FINAL
Minutes of the Full Governing Body Committee

Wednesday 9th July 2025 at 6.00pm

Present: Mrs. H. Allison-Warby, Mr. P. Beighton, Mr. C. Davison, Mr. M. Edgar, Mrs. A. Edlin**,** Mr. D. Gibbons, L. Holmes, Mrs. E. Jubbs, Mr. M. McKeown, Mr. C. Milnes, Mr. N. Potter, Mr. S. Thompson

Guests: Mrs C. Owens, SLT

Apologies: Mr. G. Godley **Minutes**: Mrs A. Williams, Clerk

09/07/25		**Actions**
38.	**Welcome and Apologies** HAW welcomed the Committee. Apologies received Mr. G. Godley. HAW confirmed GG has now resigned from the Governing Body due to a relocation to Scotland. We will appoint a new Parent Governor in the new academic year.	
39.	**Declaration of interest in any items of discussion**: none	
40.	**Confirmation of the Minutes of the Previous Meeting:** 23rd April 2025 The minutes were agreed and adopted as a true reflection of the meeting. **CD proposed, ME seconded.**	
41.	**Matters Arising**: MM advised following the conversations about STEM projects, the proposals were sent to the Foundation Governors and they have agreed to help fund the projects.	
42.	**Behaviour Policy updates and** Strategies (Claire Owens) CO briefly discussed a few ideas/strategies which she would like to implement going forward to help support students in school. CO wanted Governors to be aware and advised she would be happy to attend future meetings if more in-depth discussion or information was required. **All strategies were geared towards increasing the inclusive approach we have, reducing barriers to learning, and improving staff and student well-being.** **Thrive Approach Project** CO advised we are looking at the Thrive Approach in School project which supports children with their behaviour, attendance, social skills and well-being, together with staff well-being. 10% of schools nationally are signed up with Thrive which is a DfE approved programme. It operates as an online tool. A validated national independent survey found that using all the data of 10% of schools using the programme, compared with a demographically like school not using the programme, almost 27% of schools using Thrive had fewer exclusions compared to the national average. Attendance improved by 3%, severe absence dropped by 15% and teachers within those schools had better well-being. CO confirmed the school is looking to pilot the programme next year, with a couple of staff potentially undertaking levy funded apprenticeships to get them on board. Initially it would be trialled for Year 7 to help them with their transition process. Hopefully we would embed it into our Pastoral system and then roll it out for the rest of the school the following year if it was successful. **HAW asked whether the programme is used by any schools locally?** CO advised Witham Primary School have started to use it in their Behaviour Unit but they are in the early stages. They have not rolled it out for the whole school.	

42	Continued …… CO advised the full independent report of the findings is due out shortly and can be made available to Governors if requested. **<u>Mobile Phone Lockers</u>** CO advised we are looking at a change in policy regarding Mobile Phones for our KS3 students. Having done extensive research into the effects of Mobile Phones on student well-being, we will be implementing Mobile Phone Lockers for our KS3 students. We already have a Policy regarding Mobile Phones stating that phones should be off all day. However, this is not the case and is proving to be a massive strain on staff mental load having to check whether students are on their phone during class. This in turn impacts learning. Every student in KS3 will have a phone locker, the logistics are still being investigated as to whether the student or the staff member keeps it. CO had a sample phone locker pouch which she demonstrated to Governors. Once the phone is in the pouch it cannot be unlocked without the 'unlocker' it is also a signal blocker so their smart watches no longer connect. They have the locker with them throughout the day and it is unlocked at the end of the day. Research indicates having access to your phone during the school day changes the ability to focus on study and affects your mental health. The intention is to implement this for Years 7, 8 and 9 and also within our Inclusion areas. It has yet to be decided when to start and with which Year group. We have the funding available and are in the process of ordering. It will be a change in Policy and the Policy will be re-written once all the details are finalised. CO advised some Parents may not like the idea and wanted Governor to be aware. **HAW questioned how this would work for students wearing Libre Sensors?** CO advised Libre students will still have a pouch that looks the same but it will be adapted so they can access their phone when necessary. **CM expressed concern stating problems can occur with the proposed system ie. students forgetting their pouch?** CO confirmed instructions would be included in the Policy regarding such issues together with the relevant outcomes/sanctions. MM advised there are different systems available but feels the pouch is a fresh and proactive way to address the issue and believes it can work as the vast majority of our students are compliant. **DG commented it was a positive step and was keen to see how it works. CD asked about the cost of the Phone Locker pouch?** CO advised they start at £12.36 per unit but around £10 per unit for bulk orders. The unlocker is £28 per unit so logistics would need to be worked out as to how many we need. We could consider 'Unlocker Stations' situated around the school. **CM asked whether it was a one-off payment?** CO confirmed yes, a one-off cost, with no annual subscription required. **AE commented it could become part of the Uniform Policy.** CO confirmed that was the intention and parents would be advised over the Summer of the incoming change. MM confirmed Staff are also aware that they should not be using their phones during the school day.	
42	**<u>Behaviour Ladder</u>** CO advised in the hopes of improving behaviour and reducing the number of suspensions and permanent exclusions, the Behaviour Ladder will have a few subtle changes which gives students the opportunity to have a fresh start. Students in the Red zone will drop down to Stage 1, students in the Blue zone will drop down to Stage 3, giving them a chance to start again. **<u>School Uniform Policy</u>** CO discussed the updated School Uniform Policy which has been circulated for approval. The School is trying to reduce the number of arguments over things which do not impact on teaching and learning. White socks are now permitted; girls can wear nail polish and gel/false nails; and footwear like trainers and boots are allowed provided they are all black.	

