

## Minutes of the meeting of the CFC Committee of Ivydale Governing Body, held at the school on Wednesday 16<sup>th</sup> June 2021 at 7:45 am.

**Present:**Ruth Fairclough (RF) (**Deputy Head**)

Faye Rounding (FR)

Catherine Mahony (CM) (**Chair**)

Bartley Shaw (BS)

**Also Present**

Atya Ashraf – Parent Governor Observer

Nicole Galea – Clerk

<b>1</b>	<p><b><u>Apologies for absence</u></b></p> <p>The Clerk advised that all committee members were present and that the meeting was quorate. The Committee welcomed Atya Ashraf, the recently elected Parent Governor to the committee as an Observer, before deciding on the committee she would like to join.</p>	
<b>2</b>	<p><b><u>Declarations of interest.</u></b></p> <p>CM reminded Governors of the need to declare any interests for items on the agenda. No declarations were made.</p>	
<b>3</b>	<p><b><u>Minutes of the meetings of 4/3/21</u></b></p>	
3.1	<p><b>Approval of the Minutes</b></p> <p>The minutes of the previous CFC Committee meetings held on 4/3/21 had been distributed to Governors in advance. It was <b>RESOLVED</b> to ratify them as presented. CM undertook to provide a signed copy for retention by the school.</p>	
3.2	<p><b>Actions Log</b> <b>From 4/11/20.</b></p> <p><u>Item 9: Safeguarding Policy</u> – cameras off during remote learning RF advised that this was not relevant as pupils are not receiving live lessons. It was agreed to remove this action.</p> <p><u>Item 11: Parents Evening</u> RF stated that there were no further updates on whether Parents' Evenings will continue to be online or a hybrid next year, this will be subject to consultation. Virtual appointments (online and telephone) have proved very successful this year both for parents and staff. However, there are some aspects that cannot be replicated such as having the face to face contact, parents visiting the school, seeing the classroom, displays, books etc.</p> <p>There were no further matters arising.</p>	
<b>4</b>	<p><b><u>Parents' Forum</u></b></p> <p>RF reported that when MF first became a Governor she worked with the school to invite parents of black pupils to start a Forum. The first few meetings of the new Forum were well attended but it subsequently moved out of the school. RF stated that more recently there have been some communication with the group about the possibility of reinstating a link with the school. They were in agreement, but it did not progress due to the pandemic. However, there has recently been communication from the Group and items proposed for future meetings, including the Behaviour Policy which is due to be reviewed. Governors agreed that it would be wonderful to have the Forum reinstated and it is hoped that this group will act as a nucleus for more parents to get involved.</p>	

	<p>RF advised that there was a sense from the Forum founders that the white middle class voice in school did not leave space for others and so they looked for a different model that would be open to different voices. It is hoped that a more inclusive model will be possible in the future; the resumption of the Forum is a step in that process.</p> <p><b>Governors asked if there would be possibility of other forums if the Parents of Black Children Forum did not become more open and if the reasons for the formation of the Parents of Black Children Forum are still deemed to be the case.</b> RF stated that this would need to be considered but that the school would be guided by where parents are at any point in time. It would be good to be able to move toward a joint forum. The reason for the Parents of Black Children Forum was anecdotal and had been raised over a number of years. It was also connected to general references to black children in education. There seems to be a perception, from the school gates to interactions with staff, that there was a predominant culture of being white and middle class. The school has been aware of the perception and have wanted to change it; there had been plans for this to be the focus of a Peer review this year but this was delayed to next year by the pandemic.</p> <p><b>Governors asked what the timeline would be for these meetings and what the Governors' role would be.</b> RF stated that the hope is that face to face meetings will be possible from September. Governor representatives could attend to talk about opportunities to work with the Board and the role of Parent Governors.</p> <p>Governors noted the positive change this development represents. RF agreed, noting that it had taken longer than planned due to capacity issues within SLT with first HI and now JL's absence. However, the structure in place is such that no one person is irreplaceable, and the Assistant Head Team has been phenomenal. The school has kept going, but it has been the development work that has been lost partly as a result of the pandemic and partly due to the absences. It will be important to address any impact on perceptions that these areas start to move forward in September.</p>	
5	<p><b><u>School Council Invitation</u></b></p> <p>It was agreed to defer this item as the School Council has not been in place this year due to the maintaining bubbles.</p>	
6	<p><b><u>Wellbeing</u></b></p> <p>RF reminded the committee that she had delivered a presentation to the last meeting on the very successful support for pupil wellbeing during lockdown and the return to school. Primary schools have been fortunate that they have been able to focus on the wellbeing of pupils and staff since the return. However, staff absence has been unusually high for Ivydale with at least 4 absent per day, on some days there have been 8 or 9 absences across all levels of the school. This has resulted in no option than to have a higher than usual spend on supply staff and for RF and the Assistant Heads to spend a lot of time in class. Instead of the usual observations, peer observations are taking place which are more supportive.</p> <p>The externally commissioned staff therapy service is currently fully subscribed and there is a long waiting list. Staff have reported that it is a brilliant service but the school does not receive any feedback.</p> <p><b>Governors asked if there is anything that could change the pattern of staff absence.</b> RF stated that this has been discussed in depth; Ivydale is very good at prioritising staff wellbeing. The absences are, in the large part related to wider pressures regarding being in and out of lockdown, the uncertainty and longevity of the pandemic, individual situations relating to family issues and experiences and also the side effects from staff having Covid, the vaccination or self isolating. As such therefore,</p>	

