



Gladstone Primary Academy Committee Minutes

Thursday 21 October 2021 at 4:00pm

This was a virtual meeting

Present: Ifrat Jawaid (IJ), Simon Martin (Head Teacher) (SM), Alan Sadler (AS), Sukaina Manji (SMj) Lloyd Thompson (LT) (until 17:27) and John Turner (JT) (Chair)

Also present: Isabel Clark (Clerk), Paul Fountain (PF), Mick Gernon (CEO) (until 17:23) and Kathy Fountain (as observer)

Apologies:

		Action
1	Welcome and introductions A welcome was made to all, especially to MG as the new TDET CEO and Kathy Fountain as an observer. Introductions were made.	
2	Declarations of Interest No additional declarations were made for this meeting.	
3	Previous minutes and matters arising (15 July 2021)	
3.1	Members AGREED the minutes as a true record of the meeting.	
3.2	Matters arising <ul style="list-style-type: none"> • Induction groups – c/f to next meeting • The Terms of reference and scheme of delegation had been addressed • The Early Years videos had been completed and shared this week with the DfE. It was an interesting process to be part of. The videos showcase the quality of work in our Early Years setting and will be shown across the country. 	Clerk
4	Elections The post of Vice Chair was discussed. LT AGREED to be the Vice Chair until Christmas (when he is likely to stand down as a member). SMj will take over at that point.	LT SMj

5	<p>Academy Committee membership and roles</p> <p>Members felt it was important that members felt able to take on the role of Chair (succession planning) and how it was usual to use the Vice Chair's role for this. MG added that other ACs were in the same position of not having enough members and the Trust were working on this.</p> <p>JT asked members and SLT members to seek new members for this committee and thanked KF for being here as observer and hoped she would consider moving forward after this evening.</p> <p>SM added how important it was that the Committee had depth, experience and commitment.</p>	
6	<p>TDA 300</p> <p>A PowerPoint presentation was on GovernorHub.</p> <p>JT gave further information about the Foundation and the hope to have a year of 'acts of kindness'.</p>	
7	<p>TDET Communication (moved up the agenda)</p> <p>MG referred to the TDA 300 and where the Trust had come from and its future.</p> <p>The planned Leadership Day had had to be cancelled, but it was hoped to run a virtual event on 2 November.</p> <p>There had been some Trust officer changes:</p> <ul style="list-style-type: none"> • A new Director of Resources was already working with the individual academies • A new Communications Officer would be working on individual academies website, marketing and social media presence. • The Governance officer role was being re-advertised • A new Head of Digital Transformation was being advertised for. <p>MG stressed the role of Academy Committee members; being to challenge the academy on the Quality of Education.</p>	
8	<p>Safeguarding report</p> <p>PF presented this report</p> <p>The Safeguarding policy and report had to been posted on GovernorHub. Changes had been highlighted in blue.</p> <p>PF went through the major changes to the policy and KCSiE in detail, including peer-on-peer abuse; that Commerce had been added to the 3Cs; clarification under Safer Recruitment and a re-defined Domestic Abuse descriptor.</p> <p>MG added that the report from PF was incredibly thorough and from OfSTED briefings he had attended recently, schools needed to be alert to the factors that increase vulnerability and to be aware of any barriers that may prevent a child from making a disclosure.</p> <p>Here the school were using pupil voice for this and had started work on integrating</p>	

	<p>SEND/learning mentors and the Mental Health team to address pupils' feelings of safety.</p> <p>Members asked the following questions:</p> <p>Q How does MyConcern work?</p> <p>A All actions are recorded in one place</p> <p>Q How do we address 'zero tolerance'?</p> <p>A Zero tolerance is not a phrase we use with the children; rather we explore healthy relationships through the PSHE and SRE curriculum.</p> <p>PF ran a short quiz for members.</p> <p>Members AGREED the policy</p>	
8	<p>Covid update</p> <p>There had not been a lot of impact on the school as yet (despite the issues in other schools across Peterborough).</p> <p>The vaccination rate amongst staff was high at 95%.</p> <p>There had been 3 positive cases amongst staff and all do the twice weekly LF testing.</p> <p>However, home learning was ready to go if needed.</p> <p>The school had abandoned 'bubbles', but had kept the increased cleaning and were trying to limit the number of people meeting in any one space.</p> <p>Attendance was at 94% which was above normal.</p>	
9	<p>Roll and admissions</p> <p>The Trust supported some additional admissions above PAN as most of the new pupils would go into the Induction Group on starting at the school.</p> <p>Between 29 September and 6 October 29 pupils joined the Induction Group. These pupils were then on roll for the October census.</p> <p>We are now 2 over Pan in Year 5, but Year 4 has spaces. Year 2 are 3 over Pan, but Year 1 have spaces (this evens itself out for ICSL purposes).</p>	
10	<p>Curriculum, Reading and Knowledge presentation</p> <p>This presentation was key for the Quality of Education drivers for the AAAP.</p> <p>A PowerPoint presentation on cognitive learning was made to members</p> <p>I spoke of the priority for reading and how this fits in with curriculum and knowledge. More reading of non-fiction books will help pupils increase their knowledge as reading for learning.</p> <p>We are developing key strategies with teachers and using 'Reading reconsidered' as scaffolding activities and strategies by teachers.</p> <p>One of the problems is that a lot of curriculum vocabulary is not part of everyday spoken English or can have different meanings (e.g. 'take away' in maths has a completely different meaning in every day usage).</p>	

