



Holly Park School – Staffing & Pupil Welfare Committee

Date 11th January

Present- Annemarie Thomas (Chair), Maria Michael, Fiona Quinton, Clare Wischhusen, Anne Pelham, Tim Graveney, Nicky Eimer, Anna Sherrington

AGENDA ITEMS	KEY DISCUSSION POINTS	ACTION (who? /timescale?)
<p>Items from last meeting</p> <ul style="list-style-type: none"> • Decision that Children will also be coming into school in their PE Kits on the days their class have PE. • Class Displays of the HPS project will go up in each classroom • Forest School – hopefully starting after half term • Keep an ongoing review of forms and communication to make things as open and inclusive as possible. 	<p>Children are coming to school in PE Kits on the days they have PE. Teachers like it. It is more straight forward. Few teething problems in the first week but now settled really well. Will probably keep this system.</p> <p>Displays are up in each room. Pictures of these have been added to the newsletter. We intended to take them down this term but we will leave them for now.</p> <p>We made the decision not to start this as it would be too complicated having to use parent volunteers. We hope to re-start after Easter but we will have to see where things are at that point.</p> <p>This is ongoing and something we need to keep an eye on.</p>	

<ul style="list-style-type: none"> • Four members of staff will renew safeguarding training. 	<p>All 4 staff have done the training via Zoom. It was a good course but hard going taking part in two 3 hour Zoom sessions with such intense content. Andrea Needham is going to join the Safeguarding Team. She is often the first port of call for parents and children and is in a position to spot things of concern. She will do the training this term.</p>	
<p>Items on Aut SIP</p> <ul style="list-style-type: none"> • To ensure a smooth transition back to school in September • To support pupils to be school ready and to feel part of the HPS community • To establish active and engaging playtimes in Zones 	<p>This went well and overall everyone is happy. A lot of new systems have been put in place.</p> <p>A lot of preparatory work was done before we returned. Projects were put in place for the children to do to help with this.</p> <p>We had to do this and it worked fine as we now have lots of space. However, being in zones without the freedom to move around the playground has had a negative impact on behaviour. Some children, particularly boys, like to run. The whole year group being together all the time – in the classroom, in the playground and at lunchtime becomes restrictive. Before the zoning children could mix and interact with others i.e. in the dining hall they could sit where they liked – with siblings or friends from other year groups. The zoning is wearing a little thin for some children. Setting this up and staffing it was fine.</p>	

	<p>A Governor asked what has been done for the well-being of Ann and Maria. They talk to each other a lot. Ann has a weekly chat with Tim. They have a morning a week to work from home. Ann has support from other Heads. Maria talks to Kathy Puzey which she feels is informal supervision.</p> <p>A Governor felt it is always important to looking after each other and ourselves.</p>	
I. Pupil Premium	<p>Support continued when we came back to school with Richard Gordon and Sally Thomas in class while teachers gave support to Pupil Premium children. We have been given 27 Laptops from the DfE for disadvantaged children. We are in the process of distributing these. They will be on loan and will be signed for. We have invited 5 pupil premium children into school as they have no internet. Three have taken up this offer. The parent of the other two is too worried about COVID and declined the offer. We will be posting work to these children. Extra phone calls were made to children during lockdown to check that they understood the work. A letter has been sent to parents about network providers giving free data. Although it seems to be a bit of a lottery as to who will get this.</p> <p>During the last lockdown food packages and vouchers were provided for Pupil Premium and Free School Meal pupils. Many who receive this do not need it. During the last lockdown 60 food</p>	

parcels were ready for collection and only 20 were collected. When vouchers were provided the percentage that were cashed in was very low. An organisation provided Christmas presents for disadvantaged and pupil premium children. We had 79 Free School Meal pupils. 60 presents were collected. Parents seemed to prioritise a Christmas present over food.

We are now providing food packages with 10 days' worth of lunch ingredients. We asked parents to collect these last Friday or this Monday. 10 were collected on Friday. Two reminder messages were sent. Five or six parents rang and said they didn't need it and to give it to someone else.

We have one child still in Spain who is paying to send him to a private school there.

A group of Holly Park parents did some fundraising for parents in need, raising £780. Six parents benefited from this receiving on-line Tesco vouchers. A letter was sent to them explaining that the vouchers were from an anonymous donor. Only two acknowledged receiving the vouchers.

Free School Meal children received a £60 allowance from the government for food or heating.

Free School Meal/Pupil Premium children have had a lot from the school and government. It has been an eye opening time around this.

