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KING RICHARD
SCHOOL

Dhekelia
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Principal: Richard Sproson BA (Hons), PGCE, NASENCO



MINUTES OF THE KING RICHARD SCHOOL
SCHOOL GOVERNANCE COMMITTEE
MEETING HELD ON THURSDAY 26th OCTOBER 2023
MEETING OPENED AT 1105 MEETING CLOSED AT 1300

Attendees		Apologies
Lt Col T Wildish (TW) Mr J Walters (JW) Mr R Sproson (RS) Mr G Burvill (GB) Mr C Thomas (CT) Maj N Miller (NM) Mr D Donaldson (DD) Mrs J Stavrou-Shaw (JS) Mrs N Mahoney (NMA) Mr I Hussein (IH) Mrs L Sutherland (LS) Mrs C Smith (CS) WO1 Mark Calvert (MC) Father J A Moriarty (JM)	Chair Vice-Chair Headteacher Deputy Headteacher Assistant Headteacher Dhekelia Stn OC School Improvement Advisor, DCS SEN Representative SGC Secretary Fee paying Representative SSAFA Parent Representative 1 Rifles Representative Safeguarding Representative	Dave Parker (DP)

Item	Agenda Point	Comments
1	Opening Remarks	<p>TW started by welcoming and thanking new members. JM & MC have now joined the SGC, JM replaces the previous padre and MC joins as 1 rifles representation. TW asked for everyone to introduce themselves, introductions from everyone were made. TW discussed the unit move and that 1 Rifles changeover had been positive, he stated the demographic differences with more older children but all seemed to be settling in well. TW also reported that the works he had mentioned in the previous meeting were still ongoing throughout the station such as the running track upgrades and pool heating system to make it better for everyone it serves as well as the school. Some works had been completed such as the gym and cycle path. TW confirmed the announcement that the domestic footprint at Ayios Nikolaos would remain, TW also discussed the confirmation over the sixth form and new schooling provision – works due to start October 2025.</p>



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		<p>TW discussed the Scout Wood facility that is available for the station and welcomed any ideas on how this could be used.</p> <p>TW stated how lucky we are as a community to have such a great schooling system right through from early years to KRS and it was vital that we support and help to maintain this.</p> <p>TW highlighting the dangers of social media and asked everyone to keep this in mind and report any concerns immediately.</p> <p>TW finished his opening remarks by thanking RS for the HT report.</p>	
2	Minutes and Matters Arising	<p>JW went through the minutes of the previous SGC which took place on 22 June 2023. All agreed that no changes were to be made.</p> <p>NM discussed his recent meeting with the students and how he was impressed with them and their plans.</p> <p>NM reported he had set them a task to complete over the school year but he would let them share that as part of their organisation and correspondence.</p> <p>RS mentioned the previous social media letter that was sent out and all agreed it would be good to send this every term.</p> <p>NMA will send template and updated subject links information for new members.</p> <p>TW asked about the staff survey, RS explained the feedback was positive and no actions came out of this.</p> <p>RS stated as a school we are always happy to help the Station as it serves not only the students within KRS but the wider community.</p> <p>JW confirmed no new matters arising and that all previous actions had been completed – All agreed.</p>	<p>Action NMA to send to all parents</p> <p>Action NMA to send template out</p>
3	Data and last year's results	<p>GB briefed.</p> <p>He explained the Attainment 8 information and how to understand this along with Progress 8.</p> <p>For KS4 GB went through and broke down each section thoroughly but to summarise the figure we should have achieved was 0.18% and as a school we achieved 0.23% putting us within the top 13% of schools nationally.</p>	



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GB explained that although we usually sit a lot higher this is a brilliant achievement – he went on to show the current cohort and how this had impacted the possibility of achieving higher by explaining the impact of the national squeeze and the trends in subjects over time.

GB moved on to the KS5 results, the school achieved slightly below at 0.17% however, 100% of students got their first or second choice for next steps and none of them had to go through clearing so this was a great result despite the figures. Gb then explained that the next steps would be for him and RS to meet with all faculty leads to look at results and plan. GB finished by describing how well the school had done and commended the staff for this.

TW expressed how positive this was and thanked GB for his explanations.