43.	**Committee Updated (Reports circulated beforehand)** Governors acknowledged receipt of the Reports. There were no questions. Governors confirmed they were happy to receive the written reports ahead of the meetings and agreed to continue with this format in the future.	
44.	**Link Governor Reports (Reports circulated beforehand)** Governors acknowledged receipt of the Reports. LH (SEN Governor) reported the SEN department is working well and Jo Love (SENCO) has made a request to SLT to work from home one day a week for a trial period to better facilitate administrative tasks. LH advised the Transition Day went well and staff felt better equipped for the children coming in September. There were no further questions.	
45	**Headteacher's Items** **Action Plan 2024-2025** MM discussed the staffing structure which detailed who is responsible for each particular area and gave an overview of the Scheme of Delegation. MM confirmed we are 1.2 SLT down next year but hopefully it will not have too much impact. The strategic vision was discussed with a focus on consistency within our systems. Next year the most important factor will be consistent routines embedded across the whole school. We have the assurance that our staff can teach to a high level but it is about getting into consistent classroom routines. CO will be the lead of this area. Literacy across the Curriculum – our Literacy agenda has happened with a lot going on and we are proud of what we are achieving. However, we need to reach joint up thinking on the impact. Testing needs to be more effective and interventions need to be more specific. Further layers of Speech and Language are needed as some of our Year 7/8 students are not able to articulate their feelings. Closing the Gaps, Gender and Pupil Premium – EG will lead on this area. The School would like Governors to be more involved and ask questions re. the tracking of PP students to help raise Governor awareness of what is happening. MM commented we need to keep on top of Boys progress. We have had guest speakers in school talking about toxic masculinity and relationships but working with small groups of Boys seems to be more effective. Attendance and Punctuality – Attendance has improved and EG will be enhancing the good skilful work carried out by KC. We will be adopting a more bespoke approach targeting attendance at a student level. Outcomes and Provision: KS4 – MM advised we are waiting for the results in August before BM provides an Action Plan for next year. The Plan will be finalised over the Summer and presented at the Full Governing Body meeting in September. **DG asked whether we have a PP Governor?** HAW confirmed yes, CD and it was agreed to have PP as a regular FGB Agenda item	**AW**

45.	**Curriculum Budget 2025/2026** MM confirmed the Budget 2025/2026 was approved at the previous Finance meeting and was recommended to go to the Full Governing Body for final approval. MM advised all schools are struggling financially, including ours, but we are in a fortunate position as we have a surplus of £40K which should see us through to next year. Our finances and reserves are in a good position. ST advised it will be a challenge next year but we are in a good position. **NP proposed, ST seconded. Curriculum Budget 2025/2026 fully approved.**	
46.	**Policies** LCHS Attendance Policy 2025/2026 LCHS Home School Agreement Policy 2025/2027 LCHS Uniform Policy 2025/2-27 Abovementioned Policies were discussed. **All abovementioned Policies blanket approved – AE proposed, CD seconded.**	
47.	**Chair's Items** HAW informed Governors the Personal Development Day was absolutely fantastic and the feedback was extremely positive. **Chairs Report** Governors acknowledged receipt of the Chairs Report – there were no further questions. **Governance Plan** Governors acknowledge receipt of the Governance Plan for 2025.2026. There was brief discussion and no questions were raised. **ME proposed, ST seconded. Governance Plan 2025/2026 approved.** **Succession Planning** HAW discussed Succession planning and confirmed EJ and AE had done an excellent job as Vice Chairs. Several Governors' terms of office are up for renewal in September 2025. Going forward we will need to appoint a Chair and Vice Chair of Audit & Risk committee as ME is stepping down as Chair and GG has resigned. We will also be appointing a new Parent Governor as GG's replacement. **Meeting dates 2025/2026** Governors received the meeting dates 2025/2026. **AE proposed, CD seconded.** **Meeting Dates 2025/2026 approved.**	
48.	**Any Other Business -** none	
49.	Date of next meeting: tba **Meeting ended: 7.45pm**	