

Ruardean C of E Primary School

Minutes of the Governing Body Meeting held via Microsoft Teams on Wednesday 19th May 2021.

Present: Simon Manning (SM) (Head) Mark Lake (ML) (Vice-Chair) Tony Hughes (TH)
 Ceri Benwell (CB) (Chair) Emma Smith (ES) Kev Agnew (KA)
 Rev Clare Edwards (CE) Mark Wadsworth (MW) Louise Bailey (LB)
 Vicky Barnes (VB) Roz Hewitt (RH)

Also Present: Kealey Broddle, (KB) (Clerk)

Apologies: Jess Barzillia (JB),

Item No:		Action														
	<p>The Chair opened the meeting at 7.05 pm and welcomed Roz Hewitt to the board. Roz has been appointed by the LA to support the boards development</p> <p>Announcement: Due to personal circumstances Tig Campbell-Moore is now not able to take up a position on the board – He would like to be contacted in September to discuss joining then – Agreed</p>															
56.20/21	<p><u>Apologies</u> Accepted</p>															
57.20/21	<p><u>Declarations of Interest</u> There were no declarations of interest for this meeting.</p>															
58.20/21	<p><u>Minutes and actions of last meeting/matters arising</u></p> <table><tr><th>Item No:</th><th>Action</th></tr><tr><td>46.20/21</td><td>All Governors to read and familiarise themselves with the SEF- Completed – SEF is regularly updated and shared with FGB</td></tr><tr><td>48.20/21</td><td>E-Signed copy of SFVS to be sent to strategic finance team - Completed</td></tr><tr><td>50.20/21</td><td>To record completion of Data Protection training in Governors Training log - KB will monitor and feedback at next meeting</td></tr><tr><td>50.20/21</td><td>To draft the skills audit into MS Forms format – To be discussed under item 66.20/21</td></tr><tr><td>51.20/21</td><td>Timetabled Governors to contact SM to book monitoring visit/ meetings for April and May - Completed</td></tr><tr><td>52.20/21</td><td>Link Governors to contact new governors to offer support and guidance: Completed</td></tr></table>	Item No:	Action	46.20/21	All Governors to read and familiarise themselves with the SEF- Completed – SEF is regularly updated and shared with FGB	48.20/21	E-Signed copy of SFVS to be sent to strategic finance team - Completed	50.20/21	To record completion of Data Protection training in Governors Training log - KB will monitor and feedback at next meeting	50.20/21	To draft the skills audit into MS Forms format – To be discussed under item 66.20/21	51.20/21	Timetabled Governors to contact SM to book monitoring visit/ meetings for April and May - Completed	52.20/21	Link Governors to contact new governors to offer support and guidance: Completed	
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	52.20/21	Paperwork, forms, governor email addresses, DBS checks and induction packs to be sent out to newly appointed governors - Completed
	53.20/21	To send out a date for first Triangulation Exercises meeting to all – Completed – New date for meeting 08/06/21 @ 6.30pm via Teams
59.20/21	<p>Minutes agreed and signed (virtually) by the Chair.</p> <p><u>Headteacher's Report</u> The report was circulated to the board prior to the meeting.</p> <p>SM had been through the relevant areas of the report in detail at appropriate committees - SM gave a brief overview of rest of report and invited and questions/challenge from the board.</p> <p>A full copy of the report can be accessed here</p> <p>Updates since report circulated and committee meetings: SIAMs report has now been received. It will be shared with the board and the SEF updated.</p> <p>SM highlighted the requirement for the need for continued confidentiality at this time, as the change process is still ongoing– Parents and the wider school community will be communicated with after half-term regarding the restructure in time for the planned move up /transition day on 23/06/21.</p> <p>Q: How are you intending to share the resulting information with parents and how can parents engage if they have any concerns? A: It is planned for communications to take place in stages and parents will be invited to make comments and raise any concerns/questions. The first letter will be sent out before half-term regarding Mrs Gait's retirement and Mrs Smith's resignation at the end of this academic year</p> <p>Key messages in further communications after half-term will include:</p> <p>The need for the reduction/restructure of teaching assistants due to falling numbers on roll and reduced budget.</p> <p>Expressions for voluntary redundancy have been accommodated. Therefore, the selection and allocation process has now concluded</p> <p>The recruitment for an additional teacher for a fixed-term 1 year post will be concluded by the end of term and if able to appoint, details of new teacher along with class structures will be communicated</p> <p>Teacher Recruitment: 3 teachers have been shortlisted for socially distanced face to face interviews on 26/05/21– SM is completing observations of shortlisted candidates by visiting them in their current settings, and candidates will be sent a planning task the night before the interviews.</p> <p><u>Change process</u> Discussed under item 59.20/21 Q: How are all colleagues feeling regarding the restructure?</p>	

