

ST ALBAN'S CATHOLIC PRIMARY SCHOOL

Love one another as I have loved you

**MINUTES OF THE MEETING OF THE
STANDARDS COMMITTEE**
TUESDAY, 24 MAY 2022 at 1900 hours
[1st draft: 30 May 2022]

<u>PRESENT:</u>	John McDonald, Headteacher Lucy Lowe, Chair Colette Haig Brigid Gribbin-Bartlett Kevin Doogan
<u>Apologies:</u>	Claire Suffield
<u>Absent:</u>	Claire Connor
<u>In attendance:</u>	Kelly Nuttall, Deputy Headteacher Viv Coogan, Maths Lead [pre-meeting presentation] Eileen Coyle, [Clerk to Governors]

The Headteacher opened the meeting and invited everyone to join in a prayer.

1 PRE-MEETING PRESENTATIONS

1.1 MATHEMATICS: The Committee welcomed the Maths Lead, Viv Coogan, and invited her to present her Maths Report.

The Maths Lead tabled copies of a two-page report on EYFS, KS1 and KS2, and proposals for Summer term 2.

The report documented the actual results for Expected Standard in the three learning stages, with predicted results at the end of the academic year. It included information on: Staff's participation in Maths training, projects and schemes, the use of practical resources with the children; a book scrutiny by an independent Maths Hub lead, with a further book scrutiny, a learning walk; outcomes showing strengths and development areas, and a further book scrutiny planned in Summer term 2.

The Maths lead commented that the staff had embraced the new approach to teaching Maths, which they enjoy and find to be very beneficial. They had benefitted from visiting other schools and talking to the staff about how things are done in their schools.

The Committee thanked the Maths Lead, Vic Coogan, for her presentation.

1.2. LINK GOVERNOR VISIT: Lucy Lowe reported on a further visit to examine the DBS records when she had found that DBS dates for some staff members had lapsed. She requested that information on all the staff is made available on the server.

The Headteacher gave an assurance that each member of staff would be asked to complete an up-to-date DBS declaration before the end of term.

2 PRELIMINARIES

WELCOME: The Headteacher welcomed and introduced the new Deputy Headteacher, Kelly Nuttall, to the Committee.

APOLOGIES/ABSENCE: Apologies for absence were received from Claire Suffield. The absence of Clare Connor was noted.

DECLARATIONS OF INTEREST: No declarations of interest were made.

3 MINUTES

The Headteacher explained that the minutes of the previous meeting would be finalised and forwarded to the Committee for ratification before the next meeting of the Committee.

4 COMMITTEE'S THREE PRIORITIES FOR 2021/22

The Headteacher reported -

4.1 CHILDREN'S WELLBEING: Post-Covid, there had been some significant challenges to overcome. Some minor behavioural issues had been experienced, which it was believed was a common experience amongst other schools. There had been several disruptions to staffing, with one member of staff in year 2 resigning before Christmas, and another being absent on sick leave since 26 February 2022. Changes had been made to the SENCO's role.

Children across the school from Reception to year 6 had lost a good deal of learning. The children's wellbeing will be prioritised, particularly for those in year 3 upwards. The school improvement plan outlines the actions that will be taken and an analysis will show what the school has done. Efforts will be made from now on to get the children ready for the next stage of their learning. Years 2 and 3 will be monitored as they go through the school. Some children do well, whilst others do not; other schools are experiencing the same thing which is not unexpected, given the amount of disruption to learning.

4.2 IMPACT OF COVID-19: A total of 75 teaching days, have been lost over the course of this year, not including year 2 teachers who were absent for an additional 56 days, giving a total of 131 days absence. The staff are showing signs of less anxiety over Covid now, and the situation has returned to normal. The children are suffering from diseases such as chickenpox, with ten children being absent on the first day of the SATS.

The Chair stated that tests can be negative on Friday and positive on Monday. She enquired if the school was following the guidance issued by Public Health England.

4.3 CURRICULUM DEVELOPMENT AND LEADERSHIP: The Headteacher stated that the school had looked at the impact, and in many ways the school had gone through an intensive implementation of Impact. When he joined the school in 2020, he had put an interim curriculum in place for September 2020; now it's about going back to core values and what it's all about.

The Deputy Headteacher reported on a whole day event devoted to the curriculum when it became apparent from staff feedback that although they were impressed by the curriculum, there was too much in there and it could be overwhelming. A decision had been made to go right back to the beginning and from there to do an analysis of impact. Initially, the focus for curriculum leaders would be short term planning, then medium and long term planning. The staff had been asked the questions, *'What do want the children who attend St Alban's to achieve by the time they leave the school?'* *'What do we want for the children at this school?'* It became apparent that everyone wanted the best for the children.

The Headteacher continued that the staff's responses would be collated and their ideas would be worked through with them. Work would take place with subject leaders in the next half term to ensure plans are consistent and realistic. Internal validation for years 2 and 6 had taken place.

He commented on the need to raise expectations on the curriculum. Investment is to be made in new posts of phase leaders which, in effect, will be another level of management. The Deputy Headteacher is now in post. The next stage will be Governors coming in, looking at the curriculum and asking questions.