IH asked if this was down to teacher continuity how this would continue due to current staffing.

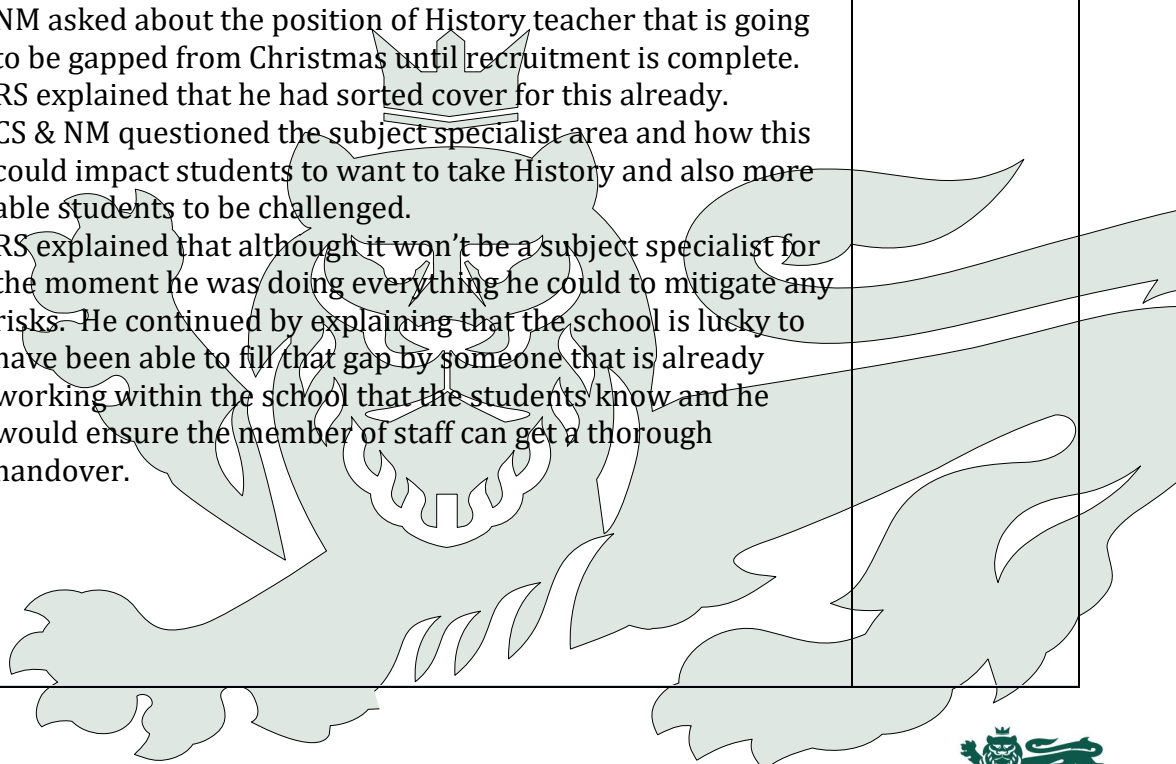
Rs explained that whilst the staffing and recruitment process remains challenging he was always looking at ways to mitigate risk in any period of gapped posts.

NM asked what DCS is doing to push along the recruitment. DD reported that he was looking at ways to speed the process up. DD went on to say he is currently in a discussion over a new supply teacher offering and that if this happens it would help however we need to remember we are reliant on specialist subject teachers already being on island.

NM asked about the position of History teacher that is going to be gapped from Christmas until recruitment is complete. RS explained that he had sorted cover for this already.

CS & NM questioned the subject specialist area and how this could impact students to want to take History and also more able students to be challenged.

RS explained that although it won't be a subject specialist for the moment he was doing everything he could to mitigate any risks. He continued by explaining that the school is lucky to have been able to fill that gap by someone that is already working within the school that the students know and he would ensure the member of staff can get a thorough handover.



