

**MINUTES OF THE ST JOHN'S SCHOOL GOVERNANCE COMMITTEE**  
**MEETING HELD ON WEDNESDAY 10 DECEMBER 2025**

<b>Attendees</b>	
Lt Col M Butler (MB) Mr C Guyton (CG) Mrs P Demetriou (PJD) Mr R Cowin (RC) Mrs D Simpson (DS) Ms N Robertshaw (NR) Mr S Rai (SR) Ms E Ballard (EB)	Chair Headteacher/Acting Chair Secretary to SGC Vice Chair Assistant Head DCS (Cyprus) Member of Sub Committee 1 UWO 1PWRR Sub Committee 2 Link
<b>Guest</b>	
Mrs K Parkinson (KP)	Pastoral Manager, SJS
<b>Apologies</b>	
Mr D Donaldson (DD) Mr P Dakin (PD) Mr N Christopher (NC) Mr A Goldie (AG) Mr R Roberts (RR)	School Improvement Advisor, DCS Member of Sub Committee 2 Member of Sub Committee 1 Member of Sub Committee 3 Member of Sub Committee 2

Ser	Agenda Point		Comments	Actions
1	Welcome and opening remarks	•	CG opened the meeting at 1000 hrs and welcomed everyone present.	
2	Matters Arising from Previous Meeting	•	EB asked for clarification regarding CG's previous comment regarding staff absence. CG advised that SJS has an aging staff profile and said that this may potentially also affect staff absence. NR added that the staff also have aging parents in the UK to consider. DS also added that attendance is affected by a lot more medical procedures now needing to be done in the UK, which impacts both staff and student attendance.	
		•	EB asked for clarification regarding a specific student's Geography grade which had dropped by 2 grades between mocks and the final examination. CG confirmed that there were no wider issues with the data and said that an adjustment had been made for one student, although the specific details could not be referenced at the SGC meeting.	
		•	The minutes of the previous meeting were accepted as read.	
3	Key Updates	•	<u>Sports Day</u> CG reported that this was a very good day and said that we are planning on including some more traditional sports next year too to increase participation, eg egg and spoon race.	

Ser	Agenda Point	Comments	Actions
3	Key Updates	<p><u>50<sup>th</sup> Anniversary</u></p> <ul style="list-style-type: none"> <li>CG reported that this event was very successful and RC confirmed that 60 alumni had attended. CG thanked RC, the Garrison and everyone else involved with arranging this.</li> </ul> <p><u>Earthquake Response</u></p> <ul style="list-style-type: none"> <li>CG advised that since the last SGC meeting we have had 2 earthquakes. CG said that in terms of response, student and staff response was impeccable. CG thanked the Garrison for checking the building within 40 minutes of the evacuation. CG added that it was identified that for forward planning that better access to water and gazebos for shade would need to be arranged, especially for an earthquake evacuation in hot weather.</li> </ul> <p><u>Staffing and Supply Provision</u></p> <ul style="list-style-type: none"> <li>CG advised that SJS has been experiencing some problems with gapped posts in Music, Science and MFL, for which cover has been required. The Music post is now being advertised, we are waiting for security clearance for the Science post and have just received applications for the readvertised MFL post.</li> <li>CG added that cover has needed to be provided to cover staff absence in English, SEN, Geography, Head of Sixth Form and Head of English. CG reported that, like all DCS Schools, we are using the services of Reed to provide temporary contract teachers from the UK to help gap these posts. CG said that we have had up to 10 teaching staff absent in one day but he has still managed to keep the school open. CG added that he has had to collapse classes in Years 7, 8 and 9 to help with the cover problem.</li> <li>CG said that the majority of our teachers currently on long term absence had excellent attendance beforehand.</li> <li>EB said that staff absence will definitely impact on the Y11 students.</li> <li>EB said that parents are receiving attendance emails for their children yet actually at school the staff attendance situation is not good. EB added that 343 days teaching staff absence over the whole of last year and continued serious absence this year is quite a critical situation.</li> <li>CG advised that the Sixth Form have been particularly impacted by current staff absence but said that we still have time to rectify this for both Sixth Form and Y11.</li> </ul> <p><u>Mock Examinations</u></p> <ul style="list-style-type: none"> <li>CH announced that these are under way and are going well.</li> <li>MB asked if staff absence will impact on student mock exam results?</li> </ul>	
4.	DSL Safeguarding Update	<ul style="list-style-type: none"> <li>KP reported that we currently have 1 Child in Need situation, 2 serious safeguarding concerns and 3 families under our Educational Welfare Officer. Also 1 family has now been classed as unsupportable by MASO as coming in to school would be classed as a risk to the student.</li> <li>KP reported that anxiety and mental health are the main issues currently concerning our students. KP added that we are seeing a 24% rise of this in our KS4 students and 35% in our KS3 students KP said that unfortunately there is a</li> </ul>	

