



A Regular Meeting of the Ermysted's Grammar School Full Governing Board
was held on **Thursday 27th November 2025 at 4.30pm in the School Library and via MS Teams.**

GOVERNORS

Mr S Clarkson [SJC] Chair (FTG); Mrs J Lloyd [JL] Vice Chair (FTG)
Mr M Evans [MJE] Headmaster (SG); Dr S Humphrey [SH] (FTG); Ms S Trelease [ST] (FTG)
Mrs D Swiffen [DS] (FTG); Mr J Burton [JB] (FTG); Mrs S Ahsan [SA] (FTG); Prof C Choudhury [CC] (FTG)
Ms C Foster [CF] (FTG); Mr C Escott [CE] (PG); Ms N Ballantyne [NB] (LA)
Ms L Reynolds [LR] (CG); Mr R Burns [RB] (SG); Mr N Scott-Pearce [NSP] (PG)

(FTG) Foundation Trustee Governor; (SG) Staff Governor
(LA) Local Authority Representative Governor; (PG) Parent Governor; (CG) Co-opted Governor

TO BE IN ATTENDANCE

Mr D Frankland [DRF] Clerk to Governors
Members of the Senior Leadership Team
Ms P Davies [PD] Deputy Head Teacher; Mr A Jackson [AJJ] Deputy Head Teacher
Mr A Wooley [ADW] School Business Leader; Mr S Speak [SS] Assistant Head Teacher
Mr G Barrett [GB] Assistant Head Teacher, Head of Sixth Form

MINUTES OF THE REGULAR MEETING OF THE FULL GOVERNING BOARD 27.11.25

GOVERNORS PRESENT

Mr S Clarkson [SJC] Chair (FTG); Mrs J Lloyd [JL] Vice Chair (FTG)
Mr M Evans [MJE] Headmaster (SG); Dr S Humphrey [SH] (FTG); Ms S Trelease [ST] (FTG)
Mrs S Ahsan [SA] (FTG); Prof C Choudhury [CC] (FTG)
Ms C Foster [CF] (FTG); Mr C Escott [CE] (PG); Ms N Ballantyne [NB] (LA)
Ms L Reynolds [LR] (CG); Mr R Burns [RB] (SG); Mr N Scott-Pearce [NSP] (PG)

ATTENDEES ONLINE

Mr D Frankland [DRF] Clerk to Governors
Members of the Senior Leadership Team
Ms P Davies [PD] Deputy Head Teacher
Mr A Wooley [ADW] School Business Leader; Mr S Speak [SS] Assistant Head Teacher
Mr G Barrett [GB] Assistant Head Teacher, Head of Sixth Form
Ms P Hofman, School SEND Coordinator (for item 37::25)

PROCEDURAL

Min	Item	Lead	att
	Associated papers for the business of this meeting, with the exception of the approved minutes, are available on the SharePoint at: link		



25::25 FGB	<p>To extend a welcome to all present and open the meeting.</p> <p>Meeting status: quorate Meeting status: The Chair opened the meeting at 16.30hrs and extended a welcome to all present.</p>	Chair SJC	
26::25 FGB	<p>To receive apologies and consent to absences.</p> <p>The Clerk recorded apologies for DS and JB which were consented. The Clerk recorded an apology for AJJ.</p>	Chair Clerk	
27::25 FGB	<p>To receive any Declarations of Interest, pecuniary or non-pecuniary, for the purpose of the business of this meeting.</p> <p>There were no Declarations of Interest, pecuniary or non-pecuniary, for the purpose of the business of this meeting.</p>	Chair Clerk	
28::25 FGB	<p>To receive notification of other urgent business for consideration at agenda item: - other business.</p> <p>The Foundation Chair, JL requested Trustees remain in the room at the close of the Board meeting to discuss a matter relating to business of the Foundation Trust.</p> <p>There was no notification of other urgent business for consideration at agenda item: - other business.</p>	Chair	
29::25 FGB	<p>To determine whether any part of the proceedings should be treated as confidential and excluded from the minutes to be made available for public inspection.</p> <p>Governors agreed items of confidential business to be determined where appropriate. Governors and attendees are reminded of the need for confidentiality on some aspects of Governing Board Meetings.</p>	Chair	
30::25 FGB	<p>Governor Composition and Report: Confirm the Governing Board Composition (as the agenda header)</p> <p>Constitution of the Governing Board: There is one vacancy on the Board for a Co-opted Governor.</p> <p>The Chair confirmed the composition of the Governing Board as the agenda header with one vacancy remaining for a Co-opted Governor; the term of office for a Co-opted Governor being three years.</p>	Chair Clerk	
31::25 FGB	<p>To ratify the Terms of Reference for the Committees and Panels for the academic year 2025-2026.</p> <p>On a proposal from the Chair and seconded by CF the Board ratified the Terms of Reference for the Committees and Panels for the academic year 2025-2026.</p>	Chair	



