

Minutes of the meeting of the CFC Committee of Ivydale Governing Body, held at the school on Wednesday 11th September 2019 at 7:45 am.

Present:

Miriam Facey (MF)

Catherine Mahony (CM)

Ruth Fairclough (RF) (**Deputy Head**)Bartley Shaw (BS) (**Chair**)**Also Present**

Nicole Galea – Clerk

1	<p><u>Elect Committee Chair</u></p> <p>The Clerk sought nominations from eligible Governors for the position of Chair of the CFC Committee. BS stated that he would be willing to continue in the role of Committee Chair in the absence of any further nominations. There were no further nominations and it was RESOLVED to appoint BS as Chair for a further year. Governors thanked BS for willing to continue in the role.</p>	
2	<p><u>Apologies for absence</u></p> <p>Apologies had been received in advance from Faye Rounding. The Clerk advised that the meeting was quorate.</p>	Clerk
3	<p><u>Declarations of interest.</u></p> <p>The Chair reminded Governors of the need to declare any interests for items on the agenda. No declarations were made.</p>	
4	<p><u>Minutes of the last meeting of 20/6/19</u></p>	
3.1	<p>Approval of the Minutes</p> <p>The minutes of the previous CFC Committee meeting held on 20/6/19 had been distributed to Governors in advance. It was RESOLVED that they were an accurate reflection of the meeting; the Chair signed the minutes.</p> <p>RF provided the following update: <u>Item 8: Behaviour:</u> RF advised that the pilot Inclusion Project using PP funding to support vulnerable pupils who receive the most red and yellow behaviour cards currently consists of 3 boys from both Y2 and Y3 who all meet the criteria; the other pupils in this category discussed at the last meeting were in Y6 and have now transferred to secondary school.</p>	
4.2	<p>Actions Log From 20/6/19</p> <p><u>Item 3.2 (Item 11):</u> Additional clubs data – RF undertook to liaise with HI <u>Item 3.2 (Item 7):</u> Wellbeing Provision Map - RF undertook to forward the information <u>Item 7:</u> Communication Link Visit – BS confirmed that 9/10/10 has been suggested and confirmation is pending from HI</p> <p>From 8/5/19</p> <p><u>Item 4.2:</u> Diversity Link Visit: - MF undertook to organise a visit. MF reported that the Black Parents' Forum would be called Parents of Black Children Forum.</p> <p>Other actions were covered elsewhere in the agenda.</p>	RF RF BS MF / RF
5	<p><u>Parents' Forum</u></p> <p>It was noted that no minutes had been received from the Parents' Forum.</p>	

6	<p><u>Stakeholder Engagement – Annual Setting of School Surveys</u></p> <p>The raw data from the parents, pupil and staff surveys had been distributed in advance; BS provided some initial analysis for discussion:-</p> <p>Pupils RF noted that it is important when analysing the pupil data to be mindful of potential misunderstanding by some pupils of the questions.</p> <p>BS highlighted the following:-</p> <ul style="list-style-type: none"> • Behaviour expectations appear to be well understood and are no cause for concern • Conditions and aspirations for learning generally scored well but there were some lower figures that would benefit from further exploration • A reduction in the percentage who felt that teachers' comments in my books help me learn more. RF reported that she and Helen Easton took part in the Workload Challenge research project run by Charles Dickens School (which does not undertake written feedback) in 2017 to look at the impact of marking. They found that green pen marking tends to be more beneficial for the more able learners with the less able benefiting from verbal feedback; teachers use book looks to group pupils the next day by their misconceptions of a piece of work. Their findings were shared with the school but the school marking policy requires regular green pen marking in core subjects as Ofsted are keen to see evidence of written feedback. Governors agreed that this concept should be flagged to FGB. • Wellbeing and relations: Governors noted that there were some strong positive answers but also some areas of concern. RF highlighted that there had been a change to the way that School Council was run last year, significant absences within the Pastoral Team at Inverton and a group of very boisterous Y6 boys all of which may have impacted on pupils' views. School Council will revert to previous practice for the new academic year and the Pastoral Team is more stable. She added that when Outdoor Play and Learning (OPAL) was available in the Bellwood playground it made a visible difference and so will be reviewed for the new academic year. • Impressive that 95% of pupils stated that they want to do well at school <p>Governors asked the following questions:</p> <p>What are the main differences from last year? RF stated that fewer surveys were completed this year and the positive response rates in some areas had decreased. However, she reiterated her concerns regarding the usefulness of the survey given that some pupils may not fully understand the sophistication of the questions.</p> <p>What is the extent of the mental health support for the younger pupils? RF stated that there are 3 waves of support:-</p> <ul style="list-style-type: none"> • PHSE in class, whole school values, celebration of mental health day • Pastoral Team including Learning Mentors • Team of psychotherapists providing individual and group sessions as well as curriculum advice to SLT • Zebedee will be trained as an autism therapy dog <p>Is pupil resilience building? There are self and teacher referral options. There are also Listening Posts on both sites; pupils complete a slip stating how they feel (from a full range of emotions) and can state if they want to see a particular adult. These slips are collected by the Learning Mentors and acted upon. This system has transformed the approach to early intervention needs.</p>	
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Staff

