Cantell School
Minutes of the Whole Governing Body Meeting
held on Thursday 22nd May 2025

Present:	**In Attendance:**
Glynis Alexander (Chair)	Paddy Teehan (Boys Mentoring)
Bhupinder Siran	Elly Brinson (Girls Mentoring)
Emma Bradshaw	Paul Whiteley (Deputy School Business Manager)
Harry Kutty (Head)	Ian Creswell (Deputy Heateacher)
Julian Bryant	Michelle Burt (Clerk to Governors)
John Groves	
Peter Hilditch	**Apologies:**
Nicola Hunt	Matt Bunday
	Ben Hiett

61/25 **Declaration Pecuniary or Business Interests** **Action**

There were no declarations of Pecuniary or Business Interests.

62/25 **Boys and Girls Mentoring**

Girls Mentoring
Elly Brinson distributed some information on the Girls Mentoring programme, which has run since 2017, first as part of a external programme and then by the school itself. Originally referrals were taken from the Head's of Year, but a referral programme is now in place where staff can refer students. Students are reviewed and put on the right programme with a mentor for support.

Mentors meet students on a weekly or fortnightly basis, or just there for them if there is a need, the mentor becomes what the student needs them to be, as a voice for them, perhaps to negotiate with a teacher – they can be there for support in varying different degrees.

Mentoring is run on a voluntary basis and volunteer their time to meet with students and have the time protected on their timetables, but in a way that there is no impact on the same lessons each week.

On occasions there are students whose mentors escalate issues and refer them to people like Nick Guise-Smith and sometimes there may be other safeguarding issues and it is ensured that the safeguarding policy is in place.

As an add on Elly explained that focus groups have run for the last three years in Lesson A, which has had a positive effect on improving attendance and behaviour, with Elly available for support.

Elly informed Governors that for the next academic year, 2025/26, she has met with people from a cycling club and some money is available to run a project to get some of the girls into cycling – it is early days, so she isn't sure what this will look like at the moment. They are also starting a speaking project, to try and get girls to feel comfortable and confident in using their voices and they will also continue to meet with the girls in the same way they have this year.

Signed by Chair: Date: 18.9.25

The Head commented that they started the mentoring programme because there are less girls than boys at Cantell, and they were very keen to make sure girls felt part of the Cantell family – Elly has taken the programme to a different level, which has been very successful. The Head added that next year, due to the increase in SEN students, they are looking at what they can do around de-escalation issues and how Elly can work with these girls to avoid them getting in these situations. **Action**

The Chair asked whether students with deeper problems are moved on. Elly responded that it is difficult to measure this and they tend to go by how it feels, because they know their students and know when there is a situation which may be more of an issue and what needs to be done to deal with this. They will sometimes speak to the Deputy Safeguarding lead, or Jo Pringle for mental health needs, to see what additional support can be put in place – there is always a pathway up, or down.

A Governors asked whether the breakfast club links to the mentoring programme. Elly responded that they are separate, but share a focus, a room and costs and some of the girls in the focus group would have used breakfast club in the past.

A Governor asked about the number of students coming in to the programme. Elly explained that there are 8 girls on the current programme and mentors work with one student on a flexible one weekly or fortnightly basis, depending on need. **The Governor asked whether students ever leave the programme and someone else takes their place?** Elly responded that Ian Creswell will talk more on this later in the meeting.

<u>Boys Mentoring</u>
Paddy Teehan explained that the boys mentoring programme runs in a very similar way to the girls programme. Boys attend weekly or fortnightly for six sessions and last year some boys were mentoring for a while year. Paddy added that the six-week programme provides a framework, and there is more of an open-door policy – and they also escalate issues to Nick Guise-Smith and others.

Boys focus groups also run in Lesson A and the students have space spaces provided and are able to play pool. Paddy commented that it inspired mentoring to have a protocol in place and to have these sessions to provides confidence, which has proved very effective for self-regulation.

Paddy informed Governors that one area they thought they could really offer support in is the triage and communication between all the different support on offer and as a result, a website has been set up for Year Leaders and mentors to put comments on and to track targets, so the Year Leaders can look at this and inform themselves of everything they need to know. Paddy commented that safeguarding issues do not get entered on the website, but it is very factual and structure and supports the SLT and Year Leaders, to keep up to date on issues with students. The website has been really well received by everyone who uses it.