Ser	Agenda Point	Comments	Actions
4.	DSL Safeguarding Update	<p>real gap in support on island for this, between school and CAMHS, confirmed also by DS. DS said that in the UK schools are able to tap into agencies to offer support to the students in such cases, eg the NSPCC.</p> <ul style="list-style-type: none"> <li>● MB asked how is anxiety and mental health recorded? KP advised that this is recorded on MyConcern and the extent of this can be viewed on the dashboard each week.</li> <li>● KP reported that attendance was lower at the start of this academic year but has now improved although there is an impact now on our data of students having to return to the UK for medical and some dental treatment. KP said that the medical matters are challenging and the restricted orthodontist appointments available for students are particularly difficult.</li> <li>● CG confirmed that our attendance currently stands at 96.3% compared to 92% in the UK. KP added that female student attendance currently stands at 95%.</li> <li>● DS reported that student attendance in the UK has still not improved since Covid.</li> <li>● MB asked if resilience training is done in school? CG replied that PHSE and metacognition training are the equivalent of this in schools.</li> <li>● CG reported that some students prefer the slightly larger class sizes in KS3 as they feel more comfortable putting their hand up and answering questions.</li> <li>● EB asked if the children are reporting everything of concern to them? KP replied that the children at SJS are very good at reporting, are quite open but said that it is difficult to get them to report everything. KP added that sometimes they have a really good support network at home and do not feel the need to report their concerns at school.</li> </ul>	
5.	Sixth Form Provision	<ul style="list-style-type: none"> <li>● CG reported that our Head of Sixth Form is currently absent from work and is not expected to return until after Easter 26. CG confirmed that an Acting Head of Sixth Form will shortly be appointed to gap this post.</li> <li>● CG advised that an independent review of our Sixth Form has been commissioned by the GMC to help Regional Command to make a decision regarding the future of our Sixth Form. This review will take place on 12 January 26 and will be conducted by an HMI Inspector.</li> <li>● CG said that although we do our best for our Sixth Form unfortunately we have only limited resources available.</li> <li>● CG reported that RC and NC recently had a meeting with a group of 8 Sixth Formers to obtain student voice regarding our Sixth Form. The report compiled from RC and NC's meeting has been attached to these minutes for information.</li> <li>● The student body was represented by our student leaders who shared their views including their want for improved independence and freedom in the time between their timetabled lessons. It was agreed that a working party including our student leaders and new Acting Head of Sixth Form would be formed in Jan 26 to determine what this want could look like in practice.</li> <li>● The merits of the traffic light system used in the KRS Sixth Form was discussed where students are rated on a weekly</li> </ul>	NC, EB, RC

