



Holly Park School

Staffing & Pupil Welfare Committee

Date: 22nd April 2024

Time: 7:45am

Location: On site

Present- Ann, Maria, Annemarie, Otto, Atia, Gemma, Lorean, Clare H Apologies- Eve, Sarah, Jane, Andrea

AGENDA ITEMS	KEY DISCUSSION POINTS	ACTION (who? /timescale?)
<ul style="list-style-type: none"> • Feedback on parent workshop on resilience • Monitor healthy lunch boxes 	<p>Went well</p> <p>This is going well. Came out positively in Ofsted parent view.</p>	<p>Recording to be done and put on website.</p>
<p>Items on SIP</p> <ul style="list-style-type: none"> • To make clear the work on 'Consent' within the PHSE curriculum • To further support pupils with work on resilience 	<p>Eve has delivered Insets to staff, assemblies to children. This is essentially finished but of course it will be ongoing.</p> <p>Maria has delivered assemblies and there is another planned for this week.</p> <p>Governor asked what is staff resilience like?</p> <p>Very good overall</p>	

<ul style="list-style-type: none"> • To support parents with developing their own resilience towards their children • To embed work on ‘The World of work’ within the curriculum • To establish a school policy on healthy lunchboxes • To ensure that the protected characteristics are known and understood by children • To revisit the restorative approach • To make clear and embed consistency with behaviour basics e.g around transition times • To embed consistency around ‘Respect’ 	<p>Workshops have been delivered for parents and a recording will be on the school website for any parents to watch who may have missed workshops.</p> <p>Eve has delivered Inset for staff. Governor learning walk has been done. This has been embedded in the curriculum and work on this was recognised in Ofsted and seen in maths lessons.</p> <p>This has been done and going well, we continue to monitor this. This also came out well in Ofsted with parent view – parents saying that the school encourages healthy eating.</p> <p>Eve has done lots of work on this with staff and the pupils and has been fed into the curriculum. Children can talk about them. There were assemblies for KS2 – now assemblies for KS1.</p> <p>This has been embedded in the school. Maria has carried out a recap of this for staff and assemblies delivered to the children.</p> <p>This was monitored in the Autumn term, is going well and will continue to monitor.</p> <p>This word is used a lot within the school. Lots of assemblies have been done and children are aware and understand ‘Respect’</p>	<p>Recording to be done and put on website. Governor learning walk in a couple of weeks.</p>
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<ul style="list-style-type: none"> • To support pupils to have a positive view of their behaviour within the school and their generally exceptional and impeccable behaviour • To support pupils to have a clear understanding of what bullying is and how it is dealt with at school • To support parents to have a clear understanding of what bullying is and how it is dealt with at school 	<p>We feel that the children can be hard on themselves and their peers regarding behaviour. Behaviour is not always perfect but is very good at the school. Lots of work has been done on Monday assemblies – discussing, using specific vocab, feeding back positive praise from visitors etc During Ofsted the selected children fed back very positively to the inspector about behaviour – they said it was impeccable – but that doesn’t mean perfect!</p> <p>Children and parents have both used the word bullying wrongly when talking about instances of poor behaviour or behaviour difficulties at school. Lots of these instances are not bullying but low level friendship issues. We have had lots of assemblies and parent workshops, making parents and pupils understand what bullying is During Ofsted pupils said they were not concerned about bullying and that if there is any then the school deals with it. It did not come out as an issue for parents either in parent view.</p>	
<p>I. Current Staffing Position</p>	<p>Fully staffed at present. Imren Halil has returned from maternity leave 4 days per week. (this is fulltime for her) We will be advertising for 2 MTS currently using agency staff to fill these positions. We currently have a couple of MTS who are parents, thinking going forward to not employ parents within the school as it does cause some issues. 31st May is cut off for handing in notice.</p>	<p>Advertise, short list, interview and appoint for class teacher role in September.</p>

	<p>Annie Nicholls will be made permanent from September. Alice Biggs will not be returning as a class teacher.</p> <p>Joe Delooze and Kenni Kowe - contracts come to an end this year as on 1 year contracts. We have advertised for a class teacher from September to replace Alice – Both Kenni and Joe are able to apply if they wish.</p> <p>A TA has asked to reduce to 3 days per week and our SENDCO would like to increase days to 5 days per week from 4 days in September.</p> <p>We are planning for 3 adults in nursery for the am session but this may possibly change to 2 adults if numbers are low.</p> <p>From September 2025 most 3 year olds will be entitled to 30 hours free childcare which could have a good impact on our numbers and funding.</p> <p>The Budget is not looking great. £26k overspent last financial year due to nursery numbers down and teacher pay rises.</p> <p>We will be looking at budget in May and making final decisions.</p> <p>Governor asked if we have our numbers for reception starts in September? Yes there have been around 50 offers.</p> <p>Governor asked if we know anything on teachers pay rises for this year? Government have advised 1% which unions are not agreeing to and may result in teacher strikes.</p>	<p>Consider these requests for a change in hours– in line with the budget</p> <p>May Budget day – AP,MM,CH, MM</p> <p>Budget ratification is scheduled for 20th May at 7.45</p>
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	<p>Barnet have advised to budget a 4% rise which we have done for now.</p> <p>Previous strikes saved us around £18k.</p>	
2. Safeguarding Report	<p>2 Mash referrals have been made this term.</p> <p>We have 1 child on a child protection plan, and 2 children on a child in need plan.</p> <p>Maria attends half termly DSL meetings.</p> <p>Safeguarding quizzes are sent to all staff every couple of weeks, pastoral team have a weekly meeting. Safeguarding came over well in our Ofsted visit.</p>	
3. Behaviour Report	<p>No major concerns at present.</p> <p>Pastoral meeting weekly to discuss children. A few children in year 6 have plans for breaktimes in place to avoid conflict with each other and any further incidents between them.</p>	
4. LAC & Young Carers	<p>No change in numbers. Sally has arranged all her PEP meetings for this term.</p>	
5. SEND	<p>SEND came out really well in Ofsted.</p> <p>No changes, we have a couple of EHCP's in the pipeline and are at the agree to assess stage awaiting Barnet's decisions.</p> <p>We will have a child joining us in reception (from another nursery) in September who has an EHCP in place – who we are aware of. They will join the 4 already in our nursery with SEND going into Reception 2024</p>	
6. Staff well being	<p>Good at present and picked up as good during Ofsted. Ofsted commented that Moreale is high</p>	

	<p>at this school and that senior leaders and governors have regard for staff wellbeing</p> <p>There is a blue-sky thinking box outside Ann's office for staff to make suggestions that will be considered - as this is a good time following Ofsted to rethink routines. Practices etc</p>	
7. Pupil Wellbeing	<p>This is good generally.</p> <p>Maria and Kathy will be attending a meeting called 'team around the school' which lots of different agencies will be attending to see what help we can access. At present we have BICS and Early Help to refer to but not much else for schools to access.</p>	<p>Maria & Kathy to attend the team around the school session and feedback.</p>
<p>8. Policy Review:</p> <ul style="list-style-type: none"> • Behaviour • Behaviour Statement • Staff Discipline • Access Policy • Staff Induction • Data Security • Playtime 	<p>Policies are on the Governor Hub to be looked at.</p>	<p>Please comment this week.</p>
9. AOB	<p>None</p>	
10. To Take to Full Govs	<p>Policies</p>	