<p>32::25 FGB</p>	<p>To confirm the completion of: ‘SignNow’ documents for required Governor declarations, namely:</p> <ul style="list-style-type: none"> • Register of Business Interests; • Register of Gifts & Hospitality; • EGS Code of Practice; • Governor Skills Audit; • Safeguarding Requirements. <p>The Chair confirmed Action: He would communicate the following day with those Governors who had not yet completed the above suite of Governor declarations.</p> <p>It was agreed Action: Governors who have not as yet completed, or are experiencing issues accessing the National Collage Cyber Security Training to email ADW in the first instance.</p> <p>It was further agreed Action: Governors who have not yet read the most recent iteration of the KCSiE (part 2), to complete at the earliest opportunity and notify the Headmaster’s PA, KT to confirm.</p>	<p>Chair</p>	<p>Act Gov’s</p> <p>Act Gov’s</p> <p>Act Gov’s</p>
<p>33::25 FGB</p>	<p>To confirm / appoint Link Governors with specific responsibilities for academic year 2025 - 2026:</p> <ul style="list-style-type: none"> • Link Governors & Governor Monitoring on School Development Plan 2025-26 • The Chair advised the 2025-2026 Link Governor Policy was available on the SharePoint at: link ...and the policy aims: <ul style="list-style-type: none"> ○ To enable Governors to know and understand more about the day-to-day work of the School; ○ To triangulate evidence between Governors, the Senior Leadership Team and the staff; ○ To establish another opportunity for Governors and staff to meet and discuss issues concerning the School and its development; and... ○ To enable staff to share and celebrate the success of their work. <p>Areas of Responsibility / Link Governors for the academic year 2025-2026:</p> <ul style="list-style-type: none"> • Attendance: JL • Careers: JB • Comms & Marketing: SJC • Creative Arts Faculty: ST • Disadvantaged Pupils: LR • English Faculty: SJC • Humanities Faculty: CF • Mathematics Faculty: CC • Languages Faculty: NB • Leadership & Management: DS 	<p>Chair</p>	



	<ul style="list-style-type: none"> • Resources & Finance: CE • Safeguarding & Pastoral Care: SH, CF • Science Faculty: NSP • SEND: LR • Student Progress: SA <p>It was agreed Action: Governors to communicate with their link contact in school to arrange their Link Governor visit, or if unsure, in the first instance to communicate with SJC or MJE to provide support.</p> <p><i>(see 43::25 for Link Governor policy approval)</i></p>		Act Gov's
34::25 FGB	<p>To approve as a correct record, the minutes of the Annual General Meeting of the Full Governing Board held on: 09.10.25.</p> <p>The minutes of the Annual General Meeting of the Full Governing Board held on 09.10.25 were proposed as a correct record by the Chair, seconded by CF, and approved by the Board. The minutes are available on the SharePoint at: link</p> <p>To approve as a correct record, the confidential minutes of the Annual General Meeting of the Full Governing Board held on: 09.10.25.</p> <p>The confidential minutes of the Annual General Meeting of the Full Governing Board held on 09.10.25 were proposed as a correct record by the Chair, seconded by CF, and approved by the Board. The minutes are available on the SharePoint at: link</p> <p>To consider matters arising from the minutes for which there is no separate agenda item.</p> <p>There were no matters arising other than those to be concluded within the business of this meeting.</p>	Chair	
35::25 FGB	<p>To receive a brief resume of business from the Committee Chair, from the meeting of the School Improvement Committee held on 06.11.25.</p> <p>Providing a brief resume to the business of the School Improvement Committee meeting held on 06.11.25 the Committee Chair, CF explained:</p> <ul style="list-style-type: none"> • She herself had been appointed as Committee Chair and LR had been appointed as Committee Vice Chair for the academic year 2025-2026; • Committee had approved the Terms of Reference for the Committee without amendment, to be referred to this meeting of the Full Governing Board for ratification; 	Chair CF	