5 IMPACT OF COVID-19

5.1 RECOVERY PROGRAMME: Covid-related staff absences, which have increased from 2.7% to 24.2%, has impacted on the recovery programme. Attendance is monitored regularly and a new pastoral post has been created to work with and support families.

The easing of travel restrictions has seen an increase in the number of requests for holidays in term time.

The Committee discussed the impact on children's learning if they go on a family holiday for two weeks, when the question was raised, *'Are you monitoring the fines, and what involvement is there by Social Care?'*

In a detailed response, the Headteacher reassured the Committee that the school challenges and seeks evidence in every case. He explained the involvement of the LA's Attendance Officers and the process followed by the school and by the Local Authority.

5.2 CONTINGENCY PLAN FOR REMOTE LEARNING: The school is part of the National Tutoring programme, 90% of which is Government-funded. A tutor was used to cover a staff absence in the spring term, because the agencies were unable to

provide supply cover. A tutor had resigned through ill-health. Everything is on track for the tutors to cover the sessions with the children by 19 July. Plans are in place to get the children ready by the summer. It's about setting a base line and how the children can catch up faster. Discussions with the TAs are ongoing about who would work around the summer term and about setting up a summer club.

5.3 PUPILS MENTAL HEALTH AND EMOTIONAL WELLBEING: When the children returned to school, the focus was on the academic side, but now it is on behaviour, starting with year 2. The staff have been given pastoral training; support on speech and language has been provided; Orrets Meadow and CAMHS have been involved with some children; and individual children receive therapeutic and crisis support; the Behaviour Policy is being looked at and some staff have attended training. Every member of staff has had six hours' training on line, they will be in consultation with parents over the next half term, which will bring clarity to them. Different things are going on in different classroom; the Deputy Headteacher is visiting the classrooms.

The Deputy Headteacher explained that the discussions had been around post-Covid behaviour, adding that there was no consistency in the way poor behaviour was dealt with and the language that was used. She shared her experience at her previous school and expressed her thoughts and ideas aimed at achieving a totally consistent approach across the whole of this school.

5.4 HEADTEACHER'S AND WHOLE SCHOOL STAFF'S WORKLOADS AND WELLBEING. The Headteacher commented that staff wellbeing is not increased by having fish and chips on a Friday; it is increased by having clarity, good systems in place and ensuring that they are embedded. A piece of work is being put together which will be shared with the staff stating, '*These are the non-negotiables*', so everyone is clear.

Not everyone had a break during Covid, and there has been a considerable amount of change – the retirement of the Headteacher, and appointment of a new Headteacher; the retirement of the Deputy Head and appointment of a new Deputy Head; Covid-related absences, and a change in the curriculum and expectations. It's about getting the discussions right and working together towards consistency and predictability in the school's systems; the fact that the staff can now socialise again in the staff room has helped.

5.5 PUPILS' ATTENDANCE: As at 24 May 2022, attendance across the school is 97.4%, compared to attendance of 94.1% across all schools in the LA. Persistent absences are 24.2%.

6 PUPILS' ACCIDENTS/INCIDENTS INVOLVING PUPILS ON SCHOOL PREMISES AND REMEDIAL ACTION TAKEN

No incidents had occurred where a child had attended a hospital. There had been two assaults on a member of staff by a child with ADHD. The incidents have been reported to the LA, actions have been put in place to prevent a repeat and the staff member has been offered support. Support for a child in year 4 had been negotiated with the LA.

There had been three incidents with a child about locking doors and keys. Another person will be coming in to help with that.

There had been one incident of a 'school refuser' and a parental complaint which potentially could have been a disciplinary matter, but it was resolved within the school with the parents. Everyone had worked together and the child is now back in school.

With support and understanding, the situation had moved a long way from what would have been considered an exclusion in the past.

7 SCHOOL DEVELOPMENT PLAN

7.1 CURRICULUM TARGETS 2021/22: There needs to be more standardisation. The school has worked on Moderation with other schools, and it has carried out a book scrutiny.

The Governors were invited to volunteer to join in a learning walk on Tuesday, 22 June, and to join in the preparations for the Section 48 inspection, which is expected to be carried out in September. The curriculum targets are very ambitious, and there is still work to be done.

The curriculum, and the impact, had been reviewed. The Deputy Head's work with the curriculum leaders is the most important element of the work that has to be done. Progress will be monitored at the end of the year.

7.2 PROPOSED CURRICULUM TARGETS 2022/23: In 2022/23, the focus will be around Behaviour that affects learning and behaviour in general and on medium and long term planning

The Headteacher quoted the targets of subjects, including Phonics which would have been around 90%, but this figure had not been achieved because in March, school had been allocated a child in key stage 1 whose reading was around 50%.

The targets for key stage 2 were around where the school wanted them to be.

Work is needed to be assessed as 'Good' by Ofsted

The school has brought in an Assessment Policy, but it takes time.

The school is trying to get back to normal. Previously, the staff were invited to attend masses monthly, but a weekly timetable has been drawn up with the expectation that the staff will attend the masses to encourage the relationship between the church and the school. The key stage 2 assembly has resumed, led by the children.

8 COMMITTEE'S PREFERRED START TIME AND DAYS OF MEETINGS IN 2022/23.

The Standards Committee expressed a preference to start meetings at 7 pm on a Tuesday.

9 OTHER BUSINESS

There being no other business the meeting closed at 2030 hours.