	<p>A: There has been some air of uncertainty and sadness but also some excitement regarding the changes – SM maintains open and honest communications with the team and is available for 1:1 meetings as required. Colleagues have been signposted to Colleague Assistance programme for independent support, advice, and guidance. GCC HR Team are providing support and guidance.</p> <p>Q: Are you confident you will have the right structure in place?</p> <p>A: During the selection committee meeting, the members reviewed skills and various structure scenarios and although long standing colleagues will be leaving, there remains a wealth of strengths and experiences in the team. The new structure will give remaining colleagues opportunities to grow and learn new skills which should strengthen the quality of education delivered and have a positive impact on continuous improvement. The structure is likely to change and develop over time to meet the needs of the pupils.</p> <p>Funding for redundancy costs has been applied for. This is not guaranteed, and the board were made aware that it may have to be funded from the school budget.</p>	
60.20/21	<p><u>Governor's Budget Plan (GBP)</u></p> <p>The GBP was circulated to all members of the board prior to the meeting for questions and comment, it was scrutinised fully at the last Resources committee and was put forward to the board for approval.</p> <p>A balanced budget for the current and 3-year plan has been achieved. This is due to the reduction in support staffing levels.</p> <p>No further questions were raised.</p> <p>The GBP was agreed and will be put forward to the strategic finance team before the deadline of 28/05/01</p>	
61.20/21	<p><u>Project Group Feedback/RAP/SEF Review</u></p> <p>The next Project Group meeting will be held on 10/06/21 virtually via Teams. The Quality of Education will be discussed and reviewed. Deb Harris plans to come into the school for the meeting. (Covid restrictions allowing) to see evidence and verify work completed.</p> <p>All governors were encouraged to attend – VB and RH expressed they would like to attend.</p> <p>Action: Invites to next PG Meeting to be sent out to all board members</p>	
62.20/21	<p>SIAMs note of visit has been received. SM and Mrs Gait have checked and agree with the content. This has been fed back to Daphne Spitzer.</p> <p><u>Committee Minutes & Feedback</u></p> <p><u>Resources</u></p> <p>Governor's Budget Plan/School Accounts: Reviewed plan and accounts in detail. Agreed to put forward GBP for approval.</p> <p>Extraordinary items of expenditure - Elm's partition wall/curtain, so that room can be split in two for small group and 1:1 work as will be moving back to two classes in KS2 from Sept 22 – Quotes being obtained approximately £4500 which has been allowed for in the current budget– Spend Agreed.</p>	SM

Items requiring consideration for budget planning –

KS1 Door Entry Upgrades – KS2 and Firs to be upgraded as part of capital project over half-term – therefore quotes sought for KS1 so that one system is running on site – Approx. £4000 – On hold until later in the year to see if there is enough budget to complete.

Alarm Upgrades -Fire and Intruder alarms would benefit from being upgraded in the near future. Quotes to be obtained so that spend can be planned for.

Office windows and external painting: Quotes are being obtained.

Acorns Nursery: Repairs to the cladding required. Nursery Manager and Committee will need to approach GCC Early Years team for grants and funding for new building. School will support

SFVS: Submitted – SGVS for 21/22 to be started in Sept 22.

Pupil Premium – [Report](#) has been updated to include details of spend and impact. New “standard” reporting template from the DfE is required for the next academic year.

Sports Premium: - Final Impact report will need to be completed and on the website by 31/12/21

Covid Catch Up Premium: [Report](#) has been updated. TH will be carrying out a monitoring visit to review the impact of the premium.

