

Barley Lane School Safeguarding, Behaviour, Teaching & Learning Committee Meeting 3

(Part 1 Minutes)

DRAFT

Date / Time:	13 th July 2016 at 17.00	Location:	Barley Lane School
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Attendees:	Initials:	Governor Type:
Damian Furniss	DF	AGOV
Simon Robinson	SR	STF

Attendees:	Initials:	Governor Type:
Michael MacCourt	MM	STH
Vicci Wood	VW	COO

Apologies:	Initials:	Reason:
Caroline Westacott	CW	Unable to attend

Absent without Apology:	Initials:

In Attendance:	Initials:	
Kirsty Forbes	KF	Clerk
Dave Jones	DJ	Associate Member

Minutes To:
Attendees
Website

Min. No.	Actions & Decisions:	Owner:	Date Due:
3/1.1	Apologies & Business Interests Apologies were received and accepted from CW. No business interests were declared.		
3/2.1	Minutes of the Meeting 23/03/2016 The Part 1 and Part 2 minutes were agreed as a correct record and signed accordingly by the Chair.		
3/2.2	Other Matters Arising DF and VW had visited the school this term and their reports will come to FGB in September. DF agreed to visit again next term and hoped that CW might be able to undertake a visit. In relation to the Part 2 minutes, MM updated the Committee on a situation that was reported in Part 2 at the Resources Committee meeting.		
3/3.1	Leadership & Management MM had provided a mid-term interim and supplementary report which Governors had seen prior to the meeting. The following key points were noted: <ul style="list-style-type: none"> • The primary unit continues to work well and is a positive experience for all involved. • The SLT have combined and doubled up this term to secure good order and discipline on site and the school has been a safer place because all members are present. • The SLT are now ensuring there is forensic planning in advance for the next day and being more operational during the morning meetings in order to create positive momentum. • Staff meetings have improved in urgency and quality in response to the spike in risk and challenge. • DF advised that, during his recent visit, he saw MM deal with more simultaneous incidents than it should be possible to manage. DF could see why SLT support was essential as this would become very wearing for one person over days/weeks without that support. • MM noted that some significant staff have been away this term on sick leave and this has impacted on behaviour in the school. DF pointed out that in mainstream schools they have contingences to call upon in situations like this but there are no obvious solutions or contingencies easily available at BL due to resources. MM explained that once exams had finished his was able to call upon another member of staff to be used within the school and this did provide a contingency and that extra capacity which helped to bring behaviour back into line. DF wanted to raise that he felt anxious for the school as staff absences (especially within the SLT) could hugely impact the school 		