	<p>there is little else the school can do. This is a pattern repeated across schools generally resulting in difficulties in securing supply staff; Southwark has been particularly hard hit.</p> <p>Pupils have been phenomenal, despite the concerns around mental health, the transition back into school was almost seamless. As predicted, some pupils are struggling more now than they were on their return, but the Pastoral Team has provided great support. Also as predicted, there has been a significant increase in safeguarding concerns which are taking up a lot of RF's time.</p> <p><b>Governors asked if other organisations have similarly stepped up their level of safeguarding support.</b> RF suggested that unfortunately many have instead shut down as they have been unable to operate in the pandemic. Social Services did initially respond well but their support has dwindled as they have become overwhelmed with referrals.</p> <p>There have been referrals to MASH but there is also the recognition that there is a wider context of safeguarding concerns relating not just to families but also the playground etc, looking at the culture around support and challenge of verbal and physical actions around sexual harassment. This is a huge piece of work in which the school has been working with a police support team on the concept of consent. There have been a number of meetings with families and children where a general lack of understanding has been found, where they see it as 'that just happens' rather than acknowledging that there is a problem with behaviour and attitudes. The police are supporting staff with putting together workshops and presentations for both parents and pupils for next year.</p>	
7	<p><b><u>Behaviour</u></b></p> <p>It was agreed to defer this item to next year in light of the planned review of the Behaviour Policy.</p>	
8	<p><b><u>Governors Code of Conduct</u></b></p> <p>It was agreed that the Clerk would forward the current Code of Conduct and the latest NGA model document to all members of the committee. Governors were asked to forward their comments to CM by 21/6/21.</p>	Clerk / Govs
9	<p><b><u>Communication</u></b></p> <p>RF stated that the school was waiting for the anticipated changes to the government guidance before reviewing the policy around Governor Visits. Currently the school's risk assessment is very cautious in terms of limiting visitors to those that have a pupil driven need to be in school, in order to protect staff and minimise bubble closure.</p> <p>CM suggested that visits could resume pending updates in guidance in early September. It was agreed that this and appointing Link Governor roles could be raised at the Summer Board meeting on 6/7/21. They also requested some dates for Link Visits. RF to take up with HI.</p> <p>Governors discussed the need to review the situation in September and look at alternatives if in school meetings cannot resume in the autumn term.</p> <p><b>Review of Information on the Website.</b> The Clerk undertook to forward the information that should be held on the website to BS; he volunteered to review how this is used on the website as a form of communication.</p>	<p>CM</p> <p>RF</p> <p>Clerk BS</p>

