



Holly Park School

Staffing & Pupil Welfare Committee

Date: 16th September 2024

Time: 7:45am

Location: On site

Present: Ann, Maria, Annmarie, Sarah, Eve, Lorean, Clare H

Invited: Eve Mehtar, Diana Kelly

AGENDA ITEMS	KEY DISCUSSION POINTS	ACTION (who? /timescale?)
Actions from last meeting: <ul style="list-style-type: none"> • Resilience workshop to be put online • Appoint new class teacher • New TA hours • Feedback from “Team Around The School Session” 	Done and emailed to parents. Done, New teacher Louise Smith in Year 4 One TA requested to change hours – drop from 5 days to 3 days this was agreed. Some other members of staff have also requested a change of days – 2 class teachers have dropped from 5 days to 4 days which has been agreed on a 1 year trial. Maria and Kathy attended this, BICs and Early help were in attendance, Barnet trying to make this better	
SIP:		

Behaviour

- Revisit the zones of regulation
- Revisit the terms Bystander /upstander and what they mean
- Make explicit links between behaviour and children’s rights

Revisiting as this was introduced a few years back and has slipped slightly. There will be a staff inset on this.

Staff inset last week for all staff, we will have assemblies around this as well as work being done in the classroom and homework.

There was Staff inset on this last week for all staff. Reminding children that there can be an impact of their behaviour on others. Classes have chosen rights that they feel are important and this is displayed in classrooms on their charter.

Personal Development

- Strengthen community links – local, national and International
- Embed the world of work within the curriculum

We will be looking at this towards the end of this half term. Ideas include clean up events, choirs visiting local care homes, culture events and invite people in, sports events between local schools. We do quite a lot but feel we could do more.

A lot of work was done around this last year. We had different visitors in to different year groups, Year 2 fire brigade, Year 3 Forensics, Year 4 Dentist, Year 5 Architect, Year 6 Explorer.
Lots of PHSE books have been purchased, challenging stereo types. PSHE lessons relating to the world of work continuing and embedding this.

<ul style="list-style-type: none"> • Introduce character education • Introduce and teach playtime games during talk times • Further embed a sense of campaigning and social action activities within the curriculum • Address issues about sexism in upper KS2 	<p>We have already introduced this and will carry on with the work around this. SMSC is statutory in schools. Eve will do an inset for teachers and provide resources around this. Homework will be given, assemblies delivered and talk time sessions in school.</p> <p>Encouraging children to play games during break and lunch. Eve will speak to teachers at inset, looking for the teachers to teach simple quick games to the children in talk Times. MTS have had some training and have been given some ideas of games that are quick and easy for lunchtimes. Eve will be arranging a parent workshop around this and will be asking Diana and Kathy to also attend.</p> <p>Last year Maria spoke to teachers to look at this and link to the curriculum. We want this to be further embedded and Maria will continue to monitor this.</p> <p>It was noticed last year there was a divide and it seemed to be the girls against the boys. Maria carried out a survey and the children all said there was no sexism from staff but the girls felt there was from the boys and vice versa. There is more work to be done around this. Governor asked if we feel that sexism, racism, homophobia has been noticed more Not necessarily more. More prevalent in certain cohorts of children. Also increases in KS2. If this</p>	
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Leadership and Management

- To become a Trauma Informed school
- Support Office staff with frontline issues with parents
- Provide regular supervision for HT & DHT with bespoke professional

is noticed or reported it is dealt with. Children are on social media a lot more and this has an impact on the children and views.
Discussion was had around social media and general feeling in society

We opted in and applied to become a Trauma informed school. This is a year long project which gives school a chance to receive training which is fully funded. Maria will be the lead on this and Kathy and Sally will also be involved. We will have an educational psychologist visit on our November inset to speak to staff. There will be a MAP exercise involving 10-12 staff.
Governor asked do you know what area we will focus on will be yet
No not as yet – but could be parents
Governor asked what are you trying to problem solve with this
Raising more staff awareness, giving more guidance to parents.

Miranda Perry will be having some sessions with the Office Staff as they are the frontline often with challenging, angry parents and some difficult situations with families.