	<p>and he could not see how that situation would be managed. DF asked whether the SENTient Trust would be interested in sharing resources, such as a group of supply teachers, in order to increase capacity during times of pressure. MM advised that this might be an issue as it is important to have people who can contribute on a long term basis so they are able to get to know the children. MM noted that from September there will be more LSA's than the school have ever had before which should help with capacity problems.</p> <ul style="list-style-type: none"> DF asked MM if he had found the peer review and joint quality control with the SENTient Trust helpful as he had talked positively of it in his report. MM explained that there were a number of positive aspects but that none of the sister schools SEMH. MM noted that there is an ethos of good quality teaching and learning within the Trust. VW asked which school in the Trust was most similar to BL. MM advised that would just be Marland at present but they were not in the peer group because of location. VW pointed out that a lack of capacity within the school would be impacting on the other work of the SLT and this would not be sustainable. MM wanted to point out that it is a minority of children involved in incidents and those children have complex issues and that such spikes are a part of the work. DF asked DJ, if both MM and SR were away from school for a period of time, what he would do in their absence. DJ advised this was a difficult question to answer but noted he would need to try and replicate the daily ethos in the school with the resources he had available. DJ pointed out that in general, BL do not like to use exclusions to solve a situation and instead alternative provision is used. MM believed that if this situation occurred and specific children were causing problems that exclusions may be the only option. MM also advised that staff would need to ask for help from both the Chair of Governors and DCC in this situation. DF thought the risk that comes from less staffing capacity could impact the school greatly. MM agreed that capacity needs to be a central part of school improvement as it links closely to all areas of the SIP. DF noted that at the start of the academic year BL had self-assessed leadership and management to be 'requires improvement' but pointed out this has now been raised to 'good'. MM confirmed that leadership and management is in a very different place from a year ago. DF noted that another area of leadership and management is Governance and asked MM as Head whether in his view he felt the GB was making progress. MM thought that Governance had transformed and real rigor and commitment has been given to the most important issues. This is a very significant improvement and staff feel freer to discuss the important things that impact the children. 		
3/3.2	<p>Teaching & Learning <u>Minute 2/3.4</u> – MM explained that more data will be available on Science in September and this will clarify whether any action needs to be taken. MM confirmed that this also links with the staffing issue discussed as Part 2 at the Resources Committee meeting. MM advised that Science needs to consolidate and the GCSE results will an indication of performance. DF noted that he had sat in on a science lesson during his visit and the lesson had been quite difficult due to teaching risky subject (with experiments) in a risky environment. More information will come to the next SBTL meeting. Other points discussed were as follows:</p> <ul style="list-style-type: none"> MM advised that in times of crisis it is important that dialogue about the quality of teaching is not lost. MM noted that it has been refreshing to have teachers who insist on discussions around the quality of teaching and the power of differentiation. These conversations around teaching have not been lost and teachers who need to be challenged continue to be. A second round of observations has not been carried out due to the capacity issues in the school and observations had not be moderated as our usual consultant currently unavailable. DF noted that at the last meeting they had talked about strategies for improvement for those teachers not meeting the required standard and asked how this was moving forward. MM explained that staff are repeatedly revisiting rituals and routines, language and assertiveness and the ability to command respect. Able staff have to think about how to maintain their high standards as in this setting the children will test persistently and this helps to remind and support those who require challenge what is required to be a 'good' teacher in this challenging setting. 	MM/SR	14/09/16

	<ul style="list-style-type: none"> • DF asked what the state of play is in relation to those teachers who 'require improvement'. MM advised that the progress of one teacher was stalled for half a term whilst they were absent and they are now working with a mentor. Another teacher has accepted and embraced they are better suited to another role within the school and will reduce their classroom teaching to 1 day per week. This will help to make the teacher more focused aiding them to improve their practices. Two other teachers are both consolidating and making discernible improvements. • DF asked when the next round of teacher observations will take place. MM advised that he would like to undertake some this next week but again there will be no moderating element until a replacement is found to undertake this work. MM has already contacted Marland but there is no capacity for them to help with moderating at present. Learning progress will also help to determine the quality of teaching and learning. 		
3/3.3	<p>Personal Development, Behaviour & Welfare Covered in item 3.1 in relation to capacity. One emerging issue is that staff whilst super vigilant want to do more to equip the children enough to keep themselves autonomously safe. There are opportunities every day to have productive exchanges with children are we exploiting them to the full?. The best way to promote safety is to empower staff to have these conversations with the children. VW asked if safeguarding issues are built into curriculum. MM confirmed that the PSHE champion is mapping out the issues and how they link in with learning. MM explained that it is also about the quality of discussion during other parts of the day, such as lunch times, and building good relationships. One of the leadership criteria will be to make sure that all staff are responsible for improving the safety for children. DF had noted that one example of racism has occurred this term and asked MM what approach would be taken in this instance. MM pointed out that it was not about racist views but about the racist language that was used in this case and about how others perceive those words. MM relayed another incident about homophobia where a child was later challenged about the words they had chosen to use and how it may have felt to those who heard the words. Children are shown that it is unacceptable to use this language. MMc does not wish to label children racist or homophobic when it is clear day to day they are not but resort in anger to language that will hurt and offend.</p>		
3/3.4	<p>Outcomes for Pupils All leavers have placements for September and the school awaits GCSE outcomes. VW asked what exam attendance was like. MM advised that attendance was good with only a couple of students missing some exams but this underwritten by them having already taken and passed the exam previously. The data will be reported at the next meeting. Other outcomes to celebrate included:</p> <ul style="list-style-type: none"> • Students have completed the Duke of Edinburgh which is regarded well by colleges and further education and employers it is Blue Chip accreditation and hard won. • The Barley Lane cricket team won a tournament but far more important was the respect and practical kindnesses they offered students with disabilities. The team will be rewarded for their kindness and decency. • A child in care was nominated by the school and received an achievement award from Torbay Council. <p>VW thought these successes were fundamental in building the confidence and self-esteem of the children. VW asked what the outcomes were for those taking vocational courses. DJ advised that accreditation had been secured. DJ explained that there is a Level 2 BTEC in Vocational Studies in which you can draw out units which will tie in to a broader alternative provision. DJ will look further at this course. DF pointed out that he was impressed by the regular updates from DJ on feedback from children and parents regarding alternative provision. VW asked what had happened regarding the outstanding DBS from a provider. DJ advised that the issue was resolved quickly.</p>	SR	14/09/16
3/3.5	<p>Safeguarding Report VW asked why there had been a spike in holding. MM advised that one child being held more often to protect wider good order discipline and health and safety. The school would like to see an improvement and reduction in the holding of this child otherwise it will not be sustainable and BL may not be the right school. This is part of a planned strategy with other agencies. The next plan would be to change the provision for this child as this may be beneficial but the level risk and the nature of the incidents may not be manageable. DF asked if MM had anything further to add in relation to safeguarding. MM wanted to</p>		