Paddy added that another area they have been working on is the upcoming project looking at different things like golf and pool, and project-based schemes to get boys engaged the move them to a positive outcome. Paddy commented that because they had been teaching the boys golf, they got in touch with Boundary Lakes Golf course and were able to arrange for some boys to attend a project that they organised and there have also been other projects, such as with Sparsholt College and a 14-16 programme, which some of the boys are now attending and benefiting from.

Signed by Chair: Date: 18.9.25

The Chair asked how many boys mentors are there? Paddy responded that at present there are quite a few, but people tend to leave and others join – but there always a number of mentors available. Elly added that sometimes people walk into the mentor role and others fall into the role. **Action**

The Chair commented that it is nice to see so many staffing willing to be a mentor. Paddy agreed, explaining that last year they did an attendance drive and are able to look at data for this, but it is more difficult to look at behaviour data because this is more difficult. **The Chair asked have they seen an improvement in behaviour?** Paddy said yes, and they have one boy who has managed to sit down and write an apology letter and he is much more mature.

The Head agreed that some of these boys are now more mature, and he has worked with them himself – one boy has also thanked the head, which is something you can't measure.

The Head explained that the boys mentoring programme was brought in because the boys were asking 'what about us' and in light of tv shows such as Adolescence. Not all boys are the same and there is much more here than just a mentoring programme – they do the same for boys and girls, which is very important, so these students feel they are valued and that their voices are being heard.

A Governors asked whether there are currently male mentors for boys and female for girls? Elly agreed, adding that it is just that way at the moment, not because it should be that way – in previous years they have had a 50/50 split – it just that way at the moment.

The Head informed Governors that it is important to note that these are paid roles, these members of staff already have multiple roles and go out of their way to do this because they care.

A Governor asked whether they ever walk with external organisations or with other schools? Paddy said that they have had meeting with outside organisations and were looking at a Stop Vaping programme, but this is about students who may have issues, and they agree that they shouldn't really acknowledge that these students might vape, so will be bringing someone in to run this programme.

The Head said that student relationships on the mentor programme are very important, which is why safeguarding issues get pushed on, and we have to work with these students and don't want to risk them backing down if they shy away from these types of conversations, so other members of staff step in for these issues.

A Governor commented that there are a lot of shared areas – have you looked into any changes in relationships with boys and girls and may trans students. Paddy responded that it is really too early for this, but if there is a boy with a broken relationship with a female member of staff, this is worked on with the hope of a good outcome and a better relationship – but from a wider point of view, he would have to do more research on this.

The Head raised the issue of toxic masculinity, which Governors then discussed and the Head said that the wider issue is about gender toxicity and how this can be addressed.

Signed by Chair: Date: 18.9.25

63/25 **Staff Wellbeing Survey** **Action**

Paula Whiteley, the Deputy School Business Manager introduced herself and explained that one of the areas they have been working on is staff wellbeing. As part of this, a survey was sent out to staff, to gather information in key areas and this has resulted in a staff wellbeing working party being set up.

Paula read out some of the questions included in the staff survey, and explained that from the responses, they could see that some areas were strong and other that they needed to take more focus around. Some of these comments were around communication, but the head said as they aren't clear where this is, it is hard to say what this is particularly about.

Paula explained that the working party will consist of around 8/10 people and will look at some of the specific comments from people to say how they are feeling. Paula read out some of the suggestions from the survey, commenting that all Cantell staff are extremely hard working and there are very few people that say they are under pressure, but a way forward is needed to find a way forward to ensure that school staff are looked after as much as the students.

Paula said that one of the suggestions is a place where staff can go and sit, that is not work related. They have identified a room that can be used and think that staff will want to come and make it their own space, as unfortunately there isn't a lot of funding available for it. This is a space for staff to go and unwind. The Head said that they have committed to doing this, but it is difficult because space is at a premium, but as it is important for staff, they have moved things around to make it happen.

A Governor asked what the capacity of the room is. Paula responded that it is a starting point and will probably take around five members of staff. The Head added that the requests for this weren't overwhelming, but there were a few members of staff who asked for this, so they will start small and get bigger if they need to.

The Staff Governor asked how they will stop this from becoming another staff room? Paula said that this will be down to staff, as it will be their room – management can only provide the space, not lay down the rules – staff need to say what they want it to be. Paula added that they will monitor it and deal with any issues that arise. The Head agreed that they will not be laying down rules for this – staff need to talk to each other and it is not something that the leadership need to get involved in.