<p>11</p> <p>11.1</p> <p>11.2</p> <p>11.3</p> <p>11.4</p> <p>11.5</p>	<p>AAAP 2021-2022</p> <p>An overview of the plan for the year was detailed:</p> <p>Leadership and Management</p> <ul style="list-style-type: none"> • High priority • New leaders in action • Different ways of doing CPD including reading and reading groups, coaching etc,. This involves all and all can have a voice. • Covid recovery funding will work with the PP plan <p>Behaviour and Attitude</p> <ul style="list-style-type: none"> • Re-establish the rules now we are back to being together again as a school. • Attendance target at 95% <p>Personal Development</p> <ul style="list-style-type: none"> • PSHE meets the needs of on-line safety • PSHE adapted to fit our children’s challenges • Back to pre-pandemic opportunities for leadership and citizenship <p>Quality of Education</p> <ul style="list-style-type: none"> • Develop the curriculum • Build and implement to impact to outcomes • Writing objectives • Maths objectives <p>Early Years</p> <p>There will be a separate presentation to another meeting.</p> <p>Members asked the following questions:</p> <p>Q Can we have a key to the initials in the document and can we colour code as to what is done/not started etc?</p> <p>A Yes, we will arrange that.</p> <p>Q Has the bi-lingual club started?</p> <p>A Yes for KS1 only. We are part of a lottery bid for circa £39K with QKA for KS1 bi-lingual families’ access to art and crafts etc.</p> <p>Q Are we aware of any other school’s making a bid as we should not be competing but working together to secure funding?</p> <p>A Some local schools are, we believe.</p>	<p>SM</p>
<p>12</p> <p>12.1</p>	<p>AC member visits</p> <p>SMj had carried out a RE visit as part of her research. She had also attended a Pre-school meeting and was impressed with the work and videos. This school is leading the way in this area.</p> <p>Pupils appreciated looking at different religions and understood respect and understanding. They could reflect on a recent visit made to a local church.</p> <p>SM commented that this showed how important it was for members to be in</p>	

12.2	<p>school and seeing and speaking to children.</p> <p>JT had held meetings with SM and PF and had been into school and seen reading in action.</p> <p>Reports had been circulated.</p> <p>SM assured members that visits could be arranged with some covid precautions in place.</p>	
13 13.1 13.2 13.3	<p>Head Teacher's report</p> <p>Staffing</p> <ul style="list-style-type: none"> • There had been a positive start and being slightly overstaffed this had allowed some secondment opportunities. • A long-term absence is being managed through the Trust. • We have 3 ECTs in school; each access the national training programme and have in-school support. <p>Finance</p> <ul style="list-style-type: none"> • A financial dashboard had been sent to members. We had £61K surplus at the end of the last academic year, but this year will be tougher. However, a balanced budget had been set. • There would be increased supply cover costs <p>Census data</p> <ul style="list-style-type: none"> • Romanian was now the biggest ethnic group in the school • Consultation had started to reduce the PAN from 120 to 90. The final decision is taken by the Trust (as the Admissions Authority) • A consultation proposal for bringing the Pre-school in-house will come to members. Nothing had been heard from the LA on this subject as yet, but they had been supportive in the initial conversations 	
14 14.1 14.2	<p>AOB</p> <p>Members asked for the ZOOM invite to be sent to their individual email accounts.</p> <p>SM was willing to make a separate curriculum presentation to members, but needed to talk to MG about this as, hopefully ,it could be opened up to other schools.</p>	<p>Clerk</p> <p>SM</p>
15	<p>Next meeting</p> <ul style="list-style-type: none"> • Thursday 10 December 2021 at 4:00pm 	

The meeting closed at 6:02pm