



Gladstone Primary
Academy

Gladstone Primary Academy Committee Minutes

Thursday 10 December 2020 at 4:00pm

This was a virtual meeting

Present: Ifrat Jawaid (IJ), Sukainan Manji (SMj), Simon Martin (Head Teacher) (SM), Alan Sadler (AS), Lloyd Thompson (LT) (left the meeting at 5:00pm), John Turner (JT) (Chair), and Sharon Whitelaw(SW)

Also present: I Clark (Clerk), Paul Fountain (PF) and S Hudson (SH) (TDET)
Z Berry and Matthew Newton (for item 4 only)

Apologies: Gary Moore (GM)

		Action
1	Welcome and introductions A welcome was made to all	
2	Declarations of Interest No additional declarations were made for this meeting.	
3	Previous minutes and matters arising (15 October 2020) Members AGREED the minutes as a true record of the meeting. All actions had been completed.	
4	Geography Frameworks SM set the context for this presentation by the Geography leads. At the last OfSTED inspection the Geography framework was not fully in place. Highlights (including examples shared on screen): <ul style="list-style-type: none"> • Importance of humanities and links to other subjects and how humanity experiences help in other areas. • Prior subject knowledge makes the list of words comprehensible • Efficient schemata and exposure to concepts • Statement of intent – more than knowledge and use of resources • Knowledge framework – appropriately sequenced, links to previous learning • Locational knowledge – building to more abstract concepts of the wider-world. • Map skills – identifying gaps in learning • Planning document – Topic overview, feedback from teachers helpful, projects at the end of each session to include research and presentation. 	

	<ul style="list-style-type: none"> • KS1 – ‘Our own world’. KS2 ‘Types of land use and settlements’. <p>Members discussed the presentation and posed several questions.</p> <p>Members thanks ZB and MN for their presentation</p>	
5	<p>Covid update</p> <p>5.1 SM shared his screen and the current data.</p> <ul style="list-style-type: none"> • Context (including PP and FSM data). There have been 4 positive cases, but no in-school transmission. Only Pre-school has had full closure. • How the school is working differently • How the school is maintaining the quality of education • Attendance is low at 94.6% • Biggest concern - staff absence. At the highest 24 staff members were out of school mainly due to COVID reasons, but the school managed to stay open and maintain the core curriculum by re-deploying staff. • A supportive meeting between LA, Public Health. TDET and the school proved the school had good identification and good isolation processes and local procedures were effective. However, additional measures were introduced by closing the staff rooms and wearing masks in all communal areas. <p>5.2 Impact of Learning</p> <ul style="list-style-type: none"> • Power groups are now within each bubble. • Assessments for reading age data were missed during lockdown, however this seems to have been maintained or improved. • Phonics data shows the lost learning of lockdown. <p>5.3 Closing gaps</p> <ul style="list-style-type: none"> • £48K funding has been allocated to the school • Two Academic Mentors from Teach First have been requested. • SP Tutors engaged for on-line tutoring offer. <p>5.4 Food poverty</p> <ul style="list-style-type: none"> • One child’s experience and subsequent contact with the parent and the actions that followed from many in the school and Trust had highlighted to school families how the school can help them in their difficulties. 	
6	<p>AAAP update</p> <p>Papers had been circulated to members.</p> <ul style="list-style-type: none"> • Strategic priorities had been updated • The Covid response had been added in • Huge number of new arrivals into the school (26 into Years 1-6) many with no English. • Reintroduction of the Induction groups • Young interpreters programme - children will be trained to help newcomers to the school. 	

