

ELEANOR PALMER PRIMARY SCHOOL

Minutes of the Full Governing Body Meeting on 23 November 2022

Absent

Tim Peake

In attendance:

Parent Governors

Gonzalo Coello de Portugal

Christophe Frèrebeau

Sei-Kee Maturine

Nanouche Umeadi

Charlie Condou

Christophe Frerebeau

Staff

Sally Hill - Co-Head

Natalie Stevenson - Co-Head

Rosie Thomson - Associate Governor

Lacey Cousins – staff governor

Co-opted Governors

Jennifer Allan – Chair of Governors

Shanti Fricker

Tim Peake

Boris Telyatnikov

LA Governor

Jack Tinley

Also present:

Tania Voaden, Clerk

MATTERS ARISING

1.1 Corrections

Attendees - Jack Tinley present. Lacey Cousins and Rosie Thomson absent.

1.2 Actions from September 2022 minutes

Item 3.4 Air source heat pump - with a change of strategy this will revert to being a committee item.

Other items marked as done.

2.1 CO-HEADS REPORT

The Autumn 2 report was shared ahead of the meeting.
The Heads invited comments and questions on their report.

2.2 Safeguarding

Boris Telyatnikov drew attention to the reference in the Co-heads report to CPOMs incidents and commented that the number of incidents seemed high (particularly in relation to reports of sexual harassment). Sally Hill said that recording the incidents under this categorisation may appear surprising in a primary school, but the incidents related to behavioural concerns with hugs and attempted kissing. Whilst some of this may be developmental behaviour, it was important to address this as it relates to body ownership and consent. Natalie Stevenson added that the increase in incidents reflects greater awareness and improved monitoring and recording

Christophe Frerebeau asked how these incidents were monitored and Safeguarding Governor Shanti Fricker clarified that incidents were a standing item and discussed in greater detail at the termly safeguarding meetings. Boris Telyatnikov said that without context in the Heads report it raises some alarm as the governor papers are public documents, Natalie Stevenson responded that in the context of Ofsted, they would review CPOMs and gain context. The Chair said that the details were in CPOMs, were discussed with the Safeguarding Governor and importantly, were monitored for patterns. Natalie Stevenson clarified that the incidents each involved different children and across year groups.

Extended Schools and community

2.3 Correction of name in Co-heads' report. Deborah Kaiser rather than Naila Hiram hosted the anxiety and stress Shed Talk.

2.4 PTA AGM

Natalie Stevenson updated governors that around 10 people attended the AGM, including Christophe Frerebeau and Nanouche Umeadi. She explained that the budget was presented and an explanation given of how PTA money was used. Lucy Whittaker, the PTA treasurer, reviewed the accounts and there was a discussion on the school's priorities and financial support needed. There was a very positive response to the Wellbeing Curriculum from parents. Gonzalo Coello De Portugal pointed out the PTA donation to the school had already been allocated and that the budget was reliant on it. Nanouche Umeadi said that parents would be prepared to raise money for specific things - one class needed a projector and many parents would contribute to raise money for this. Natalie Stevenson said that there should be a tangible goal for the whole school.

2.5 Keep it EP

The Co-heads report provided details of PTA and Keep it EP fundraising. Christophe Frerebeau updated governors that 40 families were donating. He said that the re-launch evening a year ago had resulted in increased awareness and donations, but the challenge was how to continue to increase regular donors. Natalie Stevenson said that the need to draw down on reserves was a necessity rather than a choice, and consideration was needed for longer term planning and fundraising. This should be discussed at the Resources Committee.

2.6 Standards Meeting with Camden Professional Partner (CPP)

The Co-heads shared the Standards Meeting letter from CPP Prue Barnes-Kemp. The reported that this had been a very useful and positive meeting. The Chair commended the Heads.