Premises: GCC will be carrying out repairs and maintenance work on the external walls of Firs and the fire exit walkway. Access improvements to the main entrance will be completed and the outdoor area will be extended.

Health and Safety

[Covid RA](#) has been updated in line with changes in restrictions as from 17/05/21.

Contract Monitoring: County cleaning contract ending 31/07/21 – a local supplier has been appointed to take over once the contract ends.

Policies Reviewed and Agreed:

- a. Authorised Special leave (Model Policy)
- b. Charging Policy

Current personnel related issues: The change process was discussed at length.

AOB: Website Audit: TH and VB are going to complete an audit of the website and feedback at next meeting.

Performance and Standards

Policies Reviewed and Agreed:

- a. Intimate Care Policy
- b. Children in Care (CiC) (Looked After Children Policy)

Curriculum

Assessments completed following fully re-opening of school on 8th March as to identify gaps in learning.

The full curriculum across the school is now being delivered.

Reports from Subject Leaders : Science and RSHE

It was commented that both subject leaders had provided thorough and comprehensive reports, demonstrating a good level of subject knowledge, a clear overview of intent, implementation, and impact, as well as providing focused solutions to overcoming the barriers faced.

Monitoring Visits

No reports were presented at this meeting

Governors were reminded to check the monitoring timetable and book visits with SM

Headteacher's report including Attendance and Attainment and Standards.

The report was circulated to members in advance of the meeting. SM gave a summary of the areas relevant to the committee:

Attendance: Attendance is improving, currently 93.73% YTD which is close to the national average, with unauthorised absence for whole school, Pupil Premium and SEN students currently better than the national average

Attendance in Term 4 for EHCP students is low at 79.11% due to their only being ten EHCP students this could be one child and one episode.

SEND: SM highlighted the reduction in the number of SEND students from 26% from 34%

MW had recently completed work on the SEND register and reviewed some children who were on MyPlans. Several children were identified as needing interventions but not to the level of needing a MyPlan

Safeguarding: The use of use of MyConcern is proving to be an effective way to monitor concerns across the whole school – Safeguarding leads have access to the reporting functionality and are notified whenever a concern is raised – It is also used to record challenging behaviour incidents. Teaching staff can be given full access to a student profile so that they are better informed and that a whole team approach can be undertaken.

Welfare, wellbeing, and challenging behaviour incidents have increased

Teaching and Learning including CPD/training

SLT have completed a 5-week monitoring programme as to ensure there is a high-quality teaching and learning as set out in 'The Ruardean Way' staff handbook.

All classes have put systems and procedures in place very quickly since 8th March.

Ken Buxton (school improvement) has been working with the school at reviewing the quality of education. SM and Ken completed joint lesson observations, pupil voice, planning review and work scrutiny for the whole school. Over two days.

Although no judgements were being made, it was evident that quality of education across the whole school was good.

Teacher and TAs are supporting the children proactively in developing children's learning.

Attainment and Standards

Covid catch up grant will continue to be used to support children's learning in light of gaps in their learning. For example, small teacher led groups in KS2 and additional teacher time in KS1 on phonics and reading resulted in the following: September 50% below ARE, 50% at/above ARE. December 34% below ARE, 65% at/above ARE.

From w/c 10/5/21 additional TA support will be provided in EYFS for 3 mornings per week, to support children's progress to reach GLD.

Y6 students have completed SATs tests under SATs conditions. Results will be moderated internally and be shared at the next meeting

KS1 Phonics screening checks and the NFER reading assessments are planned to be completed next term along with end of KS1 SATs assessments.

School Development Plan/RAP review/Recovery Plan

Sections of the School self-evaluation form (SEF) continues to be discussed during staff meetings. The SEF is available on the Governor SharePoint drive.

Parents and Community

Policies Reviewed and Agreed

- a. Social Media (Model Policy from GCC) – No further “local” additions required.
- b. Religious Education: A paragraph regarding church links will be added by CE - **Agreed with amendments**

Communications/Events

PTFA:

The PTFA have nearly completed the work on the Forest Reflection area (which has been partly funded through a community grant from the FODDC). Members have worked with students to plant up the area with scented and sensory plants. It is being promoted with students and comments to date are extremely positive and all are looking forward to accessing.