Barnet advertised coaching for HTs and DHTs which we have decided buy into with BPSI hours. They have now also started to offer this for

<p>independent advice to support, free up time and manage stress</p> <ul style="list-style-type: none"> • Participate in the Barnet sustainability project • Establish enhanced SEND interventions (Treehouse) 	<p>SENCOs, which we have also brought into for Diana as she has the new Treehouse project.</p> <p>DFE have advised that by 2025 all schools must have a sustainability charter. Emma and a governor Ally will be working on this and attending training and sessions.</p> <p>The Treehouse is set up. Children have been attending. Reception children will be introduced when they attend school full time. The 1st week has gone well, the children are happy in the treehouse and establishing routines and the staff are motivated.</p> <p>Luci Rose has attended and provided training to staff already and we have asked her to come back end of October. Staff in the Treehouse will be attending more training at the end of September. Lots of new items have been purchased and we have asked Friern Barnet Education Trust for £2,500.00 towards this.</p> <p>Children are not in the Treehouse all day 6 sessions in class and 4 in the treehouse so they still feel part of their own class. All playtimes/lunchtimes are spent in the main playgrounds with their peers.</p> <p>There are currently 3 adults and 5 children in the morning and 2 adults and 4 children in the afternoon.</p> <p>We now need to look at how we will monitor impact. We have been given an assessment proforma by Luci Rose which we will use to monitor the children's progress, impact, success.</p>	<p>Diana will give further updates at the end of this term at the training session before the full governors meeting.</p>
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	However, there will be other anecdotal measures.	
1. Current Staffing Position	<p>Fully staffed apart from MTS, we still have 2 agency every day.</p> <p>We have tried to take on the agency staff but one is reluctant because of flexibility around holidays</p> <p>A governor asked if this would still be beneficial to have her and she takes unpaid leave</p> <p>We would need to establish how much leave – as we do have a policy which sets out min and max in an academic year</p>	
2. Safeguarding Report	<p>We have 2 children on a child protection plan, one of which will possibly be removed.</p> <p>KCSIE updates were given to all staff on the inset day.</p> <p>We have again signed up to operation encompass this year.</p> <p>A governor remarked that it seemed wrong that schools have to sign up and that information doesn't get sent automatically</p>	Clare has spoken to Jane and has arranged a handover on 27 th September.
3. Behaviour Report	Nothing to report at present, very quiet. All classes have done a class charter.	
4. LAC & Young Carers	<p>We have 4 LAC, 1 from Hampshire, 1 from Oxfordshire, one from Enfield and one from Barnet.</p> <p>4 Previously LAC</p> <p>No young carers at present.</p>	
5. SEND	<p>19 EHCPs, 55 on SEND register.</p> <p>Speech and Language will be in 4 times this term and also 4 times in the summer term.</p>	

	<p>We will have a new Educational Psychologist and an occupational therapist in to see a Reception child.</p> <p>Governor asked if our SEND numbers are high Our numbers are around the average across Barnet</p>	
6. Staff well being	<p>All good at present Everyone has returned well and happy after summer</p>	
7. Pupil Wellbeing	<p>Good as we start the new term Kathy has been allocated children to work with.</p>	
<p>8. Committee Effectiveness Audit</p> <ul style="list-style-type: none"> • Spiritual Wellbeing • DEI Staff/Governors • Parental Outreach 	<p>Not sure what was intended about Spiritual wellbeing. It is included in SMSC. We are not a church school – so not a specific focus. Character education will touch on this. Clare to speak to Atia and DEI and governor recruitment.</p> <p>A governor suggested that main school letters be translated to the 3 or 4 main languages.</p> <p>Emma has previously looked into this as all info is already on Integris. For us it is impossible to translate into main languages as we have around 44 different languages spoken across the school but no particularly dominant languages. Ann reminded governors that the whole school website can be changed into many different languages. Some governors didn't know this. Parents may not be aware of this.</p>	<p>Ann will advertise this more to our families in the weekly newsletter.</p> <p>Annemarie will share with Maria - a page produced by a local secondary school with information for parents about where they can seek help/advice</p>

9. Terms of Reference Review	Done and everyone seemed happy	
10. Policy Review: <ul style="list-style-type: none"> • Anti bullying • First Aid & medicines • Staff Absence • Parent Code of Conduct • Safer Recruitment • Online safety 	All on governor hub.	
11. AOB	None	
12. To Take to Full Govs	None	