A Governor commented that this won't be somewhere where people can sit and eat their lunch? Paula responded that staff need to deal with how they want the room to be, she is happy to la down some ground rules based on staff feedback. The Head agreed that staff already and a staff room and tow work rooms to use, and need to use their common sense.

Paula informed Governors that Wellbeing Champions will also be appointed to promote staff wellbeing, but they won't be there to give advice. They might want to signpost people to different things, such as a conversation with Nick Guise-Smith, but this will be all about wellbeing. Paula added that staff will be told that anything they discuss will have to be put through the normal staffing channels.

The Had said that they want to do this, but also have HR that sits alongside all this – this is something created by the school and they don't want anyone giving personal advise and then something happens, which the school could be liable for. There therefore needs to be a disclaimer, that needs to be passed on.

Signed by Chair: Date: 18.9.25

Paula informed Governors that the Wellbeing Champions will receive first aid training, but will not be giving out any advice – they will drive wellbeing and will organise half termly coffee and cake chat sessions. Paula read out a list of other things that will happen, such as gathering feedback and organising staff voice meeting, which will provide staff with a chance to make comments which will be passed onto the SLT, for them to action anything they feel necessary. **Action**

A Governor asked, when SLT approve any actions, is there an expectation that there will be the funding and resources available – has the school thought through what might be involved? The Head responded that this might be very simple stuff, such as the box in the staff room where people can put their ideas, which will then come to him – staff will have to advise on the impact on any ideas for students. Through this process it has already been identified that our staff briefing were finishing 2/3 minutes too late for some staff, which is significant because it is their only opportunity to do things.

Paula said that they also feel that more work could be done on strengthening leadership and they are going to introduce a buddy system and they have a plan to ask new members of staff whether they would like a buddy – someone they can go and talk to. Existing staff will be given an opportunity to opt out of this and they will see how it works – they are also working on a Staff Wellbeing policy.

Paula outlined some other rewards, that don't have a high costs:

- Cards that staff can write an uplifting comment on to a colleague, which will be handed out at the end of the month. This is a small thing to lift people's moral.
- There are also many staff who have committed their working life to Cantell, some of who have been here for 40 years. They have talked about what they can do as a reward to celebrate their commitment and dedication – maybe a gift and a certificate, to make a big fuss of them at the end of year party.
- It would also be nice to do something for people with less years of service, maybe by giving them a badge to say how long they have been at Cantell, which they can wear on their lanyard, which will have a big impact.
- A monthly wellbeing lotter, which all staff will be entered in, with names being drawn out and the winner will get a wellbeing gift – something to make them feel acknowledged and recognised. The winner will then be excluded from future draws, so everyone will go a go.

The benefits of all this will be;

- Reduction in staff sickness – which will be measured.
- Improved staff retention.
- Great job satisfaction.
- Stronger employee relationship.
- Staff will feel more appreciated and valued.

A Governor commented that the wellbeing champions are a really good idea – they have tried something similar at his school, but found it difficult in some areas because they found that people tried to circumvent their line management meeting and they had staff trying to deal with some very big issues. Paula responded that they will have to navigate through this and Champions will have to refer some people on – this will be a developing picture, which they will have to find their way through.

The Head commented that supervision is important and the Champions will need to have regular catch ups with Nick Guise-Smith to see how things are going and to make sure their own wellbeing doesn't suffer.

Signed by Chair: Date: 18.9.25

A Governor agreed that this is all very good – a lot of which happens in her company. She agreed that the small recognitions are also very good. **Action**

Paula commented that this is all small steps, but in the right direction. They want staff to know that their mental health and wellbeing is important and all of this is to let them know this. The Head agreed that there wasn't anything significantly important or negative in the staff survey, this is all about growing the school's wellbeing provision.

The Chair said that she is a great believer in staff wellbeing.

64/25 **Attendance and Behaviour Update**

Ian commented that he has previously spoken about the DfE live attendance programme and today he will present the June report up to May half term.

Ian reported that current attendance to date is 93.6%, which is 1.45% above similar schools for absence. This is entered weekly and is currently maintaining the gap with national figures. Ian added that it worth noting that the absence figures for Eid are not included in these figures, which are authorised absences, but record as absences. Ian pointed out the comparisons for group absence such as SEN and FSM.