	<ul style="list-style-type: none"> • Governors had considered the School Attendance year to date, current initiatives, and the attendance trends from the Ofsted IDSR (Inspection Data Summary Report); • There had been discussion around Behaviour; an update on year to date and current initiatives; • PD had provided an update on Teaching and Learning and overview to the first of the three calendared whole school learning walks completed this academic year; • GB had shared a PowerPoint survey with Governors ‘The Sixth Form Experience’; the survey having been circulated to the Year 12 students to enable a broader understanding of their experiences about the collaboration with the SGHS students during the first half of the Autumn term; • The minutes from the meeting are available at: link <p>To receive a brief resume of business from the Committee Chair, from the meeting of the Resources & Finance Committee held on 10.11.25.</p> <p>Providing a brief resume to the business of the Resources & Finance Committee meeting held on 10.11.25 the Committee Chair, JL explained:</p> <ul style="list-style-type: none"> • She herself had been reappointed as Committee Chair and JB had been reappointed as Committee Vice Chair for the academic year 2025-2026; • Committee had approved the Terms of Reference for the Committee, without amendment, to be referred to this meeting of the Full Governing Board for ratification; • Governors had discussed the Financial accounts for the year to date; • ADW had provided an update of the capital projects and site works completed across the summer, together with the associated expenditure; • Governors had considered the Local Authority Health and Safety reports; • The minutes from the meeting are available at: link <p>Meeting status:: CC joined the meeting.</p> <p>To receive minutes, where available, from any additional Committee Meetings or Panels held since the Annual General Meeting of the Full Governing Board on 09.10.25.</p> <p>The Clerk confirmed, to his knowledge, there had been no other meetings of Committees or Panels since the Annual General Meeting of the Full Governing Board on 09.10.25.</p>	<p>JL</p> <p>Chair Clerk</p>	
<p>36::25 FGB</p>	<p>Dates of meetings of the Foundation Trust, FGB & Committees for the academic year 2025 - 2026: All meetings at 4.30pm unless otherwise indicated.</p> <p>Spring Term 2026: Thursday 15 January 2026 School Improvement Committee Monday 19 January 2026 Resources & Finance Committee</p>	<p>Chair</p>	



	<p>Thursday 29 January 2026 Thursday 26 February 2026 Monday 2 March 2026 Thursday 12 March 2026 4.00pm Thursday 12 March 2026 4.45pm</p> <p>Summer Term 2026: Thursday 30 April 2026 Thursday 14 May 2026 Thursday 4 June 2026 Thursday 11 June 2026 Monday 15 June 2026 Thursday 25 June 2026 4.00pm Thursday 25 June 2026 4.45pm</p>	<p>Full Governing Board School Improvement Committee Resources & Finance Committee Foundation Trustees Meeting Full Governing Board</p> <p>Resources & Finance Committee Full Governing Board Full Governing Board Strategy Meeting School Improvement Committee Resources & Finance Committee Foundation Trustees Meeting Full Governing Board</p>		
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BUSINESS OF THE FULL GOVERNING BOARD

