

WELLINGTON PRIMARY SCHOOL

Dudley Hill Road

Eccleshill

Bradford

BD2 3DE

Headteacher: Mrs Joy Wood

Minutes of the Governing Board meeting

held on Monday 5th July 2021 at 6.15pm via Teams.

PRESENT: Mr M Azum (MA), Mrs B Dolby (BD), Ms J Holmes (JH), Mrs L Sheffield (LS), Ms D Purewal (DP), Mrs N Rashid (NR), Mr J Parker (JP), Mr D Carey (DC) & Mrs J Wood - Headteacher (JW).

IN ATTENDANCE: Catherine Berry (CB) (Acting AHT)

MA welcomed all to the meeting.

1. APOLOGIES

Apologies were noted and accepted from Mrs E Gooding-Brown & Ms L Abbasi
There were no apologies received from Mr M Ulfat, Ms I Iqbal or Mr D Nunn.

2. NOTIFICATION OF ANY OTHER BUSINESS AND AGENDA ORDER VARIATIONS

PE Uniform

3. DECLARATION OF INTEREST

There were no declarations of interest.

4. CATHERINE BERRY – “WHEN THE ADULTS CHANGE EVERYTHING CHANGES”

MA thanked CB for attending the meeting.

CB explained her rationale for reading the book written by Paul Dix during lockdown.
She advised how accessible the book was and it resonated with her on many levels.
The extensive period of staff not interacting the usual way as a result of the pandemic was noted and JW agreed to her sharing her experience of the book and suggested practices with all the staff.
She shared her screen and displayed a quote to Governors from the book.
The influence that teachers have on children on a daily basis was noted.

The background of Paul Dix the author was outlined.

Key messages from the book were displayed.

Consistent, calm adult behaviours - Emotion coaching has taken place for staff and explained to Governors.

Visible consistency – consistency is a key message in the book.

Deliberate botheredness – relationship building was outlined,

First attention for best conduct – this was summarised to Governors.

The timetable for the launch of the initiative to staff was displayed and detailed by CB.

3 visible consistencies were noted:

- 1 - Positive notes – this has been received well by the children.
- 2 - Positive messages at the end of lesson
- 3 - Removing the negative emotion – this was detailed to Governors.

The Behaviour Policy will be reviewed in light of the work carried out on the book and will be an important next step.

Feedback has been positive from staff.

JP noted the book has been very enjoyable and reflective. Putting the positive vibe in place in class has worked well.

LS noted the influence on learning this will have.

Q – How will you measure the impact on pupils?

A – Pupil voice will be a good way to assess this.

TA's have been offered access to the book and it has been decided to carry out a training session for them as well as the office team. Measuring the impact will be investigated further.

DP noted it was good see the staff involved in the initiative.

NR advised that her child has come home with the post-it notes which were well received.

CB explained how these work in respect of instant recognition.

Q – How can you ensure all staff are using this and have a consistent approach?

A - Getting the whole team involved is a good way to ensure all are working together.

Helping each to develop is working well in her experience. Learning walks and drop-ins are another way.

Challenge also needs to be involved and open dialogue needs to take place.

JW noted the difficulty with challenge and she explained how powerful this can be.

Challenge was discussed in detail.

The core values contained in the book were noted by MA and teachers need to reflect on these.

CB was thanked for her input.

5. MINUTES OF THE LAST MEETING 10.05.2021

The minutes of the meeting held on 10th May 2021 were unanimously accepted as a true record.

Proposed: MA Seconded: JH

6. MATTERS ARISING

Action Points

1 – Acronyms have been included on the website.

2 – 20th July is when the celebration lunch will take place. The format of the day was explained by JW. The catering for the event is being arranged by JW.

Q – Acronyms – are they available to parents?

A – They are on the website and are accessible to parents.

7. CORRESPONDENCE

Email from parent re the old Prince of Wales pub site to become a garage/filling station and shop.

Volume of traffic and safety of children crossing the road has been raised by parents along with increased air pollution.

The consultation period ends 11th July and there has been a level of concern amongst the community.

The link to the planning application will be shared with Governors.

8. HEADTEACHER'S VERBAL REPORT

The impact that Covid is still having in school was explained.

There have been a lot of positive cases noted since Spring Bank.

The year group bubbles which have gone down were listed and this has had an impact on the end of year assessments.

Staff absences were also detailed and the strain on the school continues.

Agencies have been unable to provide cover which is making it a difficult situation to manage.

She advised that the Sec of State for Education is due to make an announcement tomorrow and it is expected that the bubble isolation will be ending.

The current situation across Bradford schools re Covid is the same as in Leeds.

LS noted the distress this must cause to children and families as well as making the management of the school difficult. Emotional and mental health recovery issues will be far reaching.

DP noted the need to get back to a level of normality.

The KIT visit (Keeping in Touch) from the LA was explained to Governors and the visit report had been circulated.

JW explained that the disappointing Y2 and Y6 data has been impacted by Covid and this is way below where the school wanted to be.

Buying in additionality will continue to allow for one to one support for children.

The staffing structure was discussed during the visit particularly around subject leadership which does not follow the traditional model.

The alternative model of unit leaders was explained to Governors.

