



Gladstone Primary Academy Committee Minutes

Thursday 8 December 2022 at 3:00pm

This meeting was held in school and followed a members immergence day in school

Present: Ifrat Jawaaid (IJ) (from 3:20pm), Simon Martin (Principal) (SM), John Turner (JT) (Chair), Kathy Fountain (KF) and Alan Sadler (AS)

Also present: Isabel Clark (Clerk), Paul Fountain (PF) (from 3:25pm), Ben Wilson (BW) (from 4:00pm), Scott Hudson (CEO) (SH) and Karen Wilson (KW)

Apologies: Sukaina Manji (SMj)

		Action
	Welcome and introductions A welcome was made to all. The Chair announced the resignation of DW as a member of this committee. New members were urgently required.	
1	Declarations of Interest No additional declarations were made for this meeting.	
2	Previous minutes and matters arising (20 October 2022) 2.1 Members AGREED the minutes as a true record of the meeting. 2.2 Matters arising <ul style="list-style-type: none"> Relationships were still being built with the Roma community Termly RAG rated AAAP (see later) Members reviewed books in school today 	
3	Feedback on today's work in school Thanks were expressed to all staff and pupils who had worked with members today. A lot was seen and a lot was learnt. Members felt it was a duty to support the school and know how the school worked. We need to be asking ourselves 'How do we know – because we have seen it in action and spoken to the children and sought insights from staff and the SLT'. Members felt assured that systems in place were good and working.	

	<p>Children were good at recalling current learning, however had difficulty speaking about previous learning aspects. Some had admitted that they could work harder. Children felt safe in school, but did have concerns outside of school. SM replied that the PSHE curriculum was adapted for the dangers children perceived in the community including the PCSO who had been in recently to address knife crime. Members enjoyed visiting the Early Years area.</p> <p>During the day plans and strategies had been discussed including a proposal to move to a single site.</p> <p>Members found CPD targets and objectives were outstanding with links to reduce workload. Small steps in shorter timeline were much more manageable.</p> <p>JT had met with PF on safeguarding PD and PP (PP is 45% in the school and rising). The same issues of feeling safe arose here.</p> <p>Minutes will act as visit report from today. These will include strengths, issues and development opportunities.</p> <p>One member reported a Year 6 pupil's complaint about the lack of IT access. SM replied that this was a fair comment.</p> <p>Members agreed to follow up in their next visits:</p> <ul style="list-style-type: none"> • Evaluation and monitoring of TAs • Safeguarding • Revisit the children to speak about learning • Revisit the marking policy and impact on teachers and children • Anonymised book looks 	
4	Predictions and targets	
4.1	<p>LW gave the position for Reception data.</p> <ul style="list-style-type: none"> • The prediction is for a low year. 52% of the children are Summer-borns. • Writing is not the best, but other areas are much closer to national especially reading • The AAAP focus is on literacy and maths. Children do maths everyday. The Maths Hub is a new system with a slow approach. Assessments are due next week. • Behaviour and learning were noted as being good by members • Children had focused targets with help from an experienced SENCo. 	
4.2	<p>BW gave the position for KS1</p> <ul style="list-style-type: none"> • Phonics screening was very exciting this year. The children were a different cohort and showed the hard work of the previous Reception Year. • The aim was for the national average and the prediction was for 70% (14% up on last year) • The first assessment had been done and already 7 children had passed/ • Year 2, 56% had achieved their Phonic screening with a prediction for 80% • Year 1 remained stable so far, but the experience of the school is that families leave to go 'home' in May/June. 	