<p>37::25 FGB</p>	<p>Headteacher’s report (attached) The supporting information is available within the PowerPoint at: link</p> <p>Prior to the Headteacher’s Report the Headmaster explained he would provide a detailed update on the new Ofsted Framework, now with a much greater focus on Inclusion, SEND, Disadvantaged Pupils and other groups, and in support of that invited Ms P Hofman, (PH) the School’s SEND Coordinator to update on SEND national trends and of the particular challenges in school.</p> <p>PH explained in the wider world of SEND there had been increasing levels of diagnosis, especially in terms of ADHD, and raised awareness of the overall factors and resources determining and supporting that:</p> <ul style="list-style-type: none"> • Diagnoses and terminology • Changes to the NYES website, resources, training • Increased capacity of Educational Psychologists • EHCPS (Educational Health Care Plans) • The SEND Hub • Inclusion <p>Referring to SEND at Ermysted’s, PH explained of her work in engaging staff to be a part of the conversation around SEND by delivering staff training and advising around SEND strategies; to better inform and empower teachers so that they can work with the SEND students confidently and competently. Governors noted of the increase in demand for support with the most significant in Autism and ADHD, the levels of intervention required, and the impact on the overall attendance data.</p> <p>PH provided some guidance on the use of Learning Plans and the format of same; the school having purchased the Provision Map software in April 2024 as an addition to Class</p>	<p>Chair MJE</p>	
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Charts to better support the school to map and manage SEND provision effectively and efficiently.

Concluding, PH confirmed of the White Paper for SEND expected to be published in 2026, to be based on the principles of early support, locality of provision, fairness, effectiveness and shared responsibility across education, and health care services; potentially with the likelihood of more students with severe and, or profound difficulties in mainstream schools due to funding, and the numbers at Ermysted's therefore expected to increase over time. Of particular interest would be the strengthening of links with SGHS with joint SEND meetings to be scheduled on a half term or termly basis.

The Chair thanked PH for her detailed and informative reporting and for her dedication, and the impact her efforts are having on the SEND provision in school over time.

Meeting status:: PH retired from the meeting.

Headteacher's report (attached)

Pupil progress; staffing; behaviour and attendance; GDPR and H&S; School trips

Providing a brief overview from his Report, on Staffing, the Headmaster confirmed:

- The appointment of an experienced Librarian with effect from January 2026;
- In view of the number of students wanting to undertake the Bronze DofE Award, and as previously agreed with Governors, school had appointed Dr A Sobala to support the team this academic year;
- There was a continuing requirement for cleaning staff, and
- An appointment would be required for maternity cover at some point in the academic year.

DfE attendance analysis report for the autumn term (first half)

Attendance baseline improvement expectation (ABIE)

On Attendance (current academic year to 25 November 2025) the Headmaster confirmed this would be an agenda item for discussion at every Full Governing Board meeting going forward. Overall Attendance was at 94.9% and continued to be good, although persistent absence could be better.

The Headmaster referred Governors to the regional attendance data, where Ermysted's had the third best attendance of any school in North Yorkshire, and for attendance nationally the School was in the top 10%; in the top 10% of schools for attendance of SEN pupils nationally, and in the top 30% of schools nationally for attendance of disadvantaged pupils ...and that partly due to the small cohort with an action plan in place to improve on that.

The more detailed attendance data is available to Governors in the associated PowerPoint.

The Headmaster advised to better support the day to day management of attendance data and other aspects the SLT was considering changing the school's Management



Information System, (MIS) provider potentially from April 2026, although a move would involve a considerable programme of work.

The Headmaster was pleased to be able to share, within the PowerPoint, the first image of the moon from the school's new observatory. The Head of Physics had been thrilled to be able to go out the previous night and look up at the moon; the observatory a wonderful addition to the school and already being enjoyed by the boys.

Against a Governor question on Attendance, the variation in certain years, and was there any discernible pattern emerging from that ...the Headmaster explained of the issues that begin to appear in terms of academic progress and attendance as boys move through the school, and there were some particular issues with certain year groups. As trailed in previous meetings, overall attendance was good, however the school was not complacent, and changing the school's MIS provider would support attendance management across the board.