A governor asked what the criteria is to receive Free School Meals. Parents need to be on certain benefits to be entitled. Michelle Hounslow

manages this. She runs a check through the Barnet system. Once a child has been allocated Free School Meals they get this for the next six years even if the entitlement stops (i.e. if a parent returns to work). The entitlement will follow the child to another school if they leave Holly Park or when they go to Secondary School.

A governor asked about Looked After Children receiving Pupil Premium. They do get additional money for support in school. This is Pupil Premium Plus and is different from Pupil Premium.

A governor felt that the risk is that we are missing children in the system who need support.

We are aware of children who do not meet the criteria but we are allowed to put them with the Pupil Premium children who are getting support. Teachers often do this as much as they can. We subscribe to Enabling Enterprise which benefits all children.

Each Pupil Premium child has an amount of money allocated but this does not have to be spent on that child. We have a degree of flexibility. Ofsted want to see how the Pupil Premium money has been spent as a whole.

A governor asked if it was felt that those parents who did not collect the food parcels do not need help.

We think this may be the case. We had a parent who queried what was in the parcel. Said they would have to get on the bus to collect it – it was too much effort to collect it.

A governor asked if the feeling amongst other Heads is that the FSM entitlement is going to the wrong families.

The lockdown situation showed things more clearly. Other schools are having the same issues as us. But we have no influence on who receives this support.

A governor felt that there are no media articles showing this support in a poor light. Information is not portrayed like this.

This is true. However, there are other areas of the country where families are desperate for food/money.

A Holly Park parent provided packed lunches and distributed them from her garden. Out of the 60 she made only 3 were taken.

It is difficult for the government. The system needs a review. It is fraught with problems. Maybe the parents didn't take up this offer because they felt embarrassed.

A governor felt that pride is a big thing. Some people are playing the system but others who need support are not getting it. It is a complex issue.

A governor asked what happens to the food not collected. Last time the food was given to a food bank. This time as everything came in as bulk and had to be weighed out by Adam, anything left will be used in the school kitchen.

A governor was happy that nothing was wasted.

A governor asked about the learning for Pupil Premium children and justifying what is spent.

Progress has to be monitored closely. Is the gap widening? Do we do extra monitoring?

There is no additional monitoring. The children are monitored all the time. Sally will be looking at the data around these children and the findings will be in the Head Teacher report. There is always a gap. This will have widened nationally. Potentially other groups will have widened at Holly Park too.

A governor asked if we are monitoring the gap at Holly Park. Yes, we are.

A governor asked if we will have to show how the Pupil Premium money has been spent. We don't think so. We will spend it in the usual way. It covers part of Sally, Maria and Richard's salaries. Also Enabling Enterprise – an Enabling Enterprise day took place in the Autumn Term. £4000 is allocated to books. All these benefit all the children.

A governor asked about Pupil Premium children taking books home. This is not allowed as it would mean additional people coming onto the site. Emily Sampson has sent a link to parents to access books on line which is free.

A governor asked if we could review this. No because there is no-one who could take responsibility for this.

A governor asked if the Bug Club used in KS1 could be offered to children in KS2 who do not have books.

No this is only for children in KS1 and we have no money to extend this to KS2. We have looked at

	<p>this in the past but it is not something we wanted to do.</p> <p>A governor asked how this works. It is a reading scheme and follows our phonics scheme. The children progress through Bug Club. There are lots of books to read. The children are allocated books each week. We would have to pay for the whole of KS2 to enable us to allocate to just 20 children.</p>	
<p>2. Behaviour - Maria</p>	<p>It has been a busy term. When the children came back they had forgotten all the strategies used at school. They were getting on each other's nerves. There was no group work. The problems are in KS2. Maria has received 150 behaviour alerts. Last Autumn there were 40. They are not major problems. There are lots of low level issues – hurting each other, fighting, incitement, etc. A lot of support has been given to the children. Kathy has spent a lot of time with them. She cannot run her lunch-time club at the moment. We had the Zones of Regulation, Happy Boxes, Buckets. A lot of work was done during Anti Bullying Week. We are trying to encourage the children to think as a group and not as an individual. We buy into HEWS for additional support. We had a Play Therapist. She has now finished but we can't employ another one as we are in lockdown. We have referred children to MASH and the Mental Health team in Barnet. Now children are back at home we hope this does not happen again when they return. Children who do have problems will come back with those</p>	

problems. Whether the behaviour alerts go back to a lower number in the Summer Term will depend on what happens between now and then. This was an appraisal target for all teaching staff. This lockdown is different to the last one. There seems a sense of less enthusiasm throughout the country. Children will be inside more due to the weather and shorter daylight hours.

A governor asked about bad news related to COVID and whether PHSE will now deal with illness / bereavement.

We heard of nothing really bad. It was numbers rather than people we knew. But, now more people we know are suffering – names now not numbers. There is potential for more emotional support in general.

