



Holly Park School

Staffing & Pupil Welfare Committee

Date: 25th April 2022

Time: 7pm

Location: <https://us02web.zoom.us/j/9688643046>

Present- Annemarie, Ann, Clare W, Maria, Fiona, Lorean, Anna, Gemma, Claire P, Nicky, Andrea

AGENDA ITEMS	KEY DISCUSSION POINTS	ACTION (who? /timescale?)
Items from last meeting: <ul style="list-style-type: none">Sarah to meet with Diana RE SEND ChangesELSA Learning WalkWellbeing questionnaire to staffConsider using PP money to buy into RRR coding for the summer term tooDiana to do a SEND learning walk	Completed. Completed. Completed. This will start this week. Completed last week	
Items on SIP: <ul style="list-style-type: none">Partnerships with parents – parent champions	Two events so far – coffee morning & table top. Working on a newsletter at present aimed at dads. Some confusion between parents on secondary school information and when to start looking. All schools do hold secondary transfer meeting to go	

	<p>through process etc in year 5. If parents are looking at selective schools then that would be down to them to investigate and apply when necessary.</p> <p>Governor advised that when they attended this meeting for their child it held all the information needed.</p>	
<ul style="list-style-type: none"> • ELSA (emotional literacy support assistant) Project 	<p>Learning walk done recently – no extra information.</p>	
<ul style="list-style-type: none"> • Wellbeing – for all. – DFE Charter – time to discuss and include staff ideas and opinions in decision making 	<p>This is continuing. No further training as yet but is going well.</p>	
<ul style="list-style-type: none"> • SEND changes 	<p>Learning walk done – no extra information.</p>	
<ul style="list-style-type: none"> • RRR (renaissance, recovery, reset) project - Y4 Opera & Y5 Lego technology 	<p>Lego technology was successful with year 5 girls. Year 4 girls starts this week.</p> <p>Year 4 Opera – year 4 are learning songs from Hansel & Gretel in connection with the Royal Opera House. Alice Biggs is running a choir for year 4 children on Mondays after school. There will be 2 performances with our parentership schools in June at St Johns Church where parents will be invited to watch.</p> <p>Year 4 PP children enjoyed a trip to Sadlers Wells to see The Nutcracker in January and they will be going to see Swan Lake in May at The Royal Opera House.</p> <p>Sally received great feedback from the children who attended.</p>	
<ul style="list-style-type: none"> • Compass for life project 	<p>This was stopped due to staff absences.</p>	

<ul style="list-style-type: none"> • Develop Zones of regulation & tool boxes – especially in KSI • Pupil voice – councils back up and running • Work towards Rights Gold award 	<p>This was changed n KSI to tool boxes for the class rather than individual. This came out well in our deep dive</p> <p>These are all now back up and running.</p> <p>Will be applying for this this term or next.</p>	
<p>I. Current Staffing Position</p>	<p>Feel we have gone through the worst of Covid with staff absences. A few members of staff did have Covid in Easter holidays.</p> <p>Interviewing for a music teacher on 27th April, we thought this would be internal but the candidate changed their mind. We have 3 applicants to interview all are teachers who are also involved in teaching music so positive.</p> <p>Governor commented that it would be great to bring back the music instrumental and choir concerts back.</p> <p>Due to covid we have not been able to do any concerts etc. Going forward we will be looking at what we want to do regarding choir and musical instrument concerts.</p> <p>Governor asked if we hear the candidates play instruments during their interviews?</p> <p>Not necessarily as it is not compulsory for them to play an instrument. Any teacher can teach music to their class (curriculum) they do not specifically have to be a music teacher. We are hopeful from the applications that we will have a music teacher.</p>	<p>Music teacher interviews</p> <p>Consider programme of performance for new academic year with new music teacher in post</p>

	<p>Andrew French is leaving full time teaching at the end of this term. Another teacher has handed in their notice and we will be interviewing next week for this vacancy.</p>	<p>Teacher interviews before half term The advert has already gone out.</p>
2. Safeguarding Report	<p>We have 2 children on child in need plan. 2 children currently going through assessment for a child in need plan. Last term we made 1 Mash referral but nothing came of this, also referred to early help. 3 referrals have been made to early help, Maria & Kathy have attended panel meetings. No children on child protection & no other Mash referrals.</p> <p>We are using CPOMS for logging safeguarding we have also started to use this for low level and behaviour. This is working really well and great that all information is in one place.</p>	
3. Behaviour Report	<p>Spring term seems to be quieter the Autumn term, not much to report, a few repeat offenders. Behaviour plans are in all classrooms showing different levels and consequences. We feel they are a bit out of date and will be looking at updated these soon. There are playground charters on display in playgrounds and MTS and all staff will be spoken to about these.</p>	<p>Maria to do more work with the children on the playground charter</p>
4. LAC & Young Carers	<p>We have 6 LAC and 2 previously LAC – 4 families spanned over 3 Local Authorities, all LAC have PEP meetings. 1 LAC will be going to secondary school in September, possibility of another LAC joining us but not confirmed as yet. Sally is in regular contact with social workers and the virtual schools.</p>	

	<p>We have 2 young carers at the school. Sally is in contact with Byass to see if there are any further young carers they are aware of that we may not have been advised of.</p> <p>95 FSM & 5 Ever 6.</p> <p>Low numbers of PP in nursery.</p>	
5. SEND	Nothing further to report.	
6. Staff well being	<p>We will continue with training in September. Staff have fed back that having the time and being able to talk is important to them.</p> <p>Governor asked if the staff mean talking to Ann/Maria?</p> <p>Yes, on the inset day we had time to sit and talk to staff as group, Ann sat and spoke with teachers and Maria sat with the TA's. Spoke about all different things from worries to ideas</p>	Continue the focus next academic year
7. Pupil Wellbeing	Lots of work has happened on this. Personal development and PSHE came out really well on our recent deep dive, Helen Morrison very happy with the work we have done and how we have embedded this in the school.	
<p>8. Policy Review:</p> <p>Behaviour policy</p> <p>Attendance policy</p> <p>Managing aggressive parents and visitors policy</p> <p>Access policy</p> <p>Missing Child Policy</p> <p>Data Security policy</p> <p>Playtime policy</p> <p>Staff induction policy including NQT induction policy</p>	Thank you for all feedback received so far.	

9. AOB	<p>Governor asked if there was any progress with the wellbeing garden?</p> <p>Yes plans and designs have now been made by the children.</p>	Plans for wellbeing garden need to be put into action
10. To Take to Full Gobs	Policies.	