SEN attendance is lower at around the 6th decile, but compared to similar schools, Cantell is right at the top.

Persistent absence is not being recorded at the moment, as it is affected by the Year 11 students who have recently left, but this is the same for all schools.

Permanent Exclusions have unfortunately gone up to four this year, but remain broadly in line with national figures, which are three years in arrears, which Ian predicts to be at 3.5% nationally.

The Head commented that they are uncomfortable about permanently excluding student, but they are very comfortable that these decisions are taken for the right reasons. Cantell is an inclusive school, but not to the detriment of other young people, but it has to be said that they don't feel comfortable about having to make these decisions. Ian added that he spoke to Ofsted about permanent exclusions, who could see that it is for the safety of the rest of the school population.

External Suspensions have gone up again this year, at 2.33% compared to 5.8% nationally, so they are still well below national figures. The Head said that there was something like a million exclusions last year nationally, including primary and the evidence shows that national figures will level off, so the gap is narrowing. There were 171 suspensions overall, which could have been less, but it is difficult when students just say no. The Head said they are looking at ways to keep them in school, but it is a real balancing act, and a real focus for staff – which is something that Governors will need to scrutinise over the next year.

Ian said that there are an increasing number of students with SEN needs and although they are talking about small numbers of students who do this, this is something that staff will be looking at during the Inset days at the start of the new academic year and there will be a check list of when students can be suspended, to ensure consistency across the board. Although Cantell is well below national figure, this is something they want to draw attention to and something that they will be working on.

As part of this, it was agreed that Ian would provide External Suspension figures for SEN and FSM students from challenging backgrounds.

Signed by Chair: Date: 18.9.25

A Governor asked whether they are saying that it is mainly SEN students that are being suspended. The Head responded that this is the case, and this is the information that will be provided at the September meeting.

Action
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A Governor asked typically how many days is a suspension for. The Head responded that the maximum is five days. When a student keeps saying no, they have to get the parents in and have a conversation to say, let's try again – they have to go by the book in this situation.

A Governor asked if there are particular things and behaviour that a student will demonstrate that might lead to this? Ian responded that he will provide Governors with the categories of behaviour when he comes back in September. The Head said that when some students are challenged, they just say no. He doesn't believe this just comes from the student, they don't get challenged at home, so when the school comes down on them, they won't do it, because they don't at home.

A Governor commented that it is difficult how to relate this to parents in Year 7. The Head agreed that it is difficult and they have decided that he will meet with the parents of these young people over two days to lay down some expectations. It is going to be difficult, but he has also started building this in during Transition week about it being a journey they are all on and that parents and the school have high expectations.

A Governor asked whether they found that some parents are at their wits end and don't know what to do, and does the school provide any support with parent skills? The Head said that they can provide a list to refer people to, and they also have Nick Guise-Smith. There are cases where things are difficult and situations where it is us against them, and sometime there are break downs in relationships with parents and the school becomes like a babysitting service. There is definitely room for us to tighten up in this area, to find a proactive way forward and to have training for staff because they can see this getting worse because of underfunding and more SEN needs.

A Governor asked whether the total number of suspensions shown is days. Ian responded that this is the number of incidents, but this might be a certain number of students who contribute to this.

The same Governor asked whether it would be possible to have information on the following moving forward:

- **The total number of days lost compared to national.**
- **The average length of a suspension.**
- **The average number of days.**

The Governor commented that Ian had reported that external suspensions at Cantell are lower than average, but permanent exclusions are higher than average – does this mean that students are being permanently excluded too soon and is the L2L provision preventing permanent exclusions?

It was AGREED that Ian will provide the answers to the questions raised at the next meeting in September.

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A Governor asked whether information on primary suspension get forwarded onto secondary schools. Ian said no, this doesn't happen, so they wouldn't be able to say which students were suspended in primary school, they can only see what students have been permanently excluded. They are unable to go back and track a pattern for individual students, but when Governors receive the headline data, they will

be able to see a specific patter for a year group that has been affected, such as Year 10, who were affected by Covid. **Action**

Internal Suspensions: Ian reported that internal suspensions have gone up. The Head informed Governors that there are no national comparisons, because some schools go straight to suspension.

The Head added that behaviour and attendance across the school remain great because of the systems in place, which means the school is very safe and calm. There are around 45 behaviour points a day, which is nothing in a school the size of Cantell and is only 5% of the school population. The Head added that he is comfortable with internal and external suspensions, but will need to tighten up on them.

