



# St George's Primary School

**St George's Primary School**  
**Curriculum and Pastoral Committee Meeting**  
**Thursday 18<sup>th</sup> May 2017**  
**Lower Site Meeting Room 5:30pm**

## **Present**

<b>Community Governors</b>	B. Clark	Chair of C&P Committee
<b>Parent Governors</b>	P. Walters P. Dunning C. Scott	
<b>Staff Governors</b>	B. Cassidy L. Horton	Headteacher Assistant Head Teacher
<b>Also Present</b>	L. Mitchell M. Chambers T. Skarratts-Jackson K. Choudhary	Assistant Head Teacher Assistant Head Teacher (from Sept 2017) Deputy Head Teacher Clerk
<b>Apologies</b>	K. Wadcock R. Olsen	

## **Item 1 Welcome, Apologies and Declarations of AoB**

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Chair welcomed the group and apologies were accepted as above.

Maria Chambers given special welcome as new member of staff in the role of Assistant Head Teacher

## **Item 2 Minutes of 09.02.17**

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Not accepted as a true and accurate record of the previous meeting – see below.

### **Actions from 09.02.17**

- **B. Cassidy to present Governor Training opportunities with Educare at next Full Governors Meeting**  
C&P Group informed that this action to be addressed at the upcoming Resources and Premises Committee on Tuesday 6<sup>th</sup> June 2017.
- **All Governors should complete Safeguarding Training**

Governor's Training Action Plan being pulled together and to be discussed at Full Governors meeting on 29<sup>th</sup> June 2017.

- **Arrange for R. Olsen to come and discuss the Pupil Premium budget.**

R. Olsen was tasked with discussing SEND – not Pupil Premium budget. Action completed as R. Olsen has been into school to discuss SEND with L. Mitchell since the last meeting.

### **Item 3 Update on Pupil Premium Strategy**

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B. Cassidy provided feedback to C&P Group suggesting that the work on Pupil Premium Strategy was well developed very closely linking with Standards Committee, both in terms of relationship to attainment and school development planning for September 2017.

Since the last meeting, work on the strategy has focused on; what is happening now (in terms of core offer and current offer), what steps are being taken to move forward to plan and the changes coming into place for next year with an additional budget line.

B. Cassidy acknowledged that strategy planning has been a challenging endeavour given that £200k has been identified as needed for the Pupil Premium Service and curriculum provision. Staff have been appointed and recruitment process currently taking place on the premise that each year group will have an additional, targeted and identified support services for English and Maths. That will be supported by Assistant Heads in their teaching roles and new appointments.

Also a lot of work being done to improve impact of teaching assistants and intervention.

T. Skarratts-Jackson has been tasked with supporting Year 1 Maths. Three Assistant Head Teachers will provide support in their year groups.

Still to recruit two teachers who will provide class based support am and P.E specialist support after school. All staff and resources required have been ring-fenced into next year's budget.

Talk About Town Speech and Language Therapist has been commissioned for ½ day per week for next year. To address the backlog that the NHS has burdened the school. Also providing 15 assessments in June / July.

B. Clark asked if school working with other Wallasey Alliance Schools re Speech and Language Therapist issues?

**RESOLUTION:** B. Cassidy stated the group tried to with other schools however liaising with the NHS proved too problematic. As such, it is envisaged that Talk About Town provision will address these issues.

When looking at the data and highlighting any patterns within the new strategy, it was suggested that we can see legacy issues with the old data but the school is now in a position to move forward with confidence however there is a backlog which is challenging.

SLT are working with staff using SPTO tracker and 360 degree reviews to measure impact and support. They have seen some good practice and some weak practice however this was known before the process and this has;

- Allowed SLT to move forward on developing a staff training programme to increase staff specialism and training.
- Lead to some commissioning work for Maths training (to be discussed below)
- Identified some environmental factors that will allow pupils to be taught in right way and place.

Maths training taking place on 8<sup>th</sup> June and follow sessions with consultants.

B. Clark asked if any of the training sessions suitable for Governors?

**RESOLUTION:** B. Cassidy stated that CPD schedule was given to Standards Committee however it was suggested that while the session may be of general interest to Governors, the session will be

targeted towards teaching staff with subject specialism's and as such, may not be best use of their time.

C&P Group worked through the Pupil Premium data. B. Cassidy reminded the group in his first Full Governors Meeting after his appointment, it was suggested that in order to move forward, the group should reject previous Pupil Premium Reports due to inadequacies in terms of impact – not reporting. It was suggested that previous budgets were spent on things that were clearly not having an impact on Pupil Premium children and there was no meaningful strategy on Pupil Premium expenditure.