2.7 Potential strike action

Jack Tinley asked about the responsibility of governors with regard to possible strike action and the expectation of governors to take a position on this. Sally Hill said that the teacher ballot closes at the beginning of January and that the union would then decide. The Chair said that there would be guidance from the local authority. Rosie Thomson noted that not all teachers were in the same union. Natalie Stevenson added that there were different propositions on the table which included actions short of striking.

3.1 Special Item - Data Summary 21-22

The Co-heads shared Camden Learning reports and a presentation about the 2021-2022 assessment data.

Discussions and comments that followed summarised:

3.2 Early Years Foundation Stage

- The results set ranked the school 1st in Camden and well above the national average
- 90% of children achieved 'good level of development' compared to 65% Camden average.
- Three children did not achieve a 'good level of development'. All three have SEN and one has an EHCP (Education Health Care Plan). All three are disadvantaged pupils.
- The results confirm that the provision in Early Years is good and effective.

3.3 Phonics

- The last set of published results were in 2019 and the school ranked 20th in Camden that year. In 2022 the school ranked 3rd.
- 94% children reached 'expected' standards compared to 77% in Camden and 78% nationally.
- In discussion about reasons for high attainment, credit was given to the focus given by Rosie Thomson, Sara Stokes and the school team and to the successful introduction of the Little Wandle Reading Scheme.
- Natalie Stevenson said that there was increased rigour around early reading and that Sophie Hartnell had changed the emphasis of practice in Reception.
- Nanouche Umeadi added that she had seen an improvement as a parent supporting her child.
- Natalie Stevenson said that the school needed to maintain the momentum and rigour.
- Christophe Frerebeau challenged how many children with SEN achieved the 'expected level' and was informed that 2 of the 3 attained it.

3.4 Key Stage 1

- The rankings for the school within Camden - 3rd for Reading, 3rd for Writing and 4th for Maths.
- % pupils reaching 'expected levels' Reading 87% (67% National), Writing 87% (58% National), Maths 87% (68% National).
- Christophe Frerebeau questioned the significant decline in attainment %s across all subjects nationally. The Heads responded that Covid undoubtedly had a significant impact, evident nationally and within the school.
- Christophe Frerebeau also asked whether the results in writing were the school's highest. The Heads confirmed that this was the case as a % attainment. The writing results for the school were significantly above the London and National %s which had seen a three year decline.
- 47% of children achieved 'greater depth' in maths compared to 21% in Camden and 15% nationally.
- The Chair commented that given the school's intake of children, there should be an expectation of high attainment and that it is important to look at progress.

3.5 Key Stage 2

- The Heads reported very strong results for Key Stage 2 with 'expected levels' or above at 100% for Reading, 97% for Maths and 93% for Writing. This compares to national results data of 74%, 71% and 69% respectively.
- Progress scores - measurements of progress from Key Stage 1- 2 were also strong. Compared to Camden progress scores the Reading progress score at the school was 4.1 and Camden 2.5, Writing 3.8 to Camden's 2.2 and Maths 3.9 to Camden's 2.3. In particular the school was pleased with the writing progress score which at 3.8 had seen a significant uplift from 2019s score of 1.3 (Camden 1.8) and 2018s 1.7 (Camden 1.2).

The Heads were pleased to report that both attainment and progress results were strong. They said that the school remained ambitious for the children.

3.6 Challenge Partners Review

The report from the Challenge Partners Review dated 14/11/22 was shared ahead of the meeting. Natalie Stevenson explained that Challenge Partners was a peer review led by a former Ofsted inspector. The review consisted of various learning walks through the school. She explained that the review was done 'with' and not 'to' the school. Unlike an Ofsted inspection, the school decides when the review takes place and what will be reviewed. The school had opted not to have a grading on the review, but rather to focus on areas for improvement.

The school had devised a timetable that gave voice to pupil groups and subject leaders and with focus on EYFS, history, geography and maths. The review team spoke to these subject leaders individually and to other subject leaders as a group. The reviewers found excellent practice in the school.