Collaborative working means that all could be involved in any discussions with Ofsted during an inspection.

JW noted that no concerns were raised during the visit.

LS outlined the situation at home with her child brings to light the challenges faced by schools and school leaders.

She also noted the good work of CB in respect of the wellbeing of the children in school.

JP advised of the initial difficulties with the staffing structure but this now works well.

JW explained the rationale for the structure in respect of the Foundation subjects and this has been successful.

MA noted the responsibility will be felt by all including the RQTs.

JW explained that the responsibility to carry out quality first teaching in the classroom is the prime aim.

The staffing structure was discussed in detail.

MA agreed with the structure in place at Wellington as a primary school and Governors agreed that the model should continue.

PSHE – the scheme which has been bought into was explained and the catalyst was to include the RSE provision.

Music – JW explained the impact the pandemic has had across the school. Charanga has been introduced as a way of covering all aspects of the music curriculum.

RE is being developed and new agreed syllabus is being rolled out across Bradford.

Early Years – this has been repackaged and the curriculum changes will be presented to teachers.

JH noted the changes are more realistic in terms of what the children can achieve. She is looking forward to the planned training.

The changes in respect Reading were noted by JW.

There has been a Fixed Term Exclusion for a Y6 pupil due to an assault and JW explained the processes followed.

When the parents were met with and additional evidence presented, the reason for the decision to avoid a permanent exclusion was explained. This is a high cost to the school and the parents are happy with what has been put in place. The pastoral support plan has been successful. There has been no exclusion at school since 2018.

MA explained that this was the best approach to take bearing in mind the pupil's forthcoming transition to secondary school.

Recruiting TA's for one to one support for a complex needs child has proved difficult.

Only 1 person was suitable from the original 16 applicants but they then took a job elsewhere.

This will be re-advertised shortly.

Another post is being advertised for support for a child with medical needs and interviews are taking place during the first week of the holidays.

9. COMMITTEE REPORT

Resources 23.06.21

BD summarised the meeting and the main item was the 3 Year Budget.

The changes since the previous discussion were explained and the carry forward and the in-year deficit were detailed.

The deficit figures for future years were explained by the Business Manager and the 3 Year Budget was approved.

The staffing situation was discussed at the meeting along with the building work being carried out on the offices.

10. GOVERNOR VISITS/TRAINING

Nothing for this meeting.

11. POLICIES

The following policies had been circulated prior to the meeting:

- Attendance Policy
- Equality & Information Objectives Policy

Governors were asked to study the policies and email with any suggested amendments.

Q – Attendance policy, is anything in place in respect of any dispensations around Covid?

A – The LA requirements are being followed.

JW noted a recent meeting where PACT HR advised that if people travelled to an amber listed country and had to self-isolate, this would be without pay.

This matter was discussed in detail.

Q – Equality policy – are we monitoring around the protective characteristics noted in the policy?

A – JW explained the groups which are covered in detail and SEND is one area which could be improved.

The deadline for any suggested amendments to the 2 policies is 12th July.

Subject to these, the policies were unanimously approved and will be placed on the website.

12. MEETING DATES 2021-22

The committee meetings dates were discussed and will be circulated to Governors.

13. ANY OTHER BUSINESS

Q - Are there any plans to mitigate against any further decline in attainment/progress over the summer?

A – This has not been discussed. The focus has been on analysing where the children are and targeting those in need of catch-up.

MA explained the summer competition in place at Carlton Bolling. This is something to be considered. JW will discuss this with the SLT this week.

DP noted the summer event at her son's secondary school and also the reading challenge at the library.

PE Uniform

Q Is it expected that children will have indoor and/or outdoor lessons?

A – This is dependent on the weather. The school hall will be available for indoor PE sessions.

JW explained the rationale for pupils wearing their PE kit to school and the cost is trying to be regulated by using cheaper suppliers.

BD noted the costs involved in PE uniforms and that for some parents, this will be an expensive undertaking.

JW advised that she had refused to have logo on the kit in order to keep the cost down.

BD advised that another parent had also commented on this.

The rationale for the new uniform requirement was explained and this will be introduced in September.

LS noted that the current arrangements for wearing PE kit to school may not be needed if Covid regulations are removed.

JW explained the efficient use of time as a result of the uniform policy with more time available for the activities as the children do not have to change uniform.

This was discussed in detail and JW explained that financial support can be looked into for those struggling. Any compromise would be on an individual basis but ideally the policy would be applied to all.

DP noted that parents have to buy PE kit anyway so this shouldn't be an issue.

NR advised that the majority wear the correct PE uniform anyway.

An email from Sarah Thornton has been received thanking JW and MA for the support in her further qualification and this was read verbatim to Governors

JW noted that this was JH's final meeting as a Staff Governor and wished to thank her for all her involvement on the Governing Board. MA also thanked her for her commitment on the GB on behalf of all Governors.

Dates to be circulated.

14. DATE OF NEXT MEETING:

Meeting closed at 7.25pm

Action Points

Action Number	By Whom	Action	Timescale
1	JW	Garage planning application link to be shared with Governors	ASAP
2	All	Email suggested amendments to the policies to JW	By 12 th July
3	Clerk	Meeting dates to be circulated	ASAP