Providing guidance on the new Ofsted Framework the Headmaster explained that most schools are inspected once every four years, and within five school years from the end of the school year in which the previous inspection took place. Ermysted's last inspection had taken place in October 2022, and the next inspection window would therefore be between October 2026 and August 2028.

As to what had changed, the Headmaster referred Governors to the five point grading scale, rather than the four:

- **New 5-point grading scale**, including the new 'exceptional' grade;
- **New Report Card:** parents and carers to receive the detailed information about schools with strengths and areas for improvement highlighted;
- **Disadvantaged and vulnerable children** at the heart of reforms, with a focus on 'inclusion' in every inspection;
- Increased focus on professionals' well-being and workload through a more collaborative approach to inspection.

The five grades to be awarded across the six areas - the five grades being:

- Exceptional
- Strong standard
- Expected standard
- Needs attention
- Urgent improvement

...and the six areas:

- **Inclusion**
- **Curriculum and teaching**
- **Achievement**
- **Attendance and behaviour**



	<ul style="list-style-type: none"> • Personal development and wellbeing • Leadership and governance • Safeguarding – met / not met • Post-16 provision – only for some <p>...with Safeguarding to be a standalone item, with a separate Post-16 inspection.</p> <p>Of the new grading methodology, Governors noted:</p> <ul style="list-style-type: none"> • Move from single overall grade to a report card with separate grades across specific areas; • ‘Secure fit’ – No longer ‘best fit’; • Nearly all evaluation areas are expected to be graded as Needs attention, Expected standard, or Strong standard... with some graded as Urgent improvement or Exceptional. <p>...and of the new foci:</p> <ul style="list-style-type: none"> • Change of foci away from the curriculum – no more deep dives; • Inclusion far more prominent: key groups are SEND; disadvantaged; known to care; school-defined vulnerable cohort; • Case sampling; • Expected standards of attainment and progress; • More pressure on senior leaders; • Will learn lots from the first wave of inspections next term. <p>On Grading, ‘Attendance and behaviour’, the expectation will be that almost every school, indeed most schools will be one of the following - Needs attention; Expected standard; Strong standard – (<i>the criteria for each detailed within the associated PowerPoint</i>). From that a ‘report card’ will be created which will be accessible to parents detailing the number of ‘strong standards’, ‘expected standards’ and the ones which require attention. The closing section of the Report, the ‘school summary page’ providing some contextual data consistent across all schools and overall, a substantially different approach from the previous inspection format.</p> <p>There were no further questions.</p>		
38::25 FGB	<p>Admissions Test (attached) For discussion and approval</p> <p>Speaking to the decisions around the Admissions Test, the Headmaster asked of Governors, if it be the intention of the Board to move from the current Mathematics & NVR plus English & VR (from GL Assessment), to Mathematics plus English (from Future Stories), and as discussed in the Governing Board meetings during the last year, it would be helpful to make that decision at this meeting to give parent as much notice as possible.</p> <p>Therefore, by way of recap, for Year 7 admissions:</p>	Chair MJE	



- **Current test:**
 - **Mathematics & NVR plus English & VR** (from GL Assessment).
- **Propose move to:**
 - **Mathematics plus English** (from Future Stories);
 - KS2 subject content up to Year 5 only;
 - More focused on application than recall;
 - NO past papers and NO practice papers;
 - More accessible for all children: regardless of their background, their primary school, or any disability.

Governors deliberated, in detail, the proposal to move to the Mathematics plus English (from Future Stories) and with four grammar schools in the consortium, two of the others having moved to Future Stories in the last year, and there being some security in that Ermysted's becomes part of a wider group, and on the basis there is a clear rationale, the Chair sought approval from the Board.

Therefore, on a proposal from the Chair, seconded by CE the Board approved the move from the Mathematics & NVR plus English & VR (from GL Assessment) to the Mathematics plus English (from Future Stories) Year 7 selection test for September 27 entry.