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4	HT Report	<p>RS Briefed</p> <p>RS discussed project Lionheart and that he had little involvement which was a worry. TW agreed and raised a concern that he feared the building would not be fit for purpose due to the size, TW explained he was looking to raise this concern with CBF. DD reiterated the lack of involvement and advised he now has a meeting planned for after the half term break to discuss requirements. RS went over the staffing, he confirmed the Chemistry teacher Tracey Hewitt had now been onboarded with an official start date of 07/11/23. RS explained that two science teachers were still absent however, contingency was now in place. RS confirmed three resignations from the teaching staff, History teacher (advert out), school secretary - this vacancy was sat with DCS as a business case and finally CT had handed his notice in. RS discussed the complexity of replacing CT and that he was currently working on a plan for the division of his jobs and expressions of interest would be sent out to all staff. RS explained he wants to prioritise time with CT for staff that are successful in gaining these positions. RS reported that the main job role was PE and that this would be the initial job advertisement with the leadership role being adding later. IH asked about the truancy information within the HT report.</p>	



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CT explained the particular student was a new student that had little motivation to being in school which had therefore led him to leave without permission on a number of occasions.

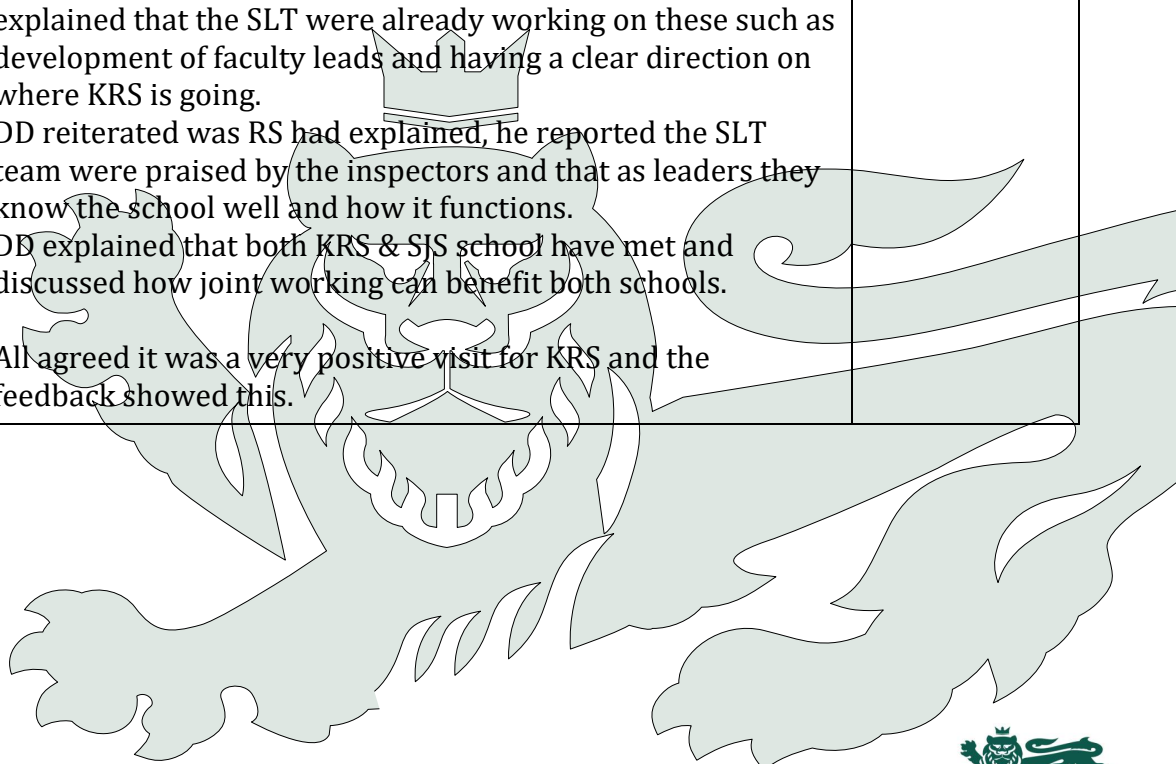
CT explained the importance of supporting this student and motivating them to attend school. CT explained the exclusion had been followed up with a re integration meeting with parents in attendance. He reported the student had a more positive week this week and that a meeting with the Education Welfare Officer was planned for after half term. IH thanked CT for putting this into context and explaining. JM questioned the sixth form absence data. RS explained this was due to timetable and subjects chosen however, this was now resolved and the data should now improve.