	<p>reinforce the importance of the designated officer support role. MM and WH will review radicalisation and CSE as standalone items and then they will review all the folders to understand the narrative for each child. Safeguarding continues to be the first agenda item at morning meetings and with additional professional services. At this point in time it appears that all is as it should be and the challenge is, as expressed earlier in the meeting, surrounding helping children to keep themselves safe. MM wished to point out that one disclosure had come to him regarding an injury sustained from a holding incident but MM was able to look at CCTV and validate that it was impossible for the bruise to have come from the hold.</p> <p>DJ told the Committee that when seeking new work experience placements staff will be asked to undertake child protection training as well as being DBS checked as standard. This will enable those placements to know what to do if a child discloses or for example absconds. DJ explained that packs are sent to work experience placements and guidance is provided on how to access this training. VW asked if these staff will be asked to sign something to say they have read the guidance. DJ advised that these placements have 6-7 weeks to complete this practice before the children start in September. VW thought they may need to be reminded to read the guidance.</p> <p>MM asked VW if she would be interested in tracking safeguarding issues to see if what is recorded actually happened. VW will look at this on her next visit.</p> <p>DF noted that CSE had not been discussed during this meeting and asked if there was anything the Committee needed to be aware of. MM explained that one clear risk is when children are not attending school. The effort to be vigilant around attendance is an important focus. SR noted absconding would also be a risk and MM advised this risk is greater especially for those children who are not street smart or are vulnerable. MM reassured Governors that he or senior colleagues in his absence become directly involved in actively recovering those children who abscond. Those children who use public transport are also at risk of CSE. MM noted that again there have been issues with taxi drivers which continue to be reported. MM thought the the ever present risk was the predatory child on child aspect. VW asked how this is monitored. MM explained that children do not leave class without someone knowing their movements so they can be monitored. It is about staff remaining vigilant.</p> <p>DF wanted to highlight that on his last visit his mobile device was not taken on entry to the school. MM will pick this issue up with staff.</p>		
3/4.1	<p>Marking Policy</p> <p>SR had seen the policy and was happy to recommend it for approval as it reflected the current practice. The SBTL Committee agreed to adopt the policy.</p>		
	Meeting Closed: 19.30		

Next Meeting:			
Date / Time:	14 th September 2016 at 17.00	Location:	Barley Lane School