Promoting the area as a “good news story” to the wider community was discussed and agreed.

The PTFA have plans to run “Frozen Friday’s” in Term 6 (If restrictions allow) – selling ice-lollies at the of the school day to raise funds .

Y6 personalised hoodies (funded by the PTFA) have just been ordered and new promotional documents have been developed and added to the Reception intake welcome packs, as to engage and inform new parents about the PTFA. Books for the new students have also been purchased.

Whole School Reward:

The children have recently filled the large jar with glass nuggets for demonstrating respect, readiness, and responsibility. All the children and staff were treated to a well-earned [ice cream!](#)

The committee thanked the Friends for supporting this.

Raising the school profile:

As the numbers on role will be lower in September and predicted numbers for future intake remain low, a discussion was held on developing a communications plan/strategy as to raise the school profile and promote to prospective families.

Acorns Nursery is the main feeder to the school for Reception intake, they have indicated that their numbers are increasing. The wrap around provision may provide an extra incentive to new families.

Regular promotion via social media and local press/education supplements was discussed, along with open school events from September

It was suggested to build relationships with other local pre-school providers in the district not attached to schools. Agreed.

Q: How are projected numbers monitored?

A: A census and birth rate report for the catchment area is provided annually by the LA. This provides the information to predict the incoming numbers which assists with 3-year budget planning and the staffing and class structures.

SIAMs/Christian Distinctiveness

SIAMS: Daphne Spitzer (SIAMs Reviewer) completed a remote monitoring visit on 05/05/21 with Mrs Gait (RE Co-ordinator) SM, CE, and TH in attendance—Daphne was pleased with the progress being made and that the school vision is very good. She has provided suggestions on how improvements can be made to the SIAMS SEF to ensure it reflects our school more accurately and positively.

Worship and Celebration Services:

The children continue to have daily worship in school, our value this term is Perseverance.

Whole school celebration service continues to take place remotely every Friday, due to current restrictions the wider community is not able to attend. SM shares a weekly celebration [blog](#) often with pictures or accompanying slide shows.

CE attended the Easter Service remotely and virtual meeting invites have been sent to RC and TH so that they are now able to attend the weekly service.

Church and community links:

Students from Firs visited the church just before the Easter break with CE to learn about the [Stations of the Cross](#).

KS2 students were recently had a special visitor for the afternoon who taught them all about Hinduism.

Many students took part in a special Easter hidden rock hunt in the church grounds during the holidays, which CE had promoted at the Easter service.

Y6 students will be taking part in virtual Cathedral service with leavers across the county in attendance organised by the Diocese.

It is hoped that a leavers service can be held in church with parents in attendance before the end of the academic year. SM will arrange with CE if restrictions allow.

Stakeholder Engagement

Ruardean Carnival Committee: VB has been in discussion with the committee with regards to how the school and PTFA can be involved in the event if it is able to go ahead.

	<p>Messy Church: – CE would like to arrange an annual lantern parade involving the school and wider community. Details to follow.</p> <p>Teachers and TAs completed an anonymous questionnaire/survey prior to Ken Buxton's monitoring visits – results supported the findings identified in the SEF</p>	
63.20/21	<p><u>Policies:</u> Nothing to report</p>	
64.20/21	<p><u>Safeguarding</u></p> <p>a. Annual Safeguarding Declarations/Disclosures : Governors were reminded to complete an annual disclosure declaration form. The date of completion needs to be included on Single Central Record. Action: Link to safeguarding declaration form to be sent out again</p> <p>b. Acceptable Use Declaration The acceptable use annual declaration has been uploaded to the My Concern and an access link sent out to the board members. Governors were reminded to review then “mark as read” on the system once completed.</p>	KB
65.20/21	<p><u>Wellbeing - Link Governor</u> Wellbeing link governor role description (linked here) circulated to the board prior to the meeting along with link to the Governors for Schools pupil wellbeing resources (click here). LB agreed to take on the role as wellbeing link governor. She will be reviewing the resources and guidance and plans to complete the self-review activity as a starting point to feedback to the board.</p> <p>It was agreed staff and student wellbeing will be a standing agenda item on the FGB going forward.</p>	
66.20/21	<p><u>Governor Training/Development</u></p> <p>a. Data Protection – Governors were reminded to complete the online training.</p> <p>b. New Governor Inductions – New Governors were encouraged to book and attend the GCC induction</p> <p>c. Skills Audit - Skills audit and skills matrix tools are designed to help boards evaluate their collective knowledge, skills, and behaviours. These tools will help the governing board consider ways of improving its capacity and effectiveness through recruitment, ongoing development, and support. The last audit was completed in 2019 – it was agreed to complete the NGA audit for review at the next meeting.</p> <p>Action: Skills Audit tool to be sent to all members</p> <p>Action: All Governors to complete and return Skills Audit by 13/06/21</p> <p>Action: Clerk to send email to all with reminders and links for outstanding document sign off and training</p>	KB All KB
67.20/21	<p><u>Governor Monitoring/Visits</u> No reports were presented at this meeting.</p> <p>Governors Reviewed the monitoring timetable to check it was on track</p>	