C&P Group reminded that the school's outcomes are measured against how the school improves pupils' educational outcomes. For example, free school uniform is a 'nice thing' but it is not going to impact pupils' educational outcomes.

It was stated that Governors were unaware the Pupil Premium funds had been used to pay for free school uniforms and other activities suggesting it was their understanding that the uniforms were paid for out of profits for after school Dragon Club being transferred back into the school budget.

B. Cassidy reaffirmed that the issue of Pupil Premium is going to be central and vital to the evaluation of the school. As such, transparency and openness of mistakes made in the past is key to demonstrate how earnest the school is in getting 'things right' moving forward and engaging with the Local Authority and OFSTED.

P. Walters asked if it is possible for colour key of data documents to help further explain the data.

**RESOLUTION:** B. Cassidy stated that this will be addressed in Governor training session moving forward. He gave a brief overview.

#### **Item 4 Attendance Update**

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L. Horton tabled attendance data document and gave a verbal feedback to C&P Group. Highlights included;

- National average for absence in 2016 was 3.9%. St Georges currently stands at 3.7% which is an improvement on last year however this figure does not include the summer term which historically results in more absences.
- Free School Meals pupil absence is which is significantly higher than national average for all pupils.
- SEN pupil absence is significantly higher than national average. It was suggested that SEN pupil absence links directly to Pupil Premium discussion above and where student's not making progress links in to attendance.
- Data also suggests that there is a similar peak in absences in September (like Summer Term) due to planned holidays.
- There are a number of pupils that go down as 'unauthorised absence' due to persistent absence. As such, pupil absence will only be authorised with accredited note e.g. doctors note.
- St Georges has high figures for Children with above 98% attendance (43%)
- Attendance award has been trailed in year 5 and 6. Children with over 97% attendance get to take part in inflatable assault course (Commando Joe).
- Learning mentors have made a number of home visits to check on absent children and to bring in children when the family have been in crisis.
- Commando Joe morning club has been set up for children in year 5 with low attendance.
- There have been 42 holiday requests from school. It was stated that the Local Authority is not changing its fining stance/ process from the legal outcome from recent case until September 2017.
- Regular monitoring of attendance by L. Horton will now be supported by the administration team.
- A joint SLT approach to the attendance strategy moving forward.

Governors thanks L. Horton for detailed report and actions.

## **Item 5 Developments in English Curriculum**

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Long Term Plan document shared with group prior to meeting.

Literacy Team have worked really hard to ensure that there is a long term plan across the school that is rolled out from Foundation Stage up to Year 6 with a real focus on quality texts and making sure training is implemented.

- When pupils move up in September 2017 the first half term in autumn there is a recap of all the previous year's terminology and grammar. The aim of this recap is twofold; pupils are relearning and over learning and staff can identify any gaps in pupils' knowledge.
- On 23<sup>rd</sup> May 2017 there is training session from Literacy Counts where majority of staff will be able to attend a 'model' lesson followed by a staff meeting at the end of the day. Literacy Count will be revisiting on 6<sup>th</sup> June for further training for staff, which will include writing, spelling and guided reading.
- Staff are also involved in intensive moderation internally and with other schools.
- By the end of this academic term there will have been x4 day INSET days training, x20 days of external courses and have commissioned over £8k of resources and materials. Staff have also been involved in sharing best practice with other schools.
- In addition Read / Write Inc have been provided training to staff and they are constantly updating staff online to reflect changes to the national curriculum.

The plan moving forward has been a shift in new quality texts and progression. C&P Group recognised that staff deserve a lot of credit for their endeavours to affect change in English Curriculum.

Now that curriculum has been redesigned, Governors look forward to seeing impact of such sweeping changes across the provision however, it is recognised that this will take several years given the current low starting base across the board.

T. Skarratts-Jackson stated that a lot of work focusing on pupils not moving backwards. OTIP (see below) is really supporting staff in recognising and identifying what pupils already know. This has been a particular hurdle in years past, exacerbated given the school is split across two different sites.

## **Item 6 Developments in Maths Curriculum**

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As part of NECTM national maths projects, Maria Chambers (recent appointment as Assistant Head), she has been appointed lead on 'Primary Maths Mastery Specialist' project. The project has ring fenced funding to work internally and externally to develop and embed this project across the school. Funding is for x15 release days plus funding for resources.