4.3	<p>Members asked if SATS had to be in the given week. Unfortunately, yes they did.</p> <p>The school are working with the families and Compass to explain how important it is for children to stay in school for a whole year or at least until the tests have taken place.</p> <ul style="list-style-type: none"> • End of KS1 predictions have all areas to show an uplift • Reading is a priority. 60% should achieve. • Writing we are seeing improvements, but the mechanics of writing have been missed in Reception Year. • We are working with 4 other schools on a writing progression document • The Maths Hub is securing children's understanding of number impacts on the science curriculum • We continue to work on attendance through workshops with parents <p>KS2</p> <ul style="list-style-type: none"> • Predictions this year are 67% for Reading (up 9%). We are already seeing the impact of Power English; children's vocabulary is so much better. • Writing 19% uplift. Systems are in place and weaknesses identified (especially the texts for boys) • SPAG was low (Covid impact), but the recent re-structure of English is starting to show • Maths prediction is 70%, national last year was 71%. • We are doing mock SATs this week. • We are still awaiting the results from some of last years SATs challenges (8 children) <p>Members asked the following questions</p> <p>Q What were the results of the Year 4 times tables check?</p> <p>A 64% achieved this (national was only 27%). This reflects on the children's recall. In Maths we have no language barriers.</p> <p>Q Are we able to do an analysis of the core children (those hear from Year 1 to Year 6)?</p> <p>A We are able to track. We will bring this to the next meeting along with the second half-term prediction updates</p> <p>Q Do we give scaled scores on mock SATs?</p> <p>A Yes. We create a grid for targets and interventions and then track again</p>	SM
5	<p>Access Plan 2023-2026</p> <p>We are required to produce a plan every three years. This is about pupils access to the building and to the curriculum etc. It builds on the last plan.</p> <p>Members were happy to APPROVE the plan,</p>	
6	<p>Admission policy</p> <p>Consultations are out on reducing the PAN. If agreed this will come into effect in September 2024.</p>	

	<p>Approval of the proposal will be required at the next meeting. Ultimately it is for the Trust to determine (as the Admissions Authority for the school)</p> <p>Members were happy to AGREE this proposal now.</p>	SM/Clerk
7	<p>Policies</p> <p>Attendance Policy</p> <p>This was the LA standard policy. Members AGREED this policy</p> <p>Attendance had been discussed during the day today. A full report will come to the next meeting.</p> <p>We are working with Compass to address with families the importance of attendance in school. We also do parents' evenings' individual meetings, achievement assemblies, prizes for attendance etc.</p>	SM/Clerk
8	<p>AAAP</p> <p>The document has now been RAG rated. However, this is still early in the academic year.</p> <p>L&M</p> <p>We have new groups in place for Leadership and Management and these will take time to show any impact.</p> <p>The Family Centre Manager has resigned and we need to re-evaluate the post. This will mean we have to refund some funding, but the service at the moment is undeliverable.</p> <p>8.2</p> <p>Q of E</p> <p>This was explored today.</p> <p>Priorities are set and why. We are on track with links back to CPD.</p> <p>8.3</p> <p>B&A</p> <p>PF and JT had discussed this today.</p> <p>Training has started on the NSPCC scheme which will be delivered in the Spring Term</p> <p>'Kick Ash' had been in to address vaping (as part of the PSHE curriculum)</p> <p>The police had been in about knife crime</p> <p>8.4</p> <p>Early Years</p> <p>The design of the curriculum allows age-related access to the curriculum. We are ambitious and can see progress, but we start from behind. Children are accessing quality first teaching.</p> <p>Members asked the following questions:</p> <p>Q Is the RAG rating against the actions or the success criteria?</p> <p>A Both. For some we are unable to assess, so we rate the actions.</p>	

	<p>Q Have we had any knife incidents in school?</p> <p>A No. However, we have knife crime victims in school.</p>	
9	<p>Head Teacher's update</p> <p>There has been some staff movement. We have lost almost all of the PA team and are struggling to find sports coaches. We have found a supply cover. All recruitment in schools nationally is proving difficult. We lost our 2 apprentice TAs. Family Centre Staff have had to be made redundant.</p> <p>We have people joining us after the Christmas break. Claire Poxton comes as a Year 4 teacher We are interviewing for a Year 1 maternity cover 2 TAs who were on supply have joined us. We have a new academic mentor</p>	
10	<p>Trust update</p> <p>There was an OfSTED inspection of Welbourne Nursery which went well. Thanks to LW for her input and oversight. Upwood PA had an OfSTED inspection which received a good outcome. Again LW had impact here.</p>	
11	<p>AOB</p> <p>None</p>	
12	<p>Next meeting</p> <p>Thursday 2 February 2023 at 4pm</p>	

The meeting closed at 6:33pm