JW asked for feedback on the recent HMI visit. RS described the visit a very thorough, he explained the teachers were seen a lot during the visit along with students. RS discussed the visit in detail and the feedback from it. To summarise the feedback was extremely positive, KRS was described as a 'lovely school' and the students articulated themselves very well and are happy and proud. RS thanked CT & GB for this as he feels the pupil voice sessions they do weekly allow the students to build confidence when speaking and really make a difference. RS discussed the actions that came from the visit, he explained that the SLT were already working on these such as development of faculty leads and having a clear direction on where KRS is going.

DD reiterated was RS had explained, he reported the SLT team were praised by the inspectors and that as leaders they know the school well and how it functions.

DD explained that both KRS & SJS school have met and discussed how joint working can benefit both schools.

All agreed it was a very positive visit for KRS and the feedback showed this.



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4a	Strategy & Leadership Sub-Committee	<p>RS explained his recent visit to the UK for the Paper Rose. DD expanded on this visit and explained the process to the committee.</p> <p>RS & TW had concerns over the new school site and how many students it would accommodate so this will be discussed further with DCS.</p> <p>RS went over the staffing update.</p> <p>All members agreed that having a student attend the full SGC wasn't as beneficial as speaking to students outside of that setting.</p> <p>TW stated he would be happy to speak with students as he had previously done.</p> <p>NMA will arrange this.</p> <p>No other actions from this meeting.</p>	NMA to arrange meeting after half term
4b	Teaching and Learning Sub-Committee	<p>CS Briefed</p> <p>CS explained the subcommittee did a walk round school which was very positive.</p> <p>CS explained the concept of the key words that are used around the school in all subjects not just core subjects.</p> <p>CS reported that this was something they wanted to expand into the community as they believed it would have a positive impact.</p> <p>All agreed.</p> <p>CS stated the reading that was a priority in school was evident during the walk round, she explained and showed a document that showed in detail how this had been implemented and future plans including staff CPD.</p> <p>No further actions following this meeting.</p>	
4c	Pastoral and safeguarding Sub-Committee	<p>CT briefed.</p> <p>CT opened by welcoming Father John to the committee and thanked him for his commitment to support.</p> <p>CT reported the ongoing learning walks that take place before the subcommittee meetings worked well and it was great to engage with lessons.</p> <p>LS & JSS agreed that these learning walks showed a true reflection of the school and students and it was great to see.</p> <p>JSS state she wished she could stay in the lessons as they were so enjoyable and that the students were lucky to have this.</p>	