The closing date for the test to be 31 August 2026; the test date to be 26 September 2026; The change to be publicised via: Website; Social media; Press release; Letter to parents; Letter to schools; Open Day.

Secondly, on a proposal from the Chair and seconded by CE, the Board ratified the draft 2026-27 Admissions Policy.

Meeting status:: A confidential additional item of business was recorded.

39::25 FGB	<p>Admissions Policy (documents to follow) Draft 2026-27 Admissions Policy</p> <p>Business discharged within 38::25 and 42::25.</p>	Chair MJE	
40::25 FGB	<p>Finance and Resources (attached or to be tabled at the meeting) Various items for discussion and approval:</p> <p>ADW referred Governors to the draft 2025-26 Climate Action Plan circulated to Governors for their scrutiny prior to the meeting; the DfE requiring all School to have a policy in place by the end of 2025. There was currently no template document from the DfE or the NY Local Authority and it was agreed Action: SJC to support ADW with the draft policy for Governor approval prior to publication to the school website.</p>	Chair ADW	Act SJC ADW
41::25	Safeguarding update:	Chair	



FGB	Meeting status:: A confidential item of business was recorded.	AJJ	
42::25 FGB	<p>Policies to ratify:</p> <ul style="list-style-type: none"> • The 2025-2026 Budget Management Policy & Scheme of Delegation to the Headteacher. • 2026-27 Admissions Policy • 2025-26 Behaviour Policy • 2025-26 Business Continuity Plan • 2025-26 Climate Action Plan • 2025-26 DBS Policy and Guidance • 2025-26 Disciplinary Policy • 2025-26 Drugs Policy • 2025-26 Emergency Response Plan • 2025-26 Link Governor Policy • 2025-26 Lockdown Procedure • 2025-26 Reorganisation, Redundancy and Redeployment Policy • 2025-26 Supporting Pupils with Medical Conditions Policy <p>On a proposal from the Chair and seconded by ST, the Board ratified all the above policies en bloc.</p>	Chair MJE	
43::25 FGB	<p>Link Governor visits & reporting: Link Governor visit pro-forma & 2025-2026 reports. The Policy and the reporting pro-forma are available on the SharePoint at: link</p> <p>Current Link Governor reports, year to date:</p> <ul style="list-style-type: none"> • Link Governor: NB; Area: Languages; Date of visit: 16/07/25 available at: link 	Chair	
44::25 FGB	<p>Petyt Library Update</p> <p>The Chair explained he was awaiting information from the related parties and therefore unable to provide an update on the Petyt Library at this time.</p>	Chair	
45::25 FGB	<p>Governor support information / NYC Governor training: (links updated and active as at 16.09.25)</p> <ul style="list-style-type: none"> • Maintained School Governance Guide - Gov.uk: link • NYC Governor Training / SIN Meetings 2025-2026: link • For NYC, CYPS / Governance / main page: link • Support Information for new Governors is available on the SharePoint in the folders for this academic year. • NGA (National Governors Association): link • NGA Members login / password reset: link 	Chair Clerk	



	<ul style="list-style-type: none"> • The National College: link • What maintained schools must publish online: link 		
OTHER BUSINESS			
46::25 FGB	<p>To deal with any matters agreed for consideration under previous agenda item (urgent business).</p> <p>There was no business brought forward, or matters agreed for consideration under previous agenda item (urgent business).</p>	Chair	
47::25 FGB	<p>To review the business of the meeting and determine whether any part of the proceeding should be treated as confidential and excluded from the minutes to be made available for public inspection.</p> <p>The Governing Board exercised the option to determine items of business be treated as confidential and the business, therefore, be excluded from the minutes of this meeting to be made available for public inspection; ergo a confidential item of business is assigned to the minutes of this meeting.</p>	Chair	
	<p>Meeting status:: There being no further business the Chair thanked Governors for their continuing support and declared the meeting of this Full Governing Board closed at 18.40hrs.</p> <p>David Frankland Clerk to the Governing Board Secretary to the Foundation Trust dfrankland@ermysteds.uk</p>		