Ser	Agenda Point	Comments	Actions
5.	Sixth Form Provision	<p>basis. With this system a red grading restricts student freedom whereas a green grading allows more independence.</p> <ul style="list-style-type: none"> <li>● CG said that Sixth Form attendance needs further discussion. CG advised that previously when our Sixth Form students were allowed more freedom, their attendance and behaviour unfortunately deteriorated significantly, eg some of them broke into empty SFAs, some of them stole items from the Forces Store and generally it was difficult for the school to ascertain their whereabouts at all times.</li> <li>● RC said that NC was particularly concerned that when you go to university that you need to act independently and he felt that the students needed to be better prepared for the next stage in their lives. RC said that it is a matter of getting the balance right for these students. EB said that our Sixth Form students have no problems acting independently when they go on the UCAS trip to the UK. EB added that these students are trusted with significant independence during an educationally critical, parent-funded UCAS visit abroad (including planning and managing days independently) which appears inconsistent with the level of restriction applied to them within the camp environment.</li> <li>● EB added that part-time work opportunities for Sixth Form students were also, unfortunately, limited in this environment and consisted mostly of bar work at Akrotiri strip.</li> <li>● CG said that there is a difficult relationship between students and staff at work and staff at leisure in this community. CG reminded the governors that DS had written to all staff, in conjunction with the SBA and BFC, in July 25 to remind them of their responsibility within this community. DS confirmed that our staff have to act responsibly not only in school but also outside of school. DS added that teaching staff also learn this during teacher training. DS said that a group of teaching staff who have been employed in BFC for a while have become complacent and are not acting responsibly outside of school. DS confirmed that where staff have been found to act irresponsibly, action has been taken. EB said that a certain amount of good conduct is expected for everybody. EB added that it is not acceptable for staff to discuss with students their social life where they are all socialising.</li> <li>● KP reported that we have a small cohort of NVQ students coming into school twice per week. Apparently these students have reported feeling segregated, as the 'thick students,' they are doing an adult placement yet are not allowed to use the Sixth Form common room. CG said that these students are thriving on placement. DS said that she would discuss with Andy Yeoman if an alternative to SJS could be found for these students.</li> <li>● It was also highlighted that some students have struggled with staff absence and have found it rather disruptive to their studies. The example was given of one student who would have liked to continue studying French to A Level but as this is not now offered this has impacted her future career plans. One of the students present added that he would have loved</li> </ul>	DS

Ser			Comments	Actions
5	Sixth Form Provision		<p>to study Chemistry at A Level but that due to the teacher leaving and having not yet been replaced, this was not possible. One of the other students present said she had the same problem with A Level German not now being available as she would have liked to also continue this.</p> <ul style="list-style-type: none"> <li>CG said that he was very sorry about these limitations which were, unfortunately, out of his control due to teachers leaving, their posts being gapped and the length of time it takes to appoint new subject specialists. CG did, however, report that a new Chemistry teacher has recently been appointed and is going through clearance. CG advised that we are hoping to soon appoint a new Teacher of French and Spanish, having just received the applications from our readvert of this recruitment campaign.</li> </ul>	
6	Timings of the school day		<ul style="list-style-type: none"> <li>It was decided that in order to assess any requirement to possibly extend the school day that a questionnaire needs to be distributed within BFC and the results evaluated.</li> </ul>	
7	Areas that would benefit from governor scrutiny		<ul style="list-style-type: none"> <li>CG asked for volunteers to please advise him of their interest in scrutinising the following areas: reading across the curriculum; metacognition; feedback; sixth form independence and single central register. EB volunteered for the SCR.</li> </ul>	All
8	AOB		<ul style="list-style-type: none"> <li>SR thanked KP for recently hosting the Welsh Guards when they visited SJS. SR added that another recce is expected in Jan 26.</li> <li>CG reported that the number of Welsh Guards students will be less than for 1PWR. CG added that he will go to the UK on 17 Jan 26 to meet the new regiment.</li> <li>MB recommended a town hall meeting for staff to come in to take part in discussion regarding the latest concerns affecting SJS. DS agreed that this was a good idea and said such a meeting could take place straight after the end of the school day. CG said that he would discuss this at the Headteachers Meeting on Thursday and report back to governors.</li> </ul>	
7	Date of next meeting		<ul style="list-style-type: none"> <li>Wed 4 Feb 26 at 10:00 in the Conference Room.</li> </ul>	