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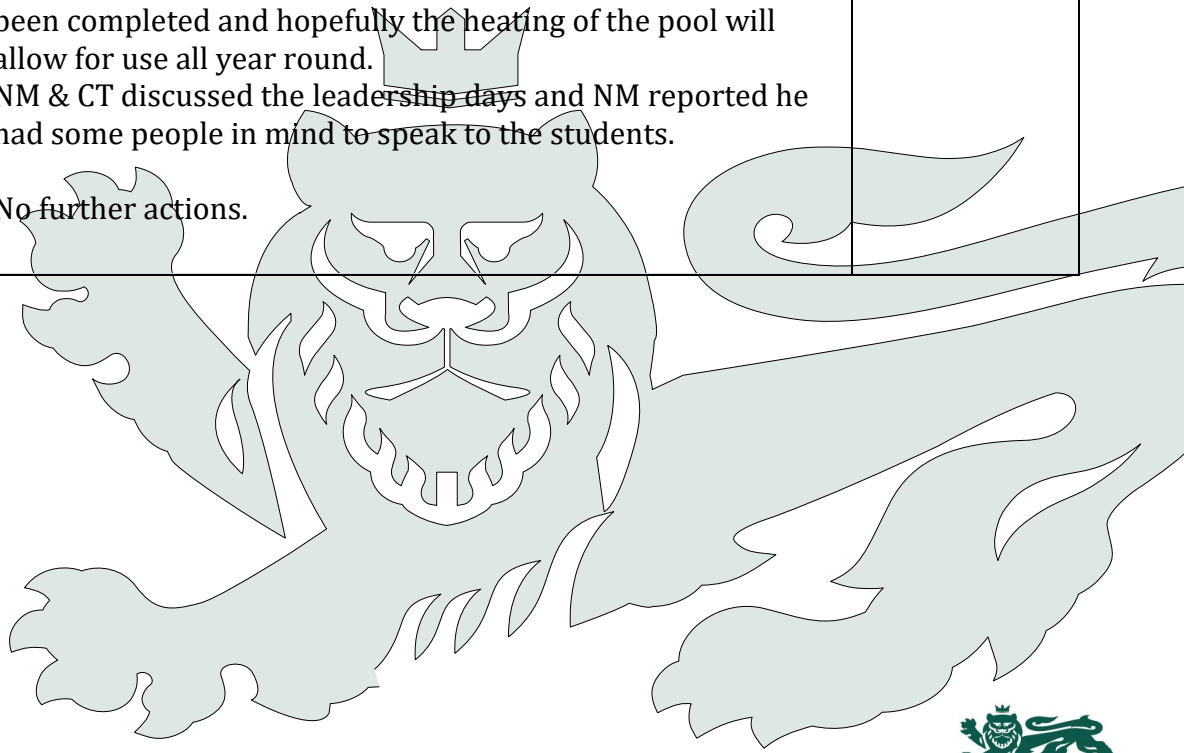
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		<p>JSS explained that throughout the learning walk it was impossible to know which students were new – she stated this shows how well they have settled.</p> <p>No further actions following this meeting.</p> <p>CT discussed the SEND data in detail, the main point being that KRS has made positive progress consistently and sat high against the UK figures.</p> <p>TW asked where we stand in the UK figures and If there was a reason we sat high. CT explained a number of factors such as the number of students, good LSA's, quality of teachers and excellent support meant we are able to offer a really good package and identify any issues early.</p> <p>CT explained that the school was getting access to the new Educational Psychologist and he felt this was a big benefit to both staff and students and we were very fortunate.</p>	
4d	Enrichment and Co-Curricular Sub-Committee	<p>CT briefed.</p> <p>CT thanked NM for his help at events and offered support from KRS to the station for any future events.</p> <p>CT discussed the after-school clubs on offer and all agreed it was great to see such a wide range of clubs.</p> <p>TW explained the planned upgrades for the gym had now been completed and hopefully the heating of the pool will allow for use all year round.</p> <p>NM & CT discussed the leadership days and NM reported he had some people in mind to speak to the students.</p> <p>No further actions.</p>	



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4e	Key functions	<p>JW briefed.</p> <p>Budget An overview of the budget was provided. This showed the school budget had significantly reduced in comparison to the last academic year. RS explained that due to this reduction the school was operating on a significant financial risk. The risk was broken down and looked at in detail. RS confirmed that he had feedback to DCS the risks around the budget. DD confirmed.</p> <p>Health and Safety Ovens - JW reported one oven has been replaced, now awaiting the final two. RS explained that the benches in the science rooms were being made more stable by contractors on Monday 30th October during the half term break. RS reported the area behind Block C had a temporary measure in place to stop students using this as an access/exit point to the school.</p> <p>Website – NMA explained the website SGC section needed updating and asked governors to ensure they had a photo taken in school for this.</p> <p>No further actions.</p>	
5	SIP/SEF	<p>RS explained that following his visit to the UK for the Paper Rose. This had been led by Gareth Flemington (newly appointed DCS lead on performance & Governance). The two days were positive and productive they identified the strengths and areas of development of the school. Discussion around where DCS could support was thorough and detailed. RS identified the SEF & SIP as areas he would like to focus on, Gareth Flemington was happy to support this.</p> <p>No further actions.</p>	
6	SGC Training	<p>NMA discussed the training that had already been sent out and asked members to complete and send completion confirmation back to her. NMA stated she would send one more out after half term.</p>	<p>Action – NMA to complete</p>