68.20/21	<p>Action: KA, TH to book in next monitoring visits with SM</p> <p>It was agreed to meet separately next term after the Project Group meeting to plan in visits for the following year.</p>	KA/TH
	<p>Action: SM to arrange monitoring timetabling planning meeting</p> <p>Monitoring training for the whole board is being arranged through GCC Governor Services. It is hoped this can be completed before the end of the academic year.</p> <p>Link governors to be reviewed at first meeting of the next academic year..</p>	SM
	<p><u>Governor Vacancies/Succession Planning</u></p>	
	<p>a. Succession planning for future vacancies</p> <p>ML - Term of office expires on 21/05/21 – He is agreeable to staying in post until the end of the academic year. Agreed. ML re-appointed to the board.</p> <p>Action: Commencement of Office to be sent to GCC and GIAS updated</p>	KB
	<p>Future vacancies:</p> <p>JB – (Parent) - Term of Office Expires: 18/09/21 - Election will need to be held.</p> <p>Q: As JB is unable at this time to attend to carry out link governor duties as safeguarding and CIC/LAC governor should her link roles be taken on by other members temporarily?</p> <p>A: Yes, RH agreed to be link for Safeguarding . KA agreed to take on CIC/LAC .</p>	
	<p>Action: RH to arrange an initial safeguarding meeting with SM/DDSLs</p> <p>LB - (Co-opted) -Term of Office Expires - 24/09/21 TH - (Foundation) - Term of Office Expires – 31/10/21</p>	RH
	<p>Action: CE/TH to discuss Foundation Governor vacancy at next PCC meeting</p>	CE/TH
	<p>b. Elections of Chair/Vice Chair – FGB and Committee's</p> <p>It was proposed that the election of chairs and vice-chairs could take place at the last meeting of the year – ready for the start of the next academic year as this would allow newly elected chairs/vice-chairs the opportunity for planning, preparation, handover, and training before starting the role. Agreed.</p>	
	<p>Action: Clerk to send out chair nomination papers and add to FGB and Committee agendas for next meetings.</p>	KB
	<p>c. Clerk to Committee's 21/22</p> <p>KB advised that her fixed-term contract for the Clerk to the Committees role expires on 31/08/21. Often there is a conflict of interest between the SBM role and clerking at the committee meetings, therefore, would like to not continue in the role. Mrs Mandy Webb has expressed an interest in completing the role (initially on a trial basis with support from KB), this would also provide contingency/succession planning should KB not be able to attend meetings and vice versa, or the role could be advertised and recruited to.</p>	

Q: Would KB still be available attend relevant committees in SBM role to discuss finances etc?

A: Yes, Agreeable to attending any committees as SBM as required.

It was agreed for Mandy Webb to commence the role as Clerk to the Committees on a trial basis from September 2021.

69.20/21

Correspondence

Nothing to report

70.20/21

Any Other Business

Q: Will the FGB meetings be virtual or not in September?

