businesses and enter into competitions with other schools. The vast majority of projects are flexible and will align with the curriculum and have no impact on the Timetable; other projects will take place on Personal Development days. These additional STEM opportunities with help enrich our curriculum and encourage students to remain at LCHS. DE requested a potential grant to get started on some of the larger projects such as Green Power and the UK Schools Rocket Challenge, together with attracting local businesses as they have the potential to change our STEM provision and what we can offer. **AE asked how students would be recruited for the projects?** DE advised all students are considered equally but there are some funding requirements for some projects such as EAL. **PB commented the opportunities could lead to professional apprenticeships having links with local businesses.** DE advised although we are at the initial stages, there is that potential. **NP asked how much budget was needed?** DE advised approximately £4K to get started on the Green Power project which provides diverse opportunities for students. **ME suggested DE provide a written proposal which could be discussed at the next Foundation meeting on 21st May 2025 in the hope of financially supporting the project.** MM confirmed that approximately 10 students choose to go to the UTC because of the facilities they offer, however with the above opportunities available to LCHS students it could be possible to retain those students. This is a fresh look at STEM and provides exciting opportunities. DE advised ideally the projects would be launched in September. **HAW asked whether there were alternative forms of funding if the Foundation were unable to support?** DE advised hopefully the PTA will be able to fundraise for STEM projects. HAW thanked DE for his presentation – DE left the meeting at 7.00pm.	
31.	**<u>Committee Updated (Reports circulated beforehand)</u>** Governors acknowledged receipt of the Reports. **PB questioned the Curriculum & Standards report asking whether there was any impact of the external marking, are the estimated predictions more accurate than before?** MM advised we have used them more and every subject has used external marking. There are more staff exam markers than previously, with the vast majority of subjects having a dedicated exam marker. Samples of the mock exams in September and March have been sent away for external marking. Hopefully the predictions will be as accurate as they can, as we are doing everything possible. All Predictions are based on the higher grade boundaries.	
32.	**Link Governor Reports (Reports circulated beforehand)** Governors acknowledged receipt of the Reports. There were no questions.	

33.	**Headteacher's Items** MM advised there will be an increase in bills next year, together with expenditure as funding for next year is unclear due to the NI contributions, 2.8% increase in staffing salaries and the support staff pay increases of 3.2% which we are unsure of whether they will be fully funded. Our overall GAG funding next year is approximately a ½% increase on this year which does not meet the significant additional expenses. We are in a good financial position overall but there will be a tighter budget next year. We have conducted a benchmarking exercise which came out favourably and we are doing well in comparison to other schools. We do not want to put our financial position in jeopardy. The replacement for Greg Gilbey's position on the SLT made a last-minute decision not to take up the appointment and the decision has been made to not recruit a replacement as this could help with the deficit. We still have a teacher ratio of 1:17.1 the five-year budget forecast is coming in favourably and the school is running well and positions are full. Additionally, there has been some movement on SLT. SLT positions and responsibilities are now spread over the existing SLT. CO has been moved to Quality of Learning & Inclusion, PF and BM's roles remain the same. KC will be moving into Teaching & Learning with a focus on Literacy. EG has been moved to Attendance & Pupil Premium. Attendance remains our biggest priority. It has also been agreed that EG steps down from a full-time position and will be on Point 8. The position should be manageable with this change but EG has agreed to be flexible if needed. MM discussed the roles and responsibilities of each member of SLT, together with the line management responsibilities. This decision will enable us to offer out additional TLRs to members of staff interested in taking on other responsibilities. However, the compromise is – currently there is not enough time or money within the team to continue with the plans for the Alternative Provision. The AP will take up a lot of time and we do not have the cash to appoint additional staff to run it. **AE asked whether it could be offered out to someone external to manage?** MM was reluctant to get involved with the LA and felt it was not large enough to be attractive to a private company. The facility is an asset and will be well used by the school and if the pay increases are fully funded the situation could well change. It is a frustrating situation but we do not want to compromise what we offer already in the school via the Turnaround Centre. **CD asked whether the reading strategy will be led by KC.** MM confirmed yes, but EG will still be a part of that as well. Literacy will be a whole school strategy. **GG questioned the approach to exclusions and where the focus will be now the AP is not going ahead?** MM advised CO will be looking at the Behaviour strategy and that evolving position will hopefully help reduce exclusions. **Unfortunately, given the current funding constraints it is not a good time to start the AP.** MM informed Governors that he and ST have been appointed onto the board of the Lincolnshire Schools Forum. ST will be representing Secondary School Governors and MM Secondary School Headteachers. It will be a good opportunity for networking and seeing what is going on locally. Hopefully it will also enable the possibility of informing future decisions. HAW congratulated both MM and ST.	

34.	**Policies** LCHS CCTV Policy 2025/2026 LCHS Whistleblowing Policy 2025/2027 LCHS Freedom of Information Publication Scheme 2025/2-27 Abovementioned Policies were discussed. MM confirmed the Policies had been re-written and critiqued with the assistance of Chatgpt to ensure accuracy**. ST questioned whether there should be a hotline number included within the Whistleblowing Policy**. MM advised this would be looked into. **All abovementioned Policies blanket approved – AE proposed, CD seconded.**	
35.	**Chair's Items** *"Confidential Item"*	
36.	**Any Other Business** - none	
37.	Date of next meeting: **9th July 2025** **Meeting ended: 7.57pm**	