 **Holly Park School – Staffing & Pupil Welfare Committee Date 24/4/ 2017**

1. Present- Ann Pelham, Gael Birtill, Fiona Quinton, Clare Wischhusen, Sally Thomas, Maria Thomas, Michael Crookes,

 Apologies – Fiona Vettiankal, Hedley Dindoyal

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| **AGENDA ITEMS** | **KEY DISCUSSION POINTS** | **ACTION (who? /timescale?)** |
| 1. Items from last meeting:

MM Current Staffing Position* Email online safety link to governors
* MM to compare boys & girls behaviour
* ST to bring example of anonymous alert form
 | * Governors need to email Barnet (optional) re online safety
* As expected 52 alerts for boys, 11 for girls (Spring) some multiple incidents for same child
* ST showed anonympus alert form
* Gov asked will this go to an outside agency? – no, doesn’t reach thresholds of borough but does reach SLT thresholds, record kept and for more than one incident a chronology form is kept
* MM showed behaviour alert blank form – isolated incidents kept in year group folders, another folder holds children’s records where there is more than 3
* Gov asked re ‘any support needed?’ AP : e.g. referral to CAMHS/ CAF/ HISS or parental support/action or Kathy Puzey time needed, class circle time topic
 | Ann to send link |
| Links to SIP 1. Links to SIP
* To support pupils to be reflective and take ownership of their own behaviour through restorative justice and circle time.
* To promote healthy eating and living
* To prepare pupils effectively for life in modern democratic Britain with particular regard to online safety, the global dimension, enterprise, values and Rights
 | * Circle time/Restorative Justice (RJ) – year 6 don’t have to do circle time at the moment unless a need arises. All other year groups are doing it at any time on a Friday. Replaces Friday assembly as ‘collective gathering’. Will need a refresher in summer, in June will do ‘family’ circle time made from children from mixed year groups
* MM to deliver an intro to RJ – less staff telling off children and more about them taking responsibility and understanding consequences. Follows a script, e.g. thinking about who has been affected and asking ch what do you want to come out of this
* Gov asked how will you deliver RJ training? – MM – 4 sessions planned, inc Kathy Puzey and Ass Head at Childs hill talking about their experience with it as well as (hopefully) a governor from another school ,who is an ex-police officer, coming to give a talk
* Running track is in and sponsored run was a success. Y3 taking part in Mayors golden KM, every day for 6 weeks keeping record of personal times. Gov asked how do you time so many children? Ans: Teacher shouts their time out as they run past
* Have achieved Silver Healthy award, should have gold by the end of the year e.g. have increased salad intake and water by having volunteer salad servers and cups for packed lunch kids to have water. (Gov mentioned that packed lunch aren’t sure they can take the cups - see action)
* On-line workshops for Y3/4/5 about online safety as well as for parents
* British Values day – 3rd in a row. This time we had a Morris Dancer. International day this term being organised by Gwen Senti focussing on crafts and activities (as opposed to food).
* Enabling enterprise (EE) day – making cards theme, kids had to pitch and think about profit and loss. EE week coming up this term. Two EE trips to Rathbones Investments and Societe General. Gov Q – does PP money pay for whole EE? Ans: yes at £8,900. Every child gets 2 EE weeks, 2 EE challenge days and PP children go on trips (120 places/year)
 | * Suggestion – posters to alert kids to water, notice in newsletter re sugar content in popular drinks
* Pearly King and Queen to be booked for next year
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| 1. Current Staffing Position
 | * Andrea Needham appointed to Student Support Officer post and successfully settled in
* Noori McCann has left nursery to train as level 3 TA and has not been replaced which makes a cost saving,
* Xenoula Thrassivoulou I still on Mat leave and coming back part time before the summer but not to nursery as we need one less teacher there
* Kim Couzens is leaving at the end of the year and we will not need to replace her as we have 3 part-time teachers who can cover classes
* Virginia Gillingwater is retiring (level 3 TA) at the end of the year and will be replaced
* Diana Kelly is still on Mat leave and plans to come back FT in Jan 2018
* Staff have up until the 31st May to hand in their notice, although it is unlikely that any will as usually they have said something to AP by this point in the year
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| 1. Safeguarding (ST)
 | * New alert form, staff find scale at bottom tricky at the moment
* Rise in number of forms
* 5 x CAF
* 1 x CiN (from CP Plan)
* 1x looked after child
* Gov. asked re LA thresholds – ST reports these have got higher
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| 5. Attendance (AP) | * How do these figs compare with National and borough figures? Ans = we only get borough figs for the whole year at the end of the year. We just do this breakdown ourselves to see what to work on
* Gov asked are parents really sent letter if attendance falls below 95%? Ans: no EWO generally looks under 90 % and works with families with under 80%
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| 5. Wellbeing week | * Second year running – scoot to school. Number of scooters outside school have increased. Y2 receiving free scooter training this week
* Bikeability also do 2 x 2 hour sessions for year 4 and 4x 2 hour sessions for year 5 when they go out on the road