65/25 **Internal Referral System**

The Head said that this is a system that has worked extremely well, although there can sometimes be errors in the system, which he wanted Governors to be aware of. Ian explained how the process when an internal referral takes place, including the forms used and a situation when the process wasn't implemented properly.

Ian explained that they have now moved to a new system, where an online google form has been set up, which automatically enters the data onto a spreadsheet, which is time stamped. The person who made the referral then gets an email response to say that their referral has been received. All of this information goes onto the spreadsheet and records the consequences and the impact on students – other things like the time frame and interventions implemented are also recorded.

Ian informed Governors that every week on a Friday a meeting takes place with staff to decide what actions will happen for particular students, including referrals to different agencies. Start dates and review dates are also discussed, which is really important, along with the outcomes. Ian added that they will then be able to track referrals and the impact on the child.

The Head added that he is really confident that this system is adequate to prevent what happened, happening again.

The Head suggested that this is something for the Chair, as Safeguarding Governor, to bring back to a future meeting to present a sample of some cases, to reassure Governors that the system is working. Agenda Item

A Governor asked whether there is the opportunity to look at this kind of information to look at the themes leading to these incidents – to look at the symptoms not the outcomes. Ian responded that yes, once they have gathered more data from the new system, he will provide this information and they might be able to cross track it against the suspension data.

The Head said that they track the suspension data, but don't look at the reasons why because these are Government categories, so perhaps they need to chart something that can be extracted so they can talk about what they are seeing and this will strengthen it.

The same Governor commented that it is about whether the data is showing something and whether it shows what the target is to look at – this may be happening anyway. The Head agreed that they may be able to get some patterns and Ian added that there are currently only 15 different codings, which provided by the Government and it is difficult because they don't chart why a student did something, as

they can only report in the categories provided. Ian added that there is some work to do to be able to chart this information. **Action**

The Head said that this is something for them to come back to – to have a trail on doing this – they can try and make things happen and this is something to look into.

The Staff Governor asked whether the referral forms are for Year Leaders to complete and not general staff. The Head confirmed that this is correct.

The Head asked Governors, from what Ian has show them, are they reassured that this is a more robust system and do they want further information from the Safeguarding Governor? Governors AGREED that they are reassured, and that further information would be useful.

66/25 **Minutes of the Meeting held on the 22nd May 2025**

Governors AGREED the minutes of the meeting held on the 22Nd May 2025 as a true record of the meeting, which were signed accordingly by the Chair.

67/25 **Matters Arising**

52/25 Boys and Girls Mentoring
On the Agenda at Item 3.

53/25 YouTube
The Head reported that a YouTube subscription is £12.99 a month, or £156 for the year, which can be cancelled at any time.

54/25 AI Meeting
Governors noted that the meeting with Bhupinder Siran and the School Business Manager will take place in the new academic year.

56/25 Policies
The Head reported that he has discussed policies with the SLT and a new system will be implemented.

57/25 Transition
The Head reported that he spoke to 10 Year students about how they felt about wearing their different uniforms during transition week. 8/10 said that they felt positive about coming in their old uniforms and quickly felt part of Cantell. The Head commented that they also felt a big amount of pride this transition to get their t-shirts and be part of Cantell.

68/25 **Governor Visits**

Computer Science
Emma reported that she had recently visited Joe Tait in Computer Science. They had carried out some class observations, which are easier now because she has been in a lot and is able to see topics moving forward.

They discussed resource challenges and long-term sickness during the year, but Joe is confident that staffing will be better going forward and they spoke about opportunities including Cyber Security visits from the University, which provides information and best practice. There is also a PhD student coming in to work with Year 10 students.

Signed by Chair: Date: 18.9.25

learning. They have had Cyber Security visits from the university as part of a local Cyber Security Cluster and continue to work with other schools. Emma added that it was a very good visit. **Action**

The Head commented that he had made a presentation at the University today, and it was great to hear Joe Tait spoken about. It is also really fantastic to report that Joe has agreed to take on Citizenship.

Emma added that they also spoke about the AI policy and what developments had taken place. Joe confirmed that there hadn't been any, but that they keep an eye on any movement in this space, on what impact AI has on students, but there hasn't been anything major.