It was suggested that in previous years' staff have faced significant barriers to mapping a high quality Maths curriculum. As such, SLT and staff have endeavoured to replicate English team methodology in 'mapping out what a good curriculum would look like'. This is now complete for all years. AN example was shared with governors.

Maths Curriculum has been identified as needing heavy investment in training to ensure success. 3 staff are currently enrolled on maths lead training. We have also commissioned consultant support for INSET days for 2.5 days in summer term. School will also ensure that every member of staff receives ½ day training every term to help understanding of maths development.

SLT have commissioned high quality resources and materials to ensure staff have access to effective toolkits rather than having to download internet resources.

It was suggested that while the mapped-out exercise is proving to yield results to quality and SLT have seen staff engaged and enthused, the school is still several years behind other schools in terms of maths training and getting to grips with the current national expectations for the maths curriculum. However, it was noted that Maths teaching is a national issue – not just local issue.

The school is moving away from 'Maths Makes Sense' as it is no longer aligned to the new national curriculum.

B. Clark to attend a Maths visit on 5<sup>th</sup> June to getting a better understanding of how the direction of travel will affect the classroom experience.

B. Clark asked is Teaching Assistants are getting the same level of training?

**RESOLUTION:** B. Cassidy stated that Teaching Assistants are receiving training at a very focused level from a company called Clever Counting and the school has also received some funding from Edge Hill University for a maths project that has yielded success with Teaching Assistants. x3 ½ day training has been scheduled for the summer term too.

## **Item 7 Developing Science Curriculum**

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It was suggested that whilst science is taught to pupils, there is not a coherent message due to a very limited science curriculum across the school. As such, this has resulted in staff feeling 'rudderless' in this area. The science curriculum is not fit for purpose.

SLT have been looking at x2 companies to come in to provide a high-quality commercial resource and equip staff with the necessary tools to succeed.

SLT preferred option is the PEARSON Science Bug scheme. This is an off the shelf product that (amongst other things) provides schemes of work, high quality resources to deliver programme, interactive plans that can be personalised. SLT have negotiated a very favourable fee for this scheme which will include ½ day training for all staff.

B. Cassidy stated that Governors are very welcome to attend any training sessions to see the scheme.

P. Walters asked has there any merit to conducting a 'temperature check' with staff given the amount of curriculum change across all areas at the school?

**Resolution:** It was suggested that an 'off the shelf' product such as PEARSON Science Bug reduces the workload of staff. Furthermore, the C&P Group was reminded that the Workload Party Review had requested more high-quality resources and commercial schemes to reduce the time burden is collating resources themselves. The group was informed that staff are very proactive with the science curriculum proposals as it demonstrates a 'big picture' change.

## **Item 8 Developing Computing Curriculum**

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It was stated that, if a similar vein to science curriculum, the computing curriculum is not fit for purpose.

C&P Group informed that x2 companies were invited (B. Clark also attended) to look at how the school can redevelop its IT Strategy moving forward, including; technical support, infrastructure and curriculum support. There was significant difference in quoted prices, which resulted in negotiations / haggling.

High Impact are the preferred bidder and as such, a 3-year Service Level Agreement has been signed with the view to progressing the computing curriculum as a matter of urgency given that the school is not currently able to provide a favourable experience for pupils or staff as the school's network (as currently structured) is nowhere near fit for purpose.

It was noted that getting this issue resolved is crucial for the school to move forward, not only in this area, but across all areas of the school - as well as meeting statutory expectations.

High Impact are due to visit the school to work with staff and deliver x2 training days before end of half term. In addition, the school has commissioned; x12 days training from September 2017 onwards and x12 day curriculum support.

High Impact will also provide x1½ days technical support per week to support the changes moving forward and the IT infrastructure – including Remote Portal assess.

As part of this process, Governors will be able to access specific Governors areas on the network. It was stated that getting the computing right across the school is going to take careful leadership and support.

B. Cassidy informed the group that addressing the school computing needs represents a £210k investment of the next 3 years.

C&P Group informed that school recently received a donation of x28 Macs from Local Authority as part of CLC closure scheme. Also received x2 iPad from a Parent who is very happy with the progress and development their child has enjoyed at the school.

## **Item 9 Sports and Well Being Strategy**

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C&P Group reminded that following B. Cassidy appointment, SLT had raised concern that previous year's budget disproportionately focused on Sports Coaching that did not have any legacy nor impact in the school and it was stated that there was little belief that it encouraged sporting participation or extracurricular activities within pupil's cohorts. In the last financial year, the school spent £60k on Sport Coaching. Whilst there was some engagement in some inter school sports competitions happening, it was nowhere near the school's ambitions.