10	<p><b><u>Diversity</u></b></p> <p>Governors discussed whether in the absence of a Diversity Link Governor this could be linked to another committee or wait until more Governors are recruited. RF undertook to discuss this further with HI.</p>	RF
11	<p><b><u>Safeguarding</u></b></p> <p>Reference to safeguarding had been included in Item 6: Wellbeing. CM reported that due to the Coronavirus risk assessment she had been unable to conduct a Link Visit.</p>	
12	<p><b><u>Extended Services</u></b></p> <p>RF confirmed that extended services has moved to Treetops, an external company. It plans to resume after school clubs after September 2021, pending the advice at the time.</p>	
13	<p><b><u>Travel to School</u></b></p> <p><b>School Streets</b> RF reported that the pandemic equipped local authorities to introduce this initiative without the need for consultation due to concerns with queues outside schools, however, there is a wide disparity in the systems different LAs have deployed. She stated that the success of the scheme has varied by borough and the experience in Southwark has tended to be less successful, largely due to the poor communications accompanying it. Many local residents wrongly believe that schools are responsible for the introduction of the measures and the use of easy to move concertina style barriers is not always effective. It has resulted in some very upset parents and residents that have access issues. Furthermore, there is a perception that, when closed, the streets are safe to play in but there are still dangers associated with bikes, some cars with legitimate (or otherwise) access, skateboards and an increase in dogs. Some of the issues are related to pupil behaviour on the road, particularly for older pupils who come to school on their own.</p> <p>School Streets has created a set of unexpected issues. Complaints have been received from parents and residents alike as it initiative covers both sites, representing a large residential area and rat run for Peckham traffic. HI has spoken to Southwark regarding the safety concerns, the inefficient system and complaints but there has been no active response.</p> <p><b><i>Governors asked how long the scheme will be in place and what else can the school do.</i></b> RF stated that it cannot be contested at present as it was introduced by the government under the Covid powers, but it could be challenged and possibly modified in the future. This is probably not Southwark's top priority at present. Governors agreed that this was an issue that they could get involved with and suggested that the committee or Board could send a letter to the LA to echo the school's concerns. RF undertook to discuss the matter with HI.</p>	RF
14	<p><b><u>Review CFC Cycle of Business</u></b></p> <p>Governors reviewed the cycle of Business distributed in advance and agreed to roll on 2019 / 2020 to 2021 / 2022 and then review it in the autumn in light of the new SDP.</p> <p>Governors discussed the use of surveys, deferred due to the pandemic and agreed to defer them until April 2022. The Clerk undertook to reflect this in the planner.</p>	Clerk

15	<p><b><u>Urgent Business</u></b></p> <p><b>Link Governors</b> It was agreed to undertake Link Visits before the first meeting of the autumn term.</p> <p><b>Governor Meet Up</b> CM suggested that it would be good for Governors and staff associated with the Board to have the opportunity to have an outside meet up before or after the end of term. She volunteered to raise the suggestion with LG and HI.</p> <p>There were no further items and the meeting concluded at 9:15 am.</p>	
16	<p><b><u>Dates of Future Meetings</u></b></p> <p>TBC</p>	
	<p><b>Signed:.....</b></p> <p><b>Date:.....</b></p>	

**IVYDALE:- CFC Committee ACTIONS LOG v 4/3/21**

<b>FGB: 4/3/21</b>			
<b>ITEM</b>	<b>ACTION</b>	<b>WHOM</b>	<b>STATUS</b>
3.2(a)	Follow up on Parent Forum	RF	
3.2(b)	Committee recommendations re GB visibility & engagement to spring term FGB	CM	<a href="#">Completed</a>
6	Follow up on surveys discussion to HI	RF	
7-12	Items deferred	CM / RF	

<b>FGB: 1/12/20</b>			
<b>ITEM</b>	<b>ACTION</b>	<b>WHOM</b>	<b>STATUS</b>
5.3	Continue to work on increased messaging to parents on diversity & engagement	CFC Ctee	<a href="#">Agenda 4/3/21</a>

<b>Standards: 17/11/20</b>			
<b>ITEM</b>	<b>ACTION</b>	<b>WHOM</b>	<b>STATUS</b>
8 (b)	Review school books as part of Equalities Policy	Stds & CFC Ctees	<a href="#">Completed</a>

<b>CFC: 4/11/20</b>			
<b>ITEM</b>	<b>ACTION</b>	<b>WHOM</b>	<b>STATUS</b>
5	TOR to be presented to Dec FGB	Clerk	<a href="#">Completed 1/12/20</a>
6	RF to highlight the lack of Parent Forum to HI, review the situation at Spring meeting	RF	<a href="#">Agenda 4/3/21</a>
7	RF to raise C19 link Visit protocols with HI	RF	<a href="#">Summer term 2021</a>
9	Follow up on whether SG Policy includes ref to camera being turned off during remote learning	RF	
10	Proposed changes to surveys for 20/21 to be further investigated	CM / RF	
11 (a)	Include a question on feedback to the change in Par Eve in the Par survey	CM / RF	
11 (b)	Query to SLT if Par Evening could be held termly to counter low attendance	RF	