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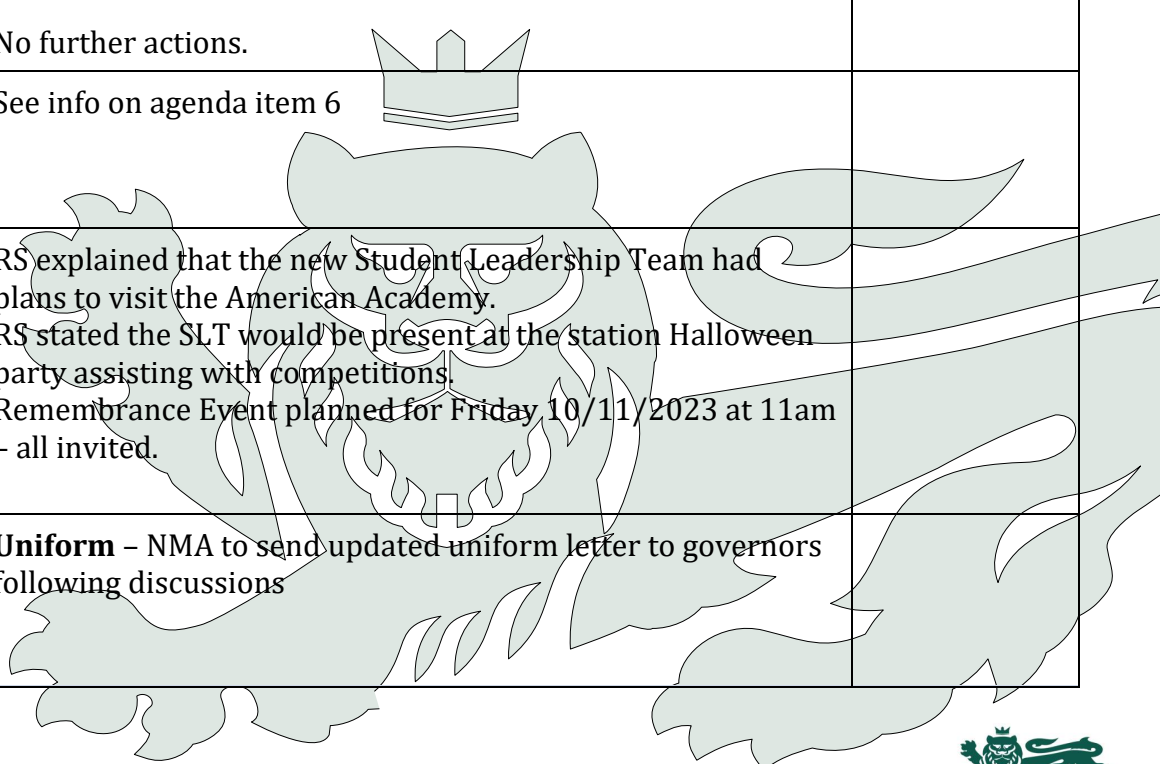
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		NMA will email a template and a further training module. NMA to also send a list of subject links and contact details. No further actions.	
7	SEN Report	CT explained that the new Educational Psychologist (EP) who was UK based would be visiting the school in December. NM asked when and how often they will be seen within the school. He added that due to them being UK based we need to ensure that we are being seen for the correct amount of time allocated to us and that being overseas does not negatively impact on students. CT explained that due to the EP being new into the role they were catching up so things are delayed however, he agreed and stated we do need the external support. TW asked DD to pass this through DCS to ensure the school is getting to correct time allocated. DD agreed and advised he would chase up and find out what is happening with the EP due to travel restrictions. DD will also ask how the time will be utilised. TW asked about the percentages and if the 16% was similar to the UK. CT stated it was slightly higher than the UK but this is down to being a smaller school and staff knowing the students well so things are picked up on quicker and actioned as the staff can see what is required to support them. No further actions.	Action – NMA to share report Action – DD to chase up EP
8	SGC Links – Visibility in school	See info on agenda item 6	
9	Upcoming Events	RS explained that the new Student Leadership Team had plans to visit the American Academy. RS stated the SLT would be present at the station Halloween party assisting with competitions. Remembrance Event planned for Friday 10/11/2023 at 11am – all invited.	
10	AOB	Uniform – NMA to send updated uniform letter to governors following discussions	