* ST launching ‘secret wheels’ where a bike or scooter gets chosen one day each month and the owner gets £5. Gov asked where the money comes from ans= ST got a grant for it
* Maneera ran Dance/Zumba sessions for Y1-6 for a day
* Mindfulness sessions were run for every class
* Some classes went running every day
* Y6 began their sex education
 | * Muneera interested in running weekly sessions
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| 6. THRIVE pilot | * New to Barnet to do with emotional/metal wellbeing and resilience. Money for supporting families is not there and mental health problems for children are on increase. Islington has run this very successfully, Barnet are piloting it across 6 schools, AP applied and was successful – applications from 17 schools were scored and then 6 highest selected. Is being run between health and education and they came to speak to AP and KP about how it will work. Intro given to participating schools at Business Park.
* In summer term someone will come once a fortnight for 6 weeks to do a thorough audit and form an action plan which will become part of our SIP for next year
* In Autumn and Spring term, depending on the audit, money will be given to implement interventions
* Gov asked re parent gym – The person running it has had a bereavement and school are waiting to be back in touch about workshops starting again
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| 7. Behaviour Report (MM) | * No of incidents has doubled since autumn term
* Partly explained by 13 children with 2 or more incidents and I x child with 12 incidents, HISS are involved, he visits CAMHS once a week. Gov asked what year he is in. Ans: Y6
* HEWS is being increased from fortnightly to weekly for half a day. Speaks to parents and does 12 x 45 minutes counselling sessions. Will use PP money as half caseload are PP children. (cost + approx. £9,000 for 1 day/week for one year) Gov asked how many can he see in half a day? Ans: 3 sessions but in a whole day will do 7
* Primary Project – see 3 children
* Alison Cooper is a trainee play therapist and sees approx. 3 children
* Gov asked do the ch. miss the same lesson every week? Ans: it is every other week
* Police were called last week – teacher kept ch in for play following bad behaviour with supply teacher. 2 girls refused to line up and locked themselves in the toilets. AP separated the girls and discussed with one of them, contacted parents and gave a 3 day internal inclusion. The other girl remained in toilet for one hour and then came out for lunch. Mum was called in to take her home. While waiting for mum the girl vandalised property in reception area and verbally and physically assaulted staff at which time police were called. Gov asked if mum talked to the police and is she excluded? Police advised the Mother that social services would be informed to which she replied that their family are well known to SS. Excluded for 6 days therefore on Friday will go to Coppetts Wood for 2 hours (with 2 members of HPS staff who will meet her there)
* Gov asked were the other children upset? – they don’t really know what happened as they were in class
* This term’s focus is on positive behaviour to celebrate positive behaviour gov asked will those who are consistently good be acknowledged, as opposed to those with difficulties who have improved? - yes
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| 8. Young Carers (ST) | * 6 children are accessing BYC and 6 others are going to be referred – award scheme is being started and HPS will be used as a pilot school
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| 9. LAC (ST) | * 1 child had his review last term – HPS have been told they have to apply for EHCP. ST will complete application this term as HC has not got capacity.
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| 10. SEN (HC) | * 8 ch with EHCP, including 1 child in Reception
* 46 on SEN support
* 2 applications to be sent this term for children in Reception and Year 3
* One child has been turned down in Y3 and parent is going to tribunal
* One Y6 child’s parents applied for an EHCP and were turned down so are going to Tribunal
* Children with IEPs get 20 minutes at parents evening to input into the IEP, they then get typed up and posted to parents
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| 11. Policy Review – Behaviour AttendanceManaging aggressive behaviour Access PolicyMissing ChildData SecurityPlaytime PolicyStaff Induction | * Gov. raised question about sexism and bias in education being included in our school policies
* Gov asked about whether there is a girl’s session for football in ball area? Yes, but a lot of behaviour issues result from the ball area. Today MM noticed no issues with Y6 in Bethune Park where most ch in unstructured play chose tennis and cricket as opposed to football – a lot of ball area problems are thought to result from football
 | * Add sexism to policies explicitly (as we do with racism etc)
* Tennis and Cricket to be introduced to ball area
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| 12. AOB | * Gov asked if we know about places e.g. ch leaving Y6 and those coming into Rec.
* 183 applied to Rec, 77 offers have been made, 5 children in Nursery want to come but haven’t applied
* Gov asked how are the 30 hours at nursery going? We don’t know yet, it’s not full. AP would like to do some marketing with Hedley Dindoyal and Mr Bobroff doing leaflets and Fiona Quinton to make some banners outside school
 | * Nursery marketing: Hedley Dindoyal and Mr Bobroff doing leaflets and Fiona Quinton to make some banners outside school
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| 13. To take to Full Governors | * Policies
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