English

Nicola reported that she had visited English, which she has been doing for a few years now. They had looked at the peer review process at the start of the academic year and Pru and Sarah were really pleased with how the review had gone. They had mentioned writing at her last visit, and they let her sit in with some Year 7 students and it was good to see the different techniques used – Heather the teacher was really patient with her students. Nicola reported that she also visited a Year 7 class, with Vicki Foster, who also works in the Thrive Hub and the class had two students from Thrive in their mainstream lesson, which was really positive.

They spoke about GCSE predictions briefly and the Stamina upgrades have been really successful – the Head also does an upgrade session on a Saturday. They also spoke about

The Reading Buddies system is now being run by Nina Husk, which includes 60 buddies and 40 ambassadors – the university also came in during January and March to read to Year 7 students. There is then a graduation ceremony in June. The positive news is that other schools have also joined this scheme.

The Head said that that he wants to recognise the work of the Reading Buddies programme, which started at Cantell. The Head added that whatever they do at Cantell creates a blue print for others – and as a result other schools and students are benefitting from a programme started by Kat Cox.

PE

The Chair reported that she had met with Russ Grant, the Head of PE and they discussed the golf programme and how well it is going. They also spoke about Year 11 PE, which is excellent.

Glynis reported that she has previously been into PE and on her second visit went into some lessons – this time she spoke with Russ about the future and what he wants to achieve. Glynis informed Governors that she will go in again before half term to see some more lessons.

The Chair encouraged Governors to come in for a visit.

Bhupinder Siran confirmed that he is planning to come and visit PSHE – the Head advised that Tina Mudzamiri is leaving the profession, but it would be good for him to visit to see what has been happening.

Signed by Chair: Glynis Date: 18.9.25

69/25 **Election of Chair and Vice Chair for 2025/26** **Action**

- Governors APPROVED the appointment of Peter Hilditch as Vice-Chair for the 2025/26 academic year, who was nominated by Julian Bryant and seconded by Emma Bradshaw.
- Governors APPROVED the appointment of Glynis Alexander as Chair of Governors for the 202/5/26 academic year. Glynis was nominated by Peter Hilditch and seconded by Nicola Hunt.

70/25 **Appointment of Committee Chairs for 2025/25**

Governors APPROVED the appointment of Peter Hilditch as Chair of the Finance Committee and Nicola Hunt as Chair of the Staffing Committee for 2025/26.

71/25 **Governor Attendance Records 2024/25**

Governors NOTED the Governor Attendance Records for 2024/25.

72/25 **Proposed Governor Meeting Dates for 2025/26**

Governors APPROVED the proposed meeting dates for 2025/26.

73/25 **Policies for Approval**

Governors APPROVED the following policies:

- Finance Manual
- Employee Loan
- Charging & Remission
- Admissions 2026/27

The Head informed Governors that they will be creating policies in the normal way, but then using AI to take out what isn't needed. This has been trailed and works really well and this will happen in future.

74/25 **Finance and Staffing Committee Minutes**

Governors NOTED the minutes of the Finance and Staffing Committee meetings held on the 14th May 2025.

75/25 **Chair Update**

The Chair informed Governors that she continues to visit school and has met with SLT and members of staff. The Chair had also attended the school play, which was excellent – a lot of children take part in a lot of things and she would like to have something to give to them over and above what the school gives them – something from Governors.

The Head agreed that it is important to reward students and if Governors want to go over and above what the school gives them, such as a certificate or something from Governors – these students do the school credit and they give up a lot of their time to participate in this type of them.

A Governor commented that he often thinks that a really well written letter or post card that reflects and acknowledges an event, that they can keep, goes along way.

Signed by Chair: Date: 18.9.25

Governors AGREED that some sort of recognition is needed, maybe a letter of a certificate. It was AGREED that the Chair and the Head would discuss the issue. **Action**

A Governor said that if it is a certificate or a letter, that it should be personalised, and that all Governors could sign it to show that some thought has gone into it.

The Head said that he would also like to bring in an award tat the next Awards Evening for Extra Curricular participation, and Governors can then go on a rota to present the award to students.

The Chair thanked Governors for participating in meetings and for being such a great group in a brilliant year. They are a good group and is glad that they are able to ask questions, which is important and part of their job.

76/25 **Head's Final Round Up**

The Head presented a powerpoint presentation, which included the following headlines:

Teaching & Learning – the Head reported that it has been an exciting year, with high levels of engagement from students.