A: Unsure at this time – however it is envisaged that blended (mix of virtual and face to face) meetings may still take place. As this gives governors more flexibility and efficiency, however physical visits to the school are greatly beneficial to raise governor profiles and to evidence work and practices. Awaiting further guidance from the DfE. If blended meetings were agreed, the terms of reference would need to be updated to include any expectation on levels of face-to-face attendance for meetings and monitoring visits.

Meeting dates next academic year:

Action: KB will put forward proposed meeting dates and circulate to Governors for agreement at the next meeting

KB

Governance Review:

The Chair and SM advised the board that they had just been notified by GCC Governor Services that a Governance review will be taking place before the end of year. The clerk is required to submit relevant meeting papers and documents and an independent reviewer will be appointed. Further details to follow.

Governors were invited to attend a celebration gathering for colleagues who will be leaving at the end of the academic year – 5 colleagues in total, who collectively have over 100 years of service at the school. The planned date is 14/07/21 (invites to follow) the same date as next FGB - It was agreed to move the FGB to 13/07/21 so members can attend.

Summary of Action Points:

Item No:	Action	By Who	By When
61.20/21	<u>Project Group Feedback/RAP/SEF Review</u> Invites to next PG Meeting to be sent out to all board members	SM	09/06/21
64.20/21	<u>Safeguarding</u> Link to safeguarding declaration form to be sent out again	KB	28/05/21

66.20/21	<u>Governor Training/Development</u> Skills Audit tool to be sent to all members	KB	28/05/21
66.20/21	<u>Governor Training/Development</u> All Governors to complete and return Skills Audit by 13/06/21	All	13/06/21
66.20/21	<u>Governor Training/Development</u> Clerk to send email to all with reminders and links for outstanding document sign off and training	KB	28/05/21
67.20/21	<u>Governor Monitoring/Visits</u> KA, TH to book in next monitoring visits with SM	KA/TH	28/05/21
67.20/21	<u>Governor Monitoring/Visits</u> SM to arrange monitoring timetabling planning meeting	SM	25/06/21
68.20/21	<u>Governor Vacancies/Succession Planning</u> Commencement of Office to be sent to GCC for ML and GIAS updated	KB	28/05/21
68.20/21	<u>Governor Vacancies/Succession Planning</u> RH to arrange an initial safeguarding meeting with SM/DDSLs	RH	28/05/21
68.20/21	<u>Governor Vacancies/Succession Planning</u> CE/TH to discuss Foundation Governor vacancy at next PCC meeting	CE/TH	July 2021
68.20/21	<u>Governor Vacancies/Succession Planning</u> Clerk to send out chair nomination papers and add to FGB and Committee agendas for next meetings.	KB	11/06/21
70.20/21	<u>AOB:</u> Meeting dates next academic year: KB will put forward proposed meeting dates and circulate to Governors for agreement at the next meeting	KB	28/05/21

There being no further business, the Chair closed the meeting at 8.50pm.

CHAIRPERSON 

DATE13th July 2021

Meeting Dates for the Academic Year (Via Teams until further notice)

Wednesday:

- Tuesday 13th July 2021

Governing Body Meetings at 7.00pm

Resources Committee Meetings prior to main meeting at 4.30pm

P&S/P&S Committee meetings on the Thursday before the main meeting at 4.30pm

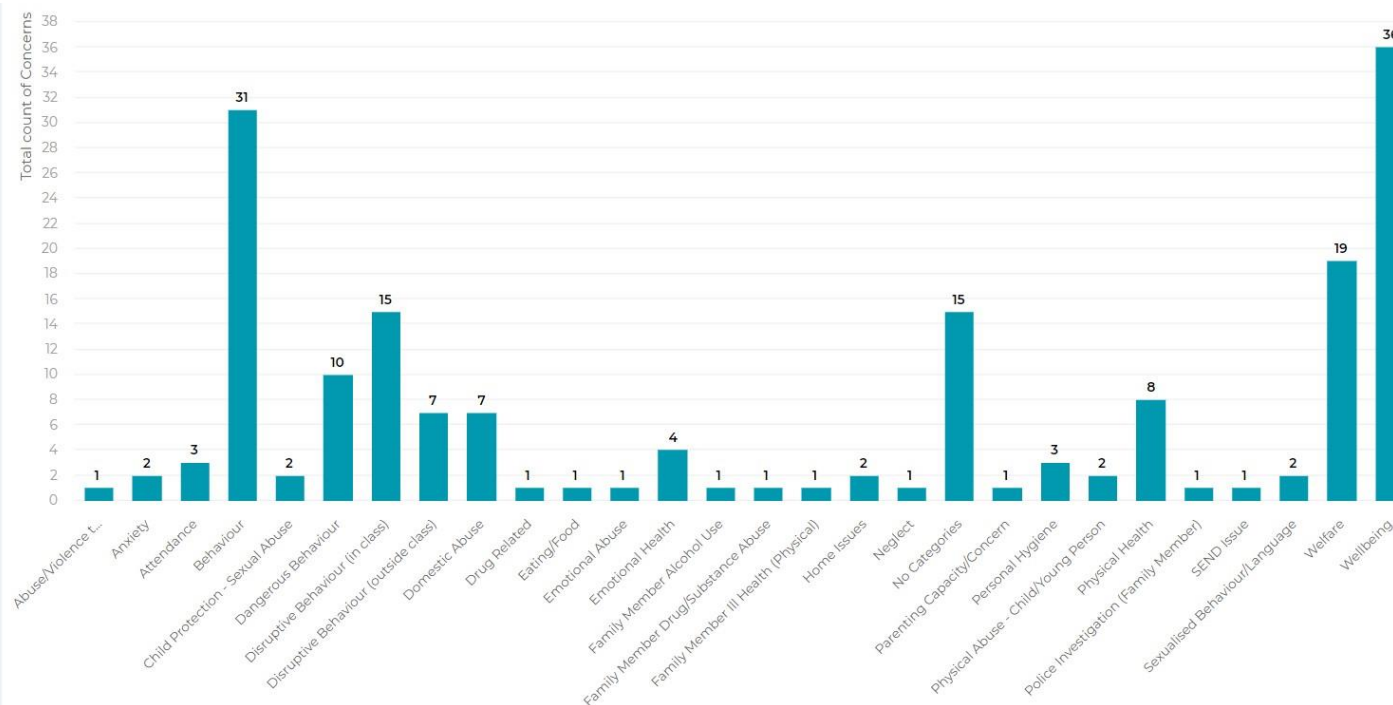
Pupil Numbers

- The whole school numbers are: 95 (previously 95)
- Firs have 5 children (previously 5)
- Disadvantaged/Pupil Premium 38% of the school (previously 38%)
- SEND 26% of the school (previously 34% - See notes below)

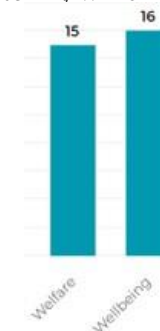
Pupils on roll					
Class Structure					
Willows	Beeches	Larches	Elms	Oaks	Firs
14 – YR	12 – Y1 13 – Y2	10 – Y3 6 – Y4	7 – Y4 12 – Y5	16 – Y6	2 – Y3 3 – Y6

Safeguarding

Number of concerns for academic year 2020/21 so far



Welfare and wellbeing has the biggest increase since last term, which was



Attendance

□ For this report I have RAG rated the percentages against the previous report or term.

Group Analysis by Vulnerability				National Average 2018 to 2019	
Year to date					
Grouping	Group	Attendance	Unauthorised	Attendance	Unauthorised
Whole School	Whole School	93.73%	0.51%	95.3%	1.4%

Pupil Premium	Eligible for PP	91.34%	1.79%	92.5%	2.0%
SEND Status	SEND Status	90.79%	0.55%	92.4%	1.5%

Term 1 – Autumn 1				Term 2 – Autumn 2			
Grouping	Group	Attendance	Unauthorised	Grouping	Group	Attendance	Unauthorised
Whole School	Whole School	89.38%	0.6%	Whole School	Whole School	93.29%	0.57%
Pupil Premium	Eligible for PP	87.06%	3.34%	Pupil Premium	Eligible for PP	86.49%	1.69%
	Not Eligible for PP	89.76%	0.31%		Not Eligible for PP	94.55%	0.44%
SEND Status	My Plan+	92.47%	1.16%	SEND Status	My Plan+	88.37%	1.43%
	My Plan	91.16%	0.42%		My Plan	91.1%	0.55%
	No Special Educational Need	92.65%	0.17%		No Special Educational Need	92.32%	0.71%
	Education, Health and Care Plan	85.68%	0%		Education, Health and Care Plan	96.71%	0.29%
	SEN Support	0%	0%		SEN Support	0%	0%
	SEND Status Other	88.44%	0.82%		SEND Status Other	94.8%	0.49%