SLT have worked on mapping a Sports and Wellbeing Strategy and as such, the school is currently in engaged with a recruitment process for x2 specialist sports teachers. It was noted that following their appointment (and an evaluation of their skills) the school is still willing to work with external partners such as Rugby Tots, Thorndale Tennis Club and New Brighton Cricket Club.

C&P Group informed that the school has enjoyed some recent engagement; for example, Year 5 and Year football semi-final success, Rugby Tots event and festival and upcoming swimming gala.

The school current receives a School Sports Grant (circa £11k) however school currently charges for the majority of the extracurricular sports provision provided. It was argued that as the school get a grant as such, this provision should be free at point of delivery when provided by 'in house' staff.

**RECOMMENDATION:** B. Cassidy proposed that the school does not charge for pupils to attend extracurricular sporting provision when it delivered by 'in house' staff or if funded through School Sports Grant. If commissioning third party, B. Cassidy conceded that there may be an additional cost.

**VOTE TAKEN AND APPROVED:** Laura Horton approved and C. Scott seconded.

The C&P Group discussed the wider implication of a more holistic Sports and Well Being Strategy and raised the issue of **pupil transition** from lower to top site. B. Cassidy suggested that SLT are currently looking at moving Year 4 from lower to top site on Friday afternoons as well as them using the sports hall (currently ring fenced for Years 5 and 6) so that pupils can be better prepared for their transition moving forward.

C&P Group acknowledge that there may be some issue surrounding abuse of after school clubs. It was suggested that any administration (and policing) regarding this his issue will be much easier once new computing networks are up and running.

The C&P Group discussed participation for all – not just the most talented. B. Cassidy highlighted that the School Sports Strategy has 'elite' and 'non-elite' sports competitions to accommodate all pupils.

B. Cassidy suggested that the school needs to work towards schools inter and intra sports competitions moving forward.

#### **Item 10 Curriculum Plans in Other Subjects**

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Staff have indicated they would like to expand the curriculum on various subjects moving forward; e.g. language, music, history, geography and religious education.

SLT approach at the moment is to minimise resource and time on these areas because of the impact of the current curriculum changes and it was suggested that the staff are fully supportive of this approach given current the landscape of change.

Staff are being encouraged to access some newly acquired high quality resources through Twinkl Subscription (circa £1k) and staff have the freedom to make changes on the curriculum as they see fit to make the work for pupils – and staff.

**DECISION TAKEN:** It was accepted that (in the short term) there is a real need to concentrate and focus on the core curriculum areas discussed above for the upcoming academic year.

#### **Item 11 Developments in SEND**

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New SENCO staff member recently appointed on x3 day per week contract.

L. Mitchell shared the SEND Framework with the C&P Group that was disseminated at a recent staff meeting where the main focus was what 'quality first' teaching looks like. The aim of the meeting was to create and design an offer with regards to 'quality first' Teaching Assistants were not present at the meeting and as such, a further meeting has been arranged to discuss SEND Framework with them.

Following all meetings, the aim is to provide staff members with a tick list of what should be available in all class rooms in relation to teaching, quality of learning, the learning environment and resources.

For a small number of pupils, the school will have to access the SEND budget to provide funding up to £6k for things like (although not exclusively) additional Teaching Assistants, additional resources, additional interventions

For any pupil identified as higher needs, the school can apply for Pupil Funding Premium or an Educational Health and Care Plan.

#### **Item 12 OTIP**

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The school had recent committed £30k towards training for x15 staff over 3 days. The first cohort completed the training. B. Cassidy thanked B. Clark, P. Dunning, C. Scott who attended the OTIP Graduation. Governors fed back on how impressed they were with the impact and feedback from staff.

It was suggested that the staff found the training very useful. As such, moving forward the plan is to use the x15 cohort to training and mentor other staff going forward.

This training was paid for by one off grant which means that (disappointingly) there is no additional funds to put forward a new cohort.

#### **Item 13 Leadership and Management Strategy**

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Deferred to next meeting.

#### **Item 14 Date & Time and Agenda Items for Next Meeting**

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**ACTION CP1:** Meeting to be scheduled at upcoming academic year at the next Full Governor meeting.

Summary of actions from meeting	Whom	Date to be completed
<b>CP1:</b> Meeting to be scheduled at upcoming academic year at the next Full Governor meeting.	K. Choudhary	29 <sup>th</sup> June 2017