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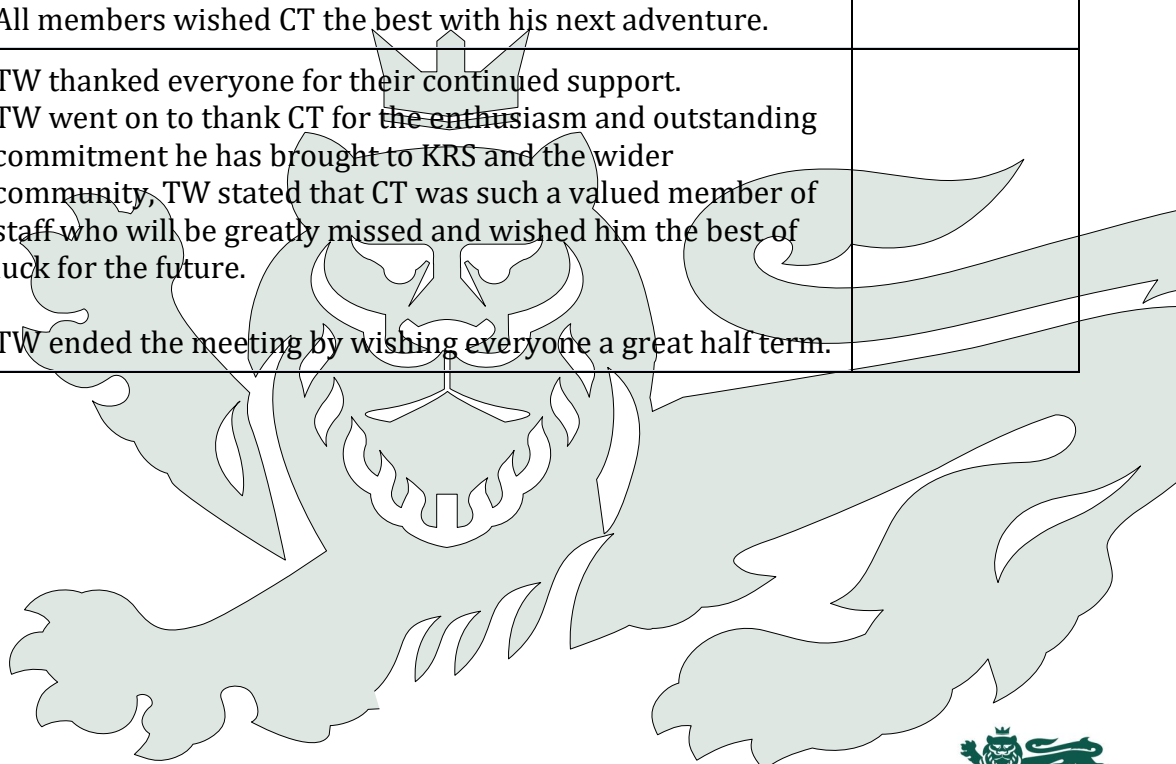
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		<p>Work Experience – CS reported a positive experience with a student completing work experience within Homestart. CS went on to explain how the student was a great ambassador for KRS. NM stated he had asked station to support with any work experience requests and if KRS had any problems then to speak with him to support. TW agreed with NM and offered his support also.</p> <p>Training – LS asked if training would be provided for whoever was to step in when CT leaves. CT & RS stated this is something they were looking into. LS gave recommendations and reiterated the importance of staff having the correct training and being equipped to deal with certain situations. All agreed this needs to be a priority.</p> <p>Website – NMA stated that all SGC members photographs needs to be displayed on the school website along with the SGC minutes. NMA asked all members to see Charlie Pallent to get their photo taken.</p> <p>Goodbyes – RS reported Sam Telford had now left the SGC and thanked her for her time. RS then thanked CT for his commitment to the SGC and stated he will be massively missed. All members wished CT the best with his next adventure.</p>	<p>Action – photos to be taken of all members of the SGC</p>
11	Closing Remarks	<p>TW thanked everyone for their continued support. TW went on to thank CT for the enthusiasm and outstanding commitment he has brought to KRS and the wider community, TW stated that CT was such a valued member of staff who will be greatly missed and wished him the best of luck for the future.</p> <p>TW ended the meeting by wishing everyone a great half term.</p>	



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