7	<p>School roll and mobility data</p> <ul style="list-style-type: none"> • The school is full in most year groups with waiting lists. • There has been an increase in those returning to their country of origin and whereas they used to be able to return and go back on the school role, this is no longer certain. Being our own Admission Authority does help and gives us more control. • Key groups in school are Romanian, Slovak and Czech (many of who may be Roma). • Attendance amongst these groups is a challenge. • Only 2 families (3 children) have opted for Elective Home Education. We feel this shows a confidence in the school from the community. <p>School roll:</p> <table border="0"> <tr> <td>Reception</td> <td>(PAN 90)</td> <td>70</td> <td>0 on waiting list</td> </tr> <tr> <td>Year 1</td> <td>(PAN 60)</td> <td>59</td> <td>3 on waiting list (1 admission in progress)</td> </tr> <tr> <td>Year 2</td> <td>PAN (90)</td> <td>87</td> <td>1 on waiting list (2 admissions in progress)</td> </tr> <tr> <td>Year 3</td> <td>(PAN 90)</td> <td>89</td> <td>0 on waiting list (1 admission in progress)</td> </tr> <tr> <td>Year 4</td> <td>(PAN 90)</td> <td>90</td> <td>13 on waiting list</td> </tr> <tr> <td>Year 5</td> <td>(PAN 90)</td> <td>90</td> <td>6 on waiting list</td> </tr> <tr> <td>Year 6</td> <td>(PAN 90)</td> <td>95</td> <td>6 on waiting list</td> </tr> </table>	Reception	(PAN 90)	70	0 on waiting list	Year 1	(PAN 60)	59	3 on waiting list (1 admission in progress)	Year 2	PAN (90)	87	1 on waiting list (2 admissions in progress)	Year 3	(PAN 90)	89	0 on waiting list (1 admission in progress)	Year 4	(PAN 90)	90	13 on waiting list	Year 5	(PAN 90)	90	6 on waiting list	Year 6	(PAN 90)	95	6 on waiting list	
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8	<p>Draft predictions, Targets 2021</p> <p>IJ outlined the governments announcements on statutory testing this year. KS1 will still have teacher assessments. Challenges – Covid related with teacher absences and gaps widening</p> <p>We are an early adopter for the new EYFS outcomes; Laura will be asked to address the next Academy Committee meeting on the new framework. Members asked for a response to the suitability of the new framework for our families.</p>	<p>SM</p> <p>SM</p>																												
9	<p>Power update</p> <p>IJ and SM had carried out a review and had called in C McKie to plug some gaps and lift the skill set (there had been some teacher practice slippage and wider gaps formed through lockdown). A staff briefing had taken place with Core Power CPD. Surveys after the training had been positive. Key objectives are plugging the gaps and moving forward.</p> <p>Maths – the success criteria of steps to learn new skills still needed to happen. CPD then a survey will inform the work planned for the Spring term. Power steps does lead to being secure in knowledge and we are able to train up staff to deliver Phonic teaching. We are finishing this term in a stronger position.</p>																													

10	Admissions Policy The Clerk had reviewed the policy. Members AGREED the policy.	
11	AC member roles and links A list had been circulated. (The contact staff member for Quality of Education is SM) Members were asked to arrange ZOOM calls with their link staff member.	
12	Member visits The joint scrutiny group (JT, SM, CEO, SH and SS (TDET) had met and reviewed the AAAP. Safeguarding visit – JT and PF had met 107 concerns this academic year (this is a huge increase mostly due to Covid and a rise in Domestic Violence. 5 CP cases and 1 CiN case. Other schools in the Trust were looking at our system and policies. PP – a new plan is in place for the Spring term and will be brought to the next meeting	PF
13	Head Teacher update Recruitment and pay progression – A PE coach had been appointed for GPA and TDAJ; this will improve capacity and quality of PE teaching. Year 1 appointment will join the school in January (this is an experienced teacher from a school very similar to ours). Four staff are on maternity leave (there have been 3 new babies so far). Internal appointments were made to cover these with back filling into TA roles. Maternity cover was in place for the Head Teacher’s PA. Z Berry had been appointed as Science lead H Bolton had been appointed as PE lead. Pay progression was different this year; automatic progression (if applicable) would take place throughout the Trust schools. No UPS applications would be considered. Of the 30 teachers in school, 13 had had pay progression.	
14	Trust updates A 3-year strategy is being developed especially in relation to Covid. People strategy – around recruitment, retention, rewards, CPD, working conditions and coaching culture. Digital strategy – Covid has brought this more to the fore. Key project is a 1:1 device project launching with the 500 i-pads. Principals are being worked with about how these should be distributed. The Trust have sent thanks to all staff and the resilience shown in carrying on.	

15	AOB JT's term of office was about to expire. Members unanimously voted him to continue. The next term of office to run concurrently. Thanks were expressed to staff from the members of this Committee.	
14	Next meeting Thursday 4 February 2021 at 4:00pm	

The meeting closed at 5:47pm