RF stated that the feedback was positive but this could have been skewed by the low response rate (20 returns from approximately 100 staff) with a disproportionate percentage of SLT responses. Governors discussed possible reasons for the low response noting that this could be a reflection of the validity of the questions and timing of the survey. The committee agreed that this should be considered when reviewing the surveys process and content for next year; the suggestion was made that the survey could be linked to e.g. future CPD needs to encourage completion.

The following was highlighted:-

- Governors acknowledged the lower responses regarding visible effectiveness of the Governing Body and highlighted that this was an area to be developed further.
- ***They referred to the question regarding effective communication between staff and management and asked if SLT were aware in advance that 25% of responders would disagree with this statement.*** RF stated that she was aware that some staff felt that they were not sufficiently knowledgeable of what was happening across the school but expressed the view that this is partly due to the split site nature of the school. She stated however that significant effort is made to address this through whole team staff meetings, cross phase INSET, projects and PLPs. Governors queried if SLT are visible and approachable and whether staff actually do sufficiently know what they need to know in order to fulfil their role. The committee recommended that the FGB consider the effectiveness of Governor visibility and whether there is a need to improve communication between the SLT and staff.

Parents

BS confirmed that 132 parents / carers had responded, equating to approximately 1/5th of the school, a similar response level to the staff. There was also a variation in the response rate by year group with Y4 parents responding the least but being the most happy with the school.

RF cautioned the importance of viewing the parents / carers responses through the lens of who had responded, which was not fully representative of the whole parent body. MF and RF undertook to include this aspect during their discussions on wider diversity issues within the school and how the school can encourage engagement from the wider parent body.

MF / RF

BS highlighted that nevertheless there were some very compellingly positive findings from this survey with over half of the questions receiving 70 – 90% agreement. Some of the very positive comments included how caring the staff are, the extent of play and creativity, Ivydale's place in the community and the value of the extra curricular activities on offer.

RF advised that frequently raised issues included uniform and communication. She noted that the response to the uniform changes from a particular group of parents had been unexpected; some aspects of the behaviour was reported as unacceptable by some parents and staff with some possible loss of respect for the SLT.

Governors discussed how the school and GB deals with making decisions, managing and holding this group of dominating and vocal parents to account. In this instance, it was noted that their behaviour has been damaging for the school and had upset staff. It was agreed that BS would liaise with the Head and Acting Chair of Governors to request an agenda item for the next FGB meeting. Possible means to address this issue were suggested as follows:-

BS

	<ul style="list-style-type: none"> • use of the Parent Forum including regular Governor attendance at meetings • reviewing the Home School Agreement to include rules engagement / building positive relationships with the school <p>Key Actions for FGB It was agreed that the key actions are:-</p> <ul style="list-style-type: none"> • BS to draft an analysis of the survey findings for FGB on 24/9/19 • HI to provide an update on communications and transition arrangements for the uniform changes. <p>2019 / 2020 Surveys It was agreed that committee members would review the current surveys and bring back suggestions for the 2019 / 20 surveys to the next meeting with an aim to publish them early in the summer term.</p>	Agenda
7	<p><u>Review SDP Priorities for 2019 / 20</u></p> <p>It was agreed to defer this item to the next meeting.</p>	
8	<p><u>Urgent Business</u></p> <p>There were no further items and the meeting concluded at 9:15am.</p>	
9	<p><u>Dates of Future Meetings</u></p> <p>6/11/19</p> <ul style="list-style-type: none"> • Committee TOR • Review SDP priorities • Link Visits – Communications / Diversity / Safeguarding • Teaching School Review of Inclusion <p>4/3/20 10/6/20</p>	
	<p>Signed:.....</p> <p>Date:.....</p>	