Academic Achievements – the Head informed Governors that the new Year 10 group have more challenges and as a result will need everything thrown at them so they can achieve good outcomes. The Head added that he wanted to bring this to Governors attention and that they will be talking about the new Year 10 regularly over the coming year. The Head said that academic achievement shows him that QA and the visits by the school's SI partner (who comes in six times a year), along with the Peer Reviews that achievement is in line with the high quality teaching that students receive.

The Staff Governor agreed that teaching at Cantell is fantastic, as is the sharing of ideas by staff, which is amazing. At the recent Teach Meet, the Science team had created a google website, which the shared with other staff members, who have now done the same – the sharing of ideas is great. The Head commented that the Teach Meet was excellent and had built on the previous year.

Reading and phonics at Cantell are industry leaders, along with the exceptional careers and guidance programme. The Head commented that reading is at the gateway of learning.

The Head explained about the House Reward postcard, which parents had asked if the school could save money by not posting them and as a result, students now receive virtual postcards and those students who get the most virtual postcards now receive a reward. The Head commented that he is very grateful to Parent Voice for this.

Careers and IAG is excellent at Cantell and not a lot of other schools' work with as many businesses as they do. The Option evening is excellent and they get lots of people in from business. The NatWest careers week is now a national offer.

Luke Staton from BDO also came in to school and spoke to all year groups and it is great the way he engages with young people. Luke has access to 14 schools and thousands of children, who all benefit positively because of Cantell's connections.

Work experience has been incredible, with around 200 students attending some form of work experience and there has been some amazing feedback from employers. This

is a credit to the young people and Andy Paterson and Steve Godwin have worked hard on this. **Action**

Students have also participated in a money management game with the University of Southampton and the Head said that he is really proud of the students and staff and the University who created it.

The PSHE programme has been fully developed and Tina Mudzamiri and Harriet Phillips, who have led on this, and it is a shame that Tina is leaving.

The Golf Mentoring programme, which was organised by Cantell and which Wildern is also involved in has been very successful and students have had the opportunity to go to Boundary Lakes and is so much more than it is on paper.

Transition – the Head commented that he is in awe of colleagues for the Transition week. Cantell was the first to do this and there are only two other schools that also hold Transition weeks. It is hard to so at the end of term, but is the right thing for our young people and their parent. As a result, students are confident about coming to Cantell and if anything happens it can be dealt with then and there

Every year Transition week gets better and this year's Year 6 were delightful and we are looking forward to them coming to us in September.

Attendance is well above average, although Year 10 into 11 is an issue and we will have to work really hard with them.

The Head informed Governors that they do two wellbeing surveys with students every year and if anything negative is mentioned, the students are meet with by their Years and actions put in place.

Financial Health – the Head explained the latest up date concerning the teacher pay rise, which is only going to be partly funded by the Government. Support staff have also been granted a pay rise and at the moment it is unclear whether this will be funded.

The Head spoke about a potential deficit and difficult times ahead in terms finances and the potential for a reduction in student numbers, commenting that they cannot therefore be complacent, even though Cantell is the most oversubscribed school in the city for first place.

The Head added that they will continue to be savvy, including appointing another Cover Supervisor to save costs on outside cover and will continue to be smart, whilst celebrating success at Cantell.

The Head said that the Next Steps in terms of Governors is to present the SEF in September/October.

The Head said that he is very proud of the staff and students at Cantell.

77/25 **Any Other Business**

There was no other business.

78/25 **Date of Next Meeting**

Thursday 18th September 2025.
That concluded the business of the meeting. The meeting closed at 7.40 p.m.

Signed by Chair: Date: 18.9.25

Page No	Minute Number	Item	By Whom	By When
6.	64/25	Ian Creswell to provide a breakdown of the External Suspension figures for SEN and FSM students from challenging backgrounds.	Ian Creswell	September/ October meeting
7.	64/25	Ian Creswell to provide the following information in his next External suspension update: • The total number of days lost compared to national. • The average length of a suspension • The average number of days • It was reported that external suspensions are lower than average, but PEX higher than average – does these mean students are being PEX too soon and is the L2L provision preventing PEX	Ian Creswell	September/ October meeting
8.	65/25	The Chair, as Safeguarding Governor to present some a sample of some cases from the new Referral system to Governors to highlight how the system is working.	Chair	Future Meeting

Signed by Chair: Date: 18.9.25