



KINGS LANGLEY SCHOOL
LOVE LANE, KINGS LANGLEY. WD4 9HN
TEL: 01923 264504
EMAIL: admin@kingslangley.herts.sch.uk



Minutes of the Kings Langley School Governing Body meeting held on
21.03.16

Present

Frances Stickley (Ch 01/09/17), Gary Lewis, Mark Hutchings,
Geoff Shephard, Paul Thomas, Rosemary Inskipp, Dave Butler, Graham Craggs,
Helen Young, Kieran Beharry, Simon Setterfield, Andrew Hicks

In attendance:

Tracey Middleton, Clerk to Governors; Iesha Small, Assistant Headteacher

Absent – absence approved:

Claire Carpentier, Dawn Helfgott, Simon Wood, Mark Morant

Absent – absence not approved:

Karol Babbington, Angela Westlake

Meeting opened at: 19.00 ACTION

1 Welcome:

1. The Chair welcomed colleagues to the meeting in particular Iesha Small

2 To receive apologies for absence and to consider approving any absences:

1. Governors were reminded that notification of absence from a meeting should be forwarded to the clerk, Chair and Head at least 3 days in advance of the meeting
2. Governors were reminded that whether apologies have been received and approved/not approved, or apologies have not been received and absence approved/not a governor not attending a governing body meeting for six months, without the consent of the governing body, automatically loses his/her governorship
3. Apologies were received and absence accepted from Claire Carpentier, Dawn Helfgott, Simon Wood, Mark Morant
4. No apologies were received and absence not accepted from Karol Babbington, Angela Westlake

3 To receive notification of any conflict of interest from the agenda:

1. None declared



4 To consider notification of any items for AOB:

1. Governors were reminded that any items for AOB should be forwarded to the clerk, Chair and Head at least 3 days in advance where they will be considered. Only matters accepted by the Chair should be taken at the end of the meeting under – AOB and a reminder that an AOB item should only be used to consider matters that are deemed either important or urgent
2. None

7 Stonewall Presentation:

1. Stonewall is a charity which supports issues relating to gay, lesbian and transgender
2. An overview of this area involves a review of policies and PSHE
3. Training on integrating this topic into the curriculum, wider work with parents and characteristic developments in particular empathy is planned for next term
4. An explanation of the links to the Equalities Act was explained including: – 9 protected characteristics (marital status), (age) of which 7 apply to schools: gender, race, disability, sexual orientation, pregnancy, religion, gender reassignment

Andrew Hicks arrived at 19.13

5. The terminology used was debated and the steps required by the school to address issues
6. Feedback from the pupil voice is positive and the whole school community is welcoming
7. The library has a variety of resources available
8. A purple form is used to record behavioural incidents and reportable criteria are identified including bullying relating to transphobia
9. Thanks were extended to Ilesha for the interesting and informative presentation

Ilesha Small left at 19.35

5 To agree minutes of the last meetings dated 08.02.16:

1. The minutes of the meeting dated 08.02.16 which were circulated in advance of the meeting (refer to file) were agreed as an accurate record; signed and dated and added to the file



6 To consider matters arising from the last meeting's minutes:

1. The matters arising from the last meeting's minutes were considered and it was agreed that all actions are closed or in hand or on the current agenda
2. **ACTION: The code of conduct will be brought to the next meeting for signing**

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8 To Receive Committee and Link Governor Reports:

1. A link visit report to Geography was tabled at the meeting (refer to file). An overview of the findings was provided including: high quality teaching, large number of students predicted c/d however significantly more A and A*s predicted to last year; classes not streamed, good take up of geography in Y9, limited number of A level take up
2. The curriculum is reviewed to ensure that appropriate subjects are delivered depending on requirement of students
3. Humanities is a strength of the school and character development is incorporated into the subjects
4. A link visit to Music has been undertaken and a report will be circulated. An overview of the findings was provided including: changes in assessment; capacity meets demand as it is a popular subject; variety of after school activities on offer; reduction in space in the new build; PP funding is used to support children e.g. lessons, instruments, transport
5. The summer concert is being planned to bid farewell to the old school
6. In May, staff visits of the new build are being undertaken
7. The layout of the new build was referred to and there are facilities available to use across the subjects
8. The Committees have met and the minutes will be circulated
9. A verbal updated included: A portfolio of lesson observations within character development is being developed; The targeted support for identified pupils was explained and it was noted that pupil voice has resulted in the timetable of booster sessions; Historical data on attendance at booster groups is supporting predictions; The exam contingency plan was reviewed in particular internet access
10. A verbal updated included: recruitment continues to be a national crisis; the recruitment fair was unsuccessful; maths teachers in primary and secondary is challenging



11. A verbal updated included: the new build is on track; facilities staff are undertaking training; committed additional expenditure including laptops, audio system in the hall; premises report; the high water bills are due to a leak which cannot be located; health and safety report; policy monitoring; budget pressures

9 To Receive and ask questions of the Head's Report:

1. The Head's report was circulated in advance of the meeting (refer to file) and the Head highlighted the following:
2. There was an incident in the village this morning involving an assault with 2 of our students. The police have been involved. Appropriate action will be taken. The damage to the school's reputation is a risk. The impact of being a bystander was discussed and it was noted that the Behaviour Policy addresses this
3. Q – Is there a pattern with the recent serious assault? No. It is unfortunate that we have had 2 serious incidents which is very unusual
4. It was agreed that this issue is addressed through assemblies
5. Q – Is there an out of hours contact number a member of the student body could call if an event is identified? This is will be included when the school evaluates the situation
6. The previous incident was referred to and the student is recovering and being home educated. The assailant is no longer at our school
7. Vulnerable students are being monitored and the performance data is currently being impacted by attendance
8. Social Services are not being particularly helpful in their expectation of the school which is being challenged
9. The school is facing a challenging budget scenario. There is 0.57% less money this year amounting to £50k. £150k has been required for NI and Pension costs. Savings are being made wherever possible however maintaining standards is always being considered. The national average for pupil ratio is 15 which is where the school currently sits. Curriculum delivery is being reviewed. The average salary at KLS is higher than the national average. Staff turnover and natural wastage will impact the staffing profile. Pupil numbers are high. Recruitment to the sixth form is high
10. Q – Are parents aware of the deficit? This will be provided at the end of



term. There is a covenant fund in place

11. Additional music lessons for GCSE students are funded by the school
12. Benchmarking is being undertaken across all aspects of the school
13. The school has communicated with the EFA but little support was forthcoming
14. A presentation will be delivered to staff after Easter
15. Q – Exclusions appear higher this year compared to last year? Yes. The behaviour issues in the Autumn Term were addressed. Physical Assaults appear to be higher than last year? Yes, but there is no pattern and the definition 'physical assault' covers a wide range of incidents

10 To monitor and adopt policies:

1. The Accessibility and Inclusion Policy was adopted

11 To Receive Chair's Business:

1. None

12 Any Other Business:

1. None

13 To agree Date of next meeting:

1. The next meeting was agreed as 23/05/16 (H Robinson – Branding Presentation)
2. Further meetings will be held on 04/07/16: 7.00-8.30pm
3. Meetings for next year will be held on 17/10/16, 05/12/16, 06/02/17, 20/03/17, 22/05/17, 03/07/17 7.00-8.30pm

Meeting closed at 20.30