Identified as a strength was leadership at all levels and a culture of ambition. Children are given leadership opportunities eg. through buddies, Sports Leaders, Diversity Champions etc. Coach Martin has built a life-skills curriculum incorporating ideas of respect and encouragement. The reviewers suggested that children are given a more explicit understanding of the responsibilities that they are taking. A lot is being done but, the school should find a way to bring it together using clear and consistent language, so that children are able to articulate and recognise leadership, understand its value and be empowered by it. Another recommendation from the review was the development of a consistent question and answer pedagogy to deepen learning and engage the whole class.

The school should refresh the oracy toolkit and expand across the curriculum. This would include working on how to elicit answers and to ensure that children develop strong skills in listening, speaking and understanding.

There was positive feedback on the School Improvement Plan (SIP) as clear and consistent.

The Co-heads told governors that SLT Rosie Thomson and Lacey Cousins were participating in reviews and that Challenge Partners was excellent CPD for growing new leaders. Governors discussed the benefits of visiting other schools. The school team felt that the biggest benefit was for leadership development.

3.7 Tim Peake asked about how the school could further share good practice through the schools network. Sally Hill responded that there was a small Camden CP group and Rosie Thomson added that there were also opportunities within Teach Meet events and the Subject Leaders hubs. Tim Peake spoke of pre-emptive action for partnerships. The Chair added that the idea of local authority chain was being broadly talked about with discussion on hard federation or for a looser version of this. Natalie Stevenson said that she had fortnightly conversations with another Head and whilst nothing was happening yet, head teachers wanted a sense of leadership and vision from Camden. There was concern that schools in the borough could be 'lured' away to academies. The Chair noted that some church schools were

working collaboratively and were planning to move away from the local authority. There were a lot of positives from Camden Learning's collective work and shared practice, and even though church schools were looking to join together as an academy, they were still keen to retain the Camden Learning relationship.

Natalie Stevenson stated that all schools' finances were challenging and that there were economies of scale to academisation. Sally Hill added that the Challenge Partner reviewers were from academy chains.

4.0 Resources Committee

Minutes shared ahead of the meeting.

Tim Peake said that the main item to mention was that the SEN Pod building was not progressing on the planned timeline and that Vicky Green was escalating.

5.1 Staffing Committee

Minutes shared ahead of the meeting.

There had been some amendments to the School Development Plan (SDP) following the Heads meeting with SIP Prue Barnes-Kemp. The changes increased focus on the gap between disadvantaged and advantaged pupils.

Sophie Hartnell has been appointed as Early Years Lead and a new teaching assistant has been employed in Reception to support a child with special needs.

Shanti Fricker had met with pupils on feeling safe in school and would share the minutes at the next FGB.

- **Action SF to share review at next FGB**

6.00 Curriculum Committee

No meeting minutes shared.

The committee had agreed amendments to the SDP. They had also reviewed prior practice to identify what had and hadn't worked and to inform future plans.

7.00 PPC

Minutes shared ahead of the meeting.

There was discussion around, and an update on, Keep it EP fundraising.

Lacey Cousins will work with Christophe Frerebeau to look at strategies to support disadvantaged children.

8.1 AOB

8.2 Nanouche Umeadi asked governors to consider how the school could support families struggling with the cost of living crisis. She shared suggestions from other schools and governors discussed how the school could offer support. The school acknowledged that the school had fewer disadvantaged families than many other local schools, but that there was deprivation within the community and some families were coping with financial challenges. As a small community, the school knows families well and does offer support with regard to subsidised trips and free places in Breakfast Club and Club EP. Rosie Thomson had set up a food bank drop box in school linked to the Kentish Town food hub and signposted how families could access the food bank as needed.

- **ACTION** PPC Committee to discuss further strategies of support.

8.3 The Chair asked governors that there were opportunities for training and development and to review whether training needed refreshing or new skills acquired.

- **ACTION** Governors to review training on offer through Camden Learning Governor Services and Tania Voaden to share other training resources.

The meeting ended at 7:30pm.