Term 3 - Spring 1				Term 4 – Spring 2			
Grouping	Group	Attendance	Unauthorised	Grouping	Group	Attendance	Unauthorised
Whole School	Whole School	Data not available due to national lockdown.		Whole School	Whole School	93.14%	0.4%
	Eligible for PP			Pupil	Eligible for PP	89.84%	0.81%

Pupil Premium	Not Eligible for PP	Premium	Not Eligible for PP	93.7%	0.33%
SEND Status	My Plan+	SEND Status	My Plan+	90.1%	0%
	My Plan		My Plan	95.29%	0.59%
	No Special Educational Need		No Special Educational Need	93.22%	0.85%
	Education, Health and Care Plan		Education, Health and Care Plan	79.11%	0.54%
	SEN Support		SEN Support	0%	0%
	SEND Status Other		SEND Status Other	96.22%	0.25%

Covid update

- School risk assessment is still being followed and will be updated when new guidance is received.
- No positive cases in school and no children have had to isolate.
- Staff continue to take twice weekly lateral flow tests.
- Only four members of staff have not yet received a Covid vaccination.

Teaching and Learning

- Monitoring of the return to high quality teaching and learning as set out in 'The Ruardean Way' staff handbook demonstrates that all classes have put systems and procedures in place very quickly since 8th march.
- Ken Buxton (school improvement) has been working with the school at reviewing the quality of education. Headteacher and Ken completed joint lesson observations, pupil voice, planning review and work scrutiny for the whole school. Although no judgements were being made it was evident that quality of education across the whole school was good. Teacher and TAs are supporting the children proactively in developing children's learning.

Staffing

- Restructuring consultation has been completed. Three members of staff have had their request for voluntary redundancy accepted and will be leaving us on 31st August 2021. Therefore, we have been able to allocate posts to the remaining HLTA and TAs. This means that we do not need to proceed to the interview stage or enforce compulsory redundancies.

- We have advertised for a class teacher and interviews will be held w/c 24th May.

Attainment and Standards

- Mark has recently completed work on our SEND register and reviewed some children who were on MyPlans. Several children were identified as needing interventions but not to the level of needing a MyPlan. These changes are reflected in our SEND pupils reducing from 34% to 26% □ See comment in T&L above re Ken Buxton visit.
- Covid catch up grant will continue to be used to support children's learning in light of gaps in their learning. For example, small teacher lead groups in KS2 and additional teacher time in KS1 on phonics and reading resulted in the following: September 50% below ARE, 50% at/above ARE. December 34% below ARE, 65% at/above ARE. From w/c 10/5/21 additional TA support will be provided in EYFS for 3 mornings per week to support children's progress to reach GLD.
- Sections of the School self-evaluation form (SEF) continues to be discussed during staff meetings. The SEF is available on the Governor OneDrive.

Premises

- The new entrance doors and one fire door will be installed in the KS2 classrooms during May half term.
- Our new web-based phone system has been installed and is working successfully.

Health and Safety

- The Covid Risk Assessment continues to be reviewed.
- Staff continue to use LFD home tests twice weekly. This also includes any long-term supply staff and catering team.

Christian Distinctiveness

- The children continue to have daily worship in school, our value this term is Perseverance.
- Whole school celebration worship on a Friday continues to be held online.
- Mid-term SIAMS review was held on Wednesday 5th May; Anne Gait, Tony Hughes, Simon Manning, and Daphne Spitzer (SIAMS reviewer) were in attendance. Daphne was pleased with the progress we are making and that our school vision is very good. She was able to provide some suggestions on how we could improve the SIAMS SEF to ensure it reflects our school more accurately and positively.