A governor felt that children do act strangely to bad news and deep down this can feed into changed behaviour.

The change of behaviour comes out later. We know the children and can keep an eye on them. We are still calling the children/families. We are supporting as much as we can.

Initial signs regarding home learning are more positive this time. It seems to be being taken more seriously. This may be due to the coverage in the media about the children's loss of learning. But, will they keep this enthusiasm up?

Children who are not engaging with home learning, not submitting anything even after the school has tried to encourage them, will be

referred to Barnet's Educational Welfare Office who will follow this up.

A governor said that she feels there is a different attitude this time from teachers. There are more incentives/goals to encourage the children to do the work.

A governor felt that the first time the teachers had to learn how to operate the home learning. This time they are more prepared and have an expectation for the children to hand in their work.

We now have a policy for this. There are expectations for the teachers for each year group. Google Classroom has helped the children and parents. They like the privacy. Last term we had an Inset Day continuing on Home Learning with Lewis and Dom providing support. Teachers are supporting each other. Children were using this system in school and for homework. Parents are more familiar with it. There are fewer parents querying log-in's etc. We have got off to a better start with the Home Learning.

A governor felt that the Video lessons are very helpful – actually being taught.

A governor felt that it is good to look at this positively. Hopefully Home Learning will not be happening for too long.

A governor agreed that the behaviour is worse. COVID is more real now. There are more deaths and children are reacting to this. There will need to be work around behaviour and grief when the children return to school, thinking about the 7 stages of grief. We need to be prepared and not

	be afraid of it. We need to keep the dialogue going.	
3. Safeguarding - Maria	<p>One child joined recently with a Child Protection plan. There is a lot of support built in around him. We have 2 children on the Child in Need plan – one is about to come off. One child has a CAF. There is a lot of support for this child. Four have been referred to the MASH team. One referral has resulted in the police being involved. One resulted in a lot of support being given and court action taken.</p> <p>Safeguarding training has taken place and Andrea Needham will be doing this training this term. We have 7 Looked After Children who Sally is working with.</p>	
4. Attendance - Ann	<p>The Autumn Term attendance was good at 97%. This is one of the highest we have had. It did dip in the second week back after summer due to parents being over cautious and lots of testing taking place and also lots of colds. But, despite the virus and other issues this plateaued out. We have had Bubble closures in Year4 and Year 6. Reception attendance is usually the lowest but has been some of the highest this year. We are not monitoring attendance at the moment.</p>	
5. Staff Wellbeing	<p>This has been covered above. All support will continue. There are a few more staff who are worried about coming into school. Within each</p>	

Year Group there is flexibility about who comes into school and who works from home. Teachers can decide how to manage this.

In Year 4 one teacher is doing 90% of the home learning while the others come in. A teacher is off with post COVID symptoms.

This flexibility helps staff. They can make their own choices.

We will continue with staff meetings. We are continuing giving staff the opportunity to bring worries and concerns to the forefront.

We have a staff WHATSAP group to provide a little light entertainment.

A governor asked if the parents know about the situation with the teacher.

No. Ann talked to Nicky and Anna as parents in the year group. They both felt that parents did not need to know.

A governor said that the parents feel that everything is fine. They wouldn't have known unless they were told so it is best not to tell them.

A governor asked if any other staff have been ill recently.

Some had been ill over the holidays but had now recovered. One staff member in nursery has just tested positive. A teacher was ill the last week of the Autumn Term. We think he did have COVID although his test was negative.

Ann will inform parents via the newsletter that Year Groups are operating as that and not as individual classes. Other staff may be setting or commenting on children's work. She will remind parents that roles are being shared.

	<p>A governor asked if Jenny Elia's children are at school and what impact this will have.</p> <p>They are not at school. If they test positive then their Bubbles may have to close.</p> <p>A governor reminded the meeting that Ann is dealing with this all the time. Health and Safety, liaising with Barnet, etc.</p> <p>There has been an impact on Maria with staff missing and trying to cover them.</p> <p>A governor said we should remember the impact on Maria.</p>	
6. SEND - Diana	This item has been postponed as Diana not at the meeting.	
7. Policy Review – Teacher Appraisal Support Staff Appraisal Positive handling Personal Care SEN & Inclusion Wellbeing Staff Code of Conduct Food Policy LAC Policy	<p>There has been feedback from one person.</p> <p>A governor asked if Ann would like governors to respond even if they have no feedback to offer.</p> <p>Only respond if there is anything to report.</p>	
8. AOB	No	
9. To Take to Full Govs	<p>Full Governors All of the above.</p> <p>A governor offered congratulations to the school at this time and reminded everyone to stay safe.</p>	

