

## ELEANOR PALMER PRIMARY SCHOOL

### Minutes of the Full Governing Body Meeting Held on 24 March 2021

#### **LB Camden**

Boris Telyatnikov

#### **Parent**

Charlie Condou  
Flora Cornish  
Christophe Frèrebeau  
Rifca Le Dieu  
Nanouche Umeadi

#### **Staff**

Kate Frood, Head teacher  
Lacey Cousins – staff governor

#### **Co-opted**

Jennifer Allan – Chair of Governors  
Shanti Fricker  
Tim Peake  
Matthew Lawrence

#### **Associate members**

Sally Hill  
Natalie Stevenson  
Rosie Thomson

#### **Also present:**

Tania Voaden, Clerk

The meeting was held via remote video conference.

**1.00** There were no declarations of interest.

#### **1.2 Corrections and matters arising**

Errors in numbering on item points - 4.3 duplication and omission of 8. Minutes approved.

#### **1.3 Actions**

**Item 4.1** Resources Committee to share historical programme of works - agenda item.

Other action points noted as done in January minutes.

### **2.00 HEADTEACHER'S REPORT**

The Head shared two videos of the children with Governors. One of the Year 6 Manufacto lamp project that had been a great success in the autumn term and one a performance of the EP composition 'On mute' which had been shown at the start of the Challenge Partners conference.

#### **2.1 Admissions**

The Head mentioned that in her report several mid-year admissions had arisen due to families relocating, and for one child seeking a special school placement.

The Head shared the secondary school results noting the range of destination schools and that despite many independent school applications, only one child is transitioning to a private school. One child who passed all exams will move into Year 7 at a selective state school. There was some questioning by Governors about the amount of time the Head was required to give over to writing independent school references. Rifca Le Dieu challenged how parent and child expectations were managed around applications to independent schools. The Head said that the entry bar to the most popular private schools had raised significantly in recent years. Rifca Le Dieu proposed more support sooner for parents on the selective school process and governors debated if this was within the remit of the school. The conclusion was that it was not however Rifca stated that she and other Year 6 parents intended to draw experiences together for others.

## **2.2 Covid-19 Update**

The Head noted the happy return to school on 8<sup>th</sup> March, with a slightly delayed Year 5 return due to a positive case within a family and therefore the need for the class bubble to isolate.

The Head commented that she found the negative commentary around 'lost generation' unhelpful and that for the school had seen little overall learning loss. Many of the children already recognised as most needing help had been part of 'small school' as 'school-identified vulnerable' and had gained learning support through lockdown. Children who had not made the expected progress -i.e.less than 6 months progress in 6 months - had been identified and would be having additional support and interventions.

The Head did not detail the rest of her report and asked only for questions or comments on content.

## **3.0 REFLECTIONS ON THE COVID EXPERIENCE**

The Head shared the summary report of feedback and responses from staff and from the parent survey on the Covid experience. Whilst very challenging for the school and families at home, and negative effects easy to identify, there were some positive aspects especially with regard to the acquisition of new IT skills for all. The school would retain some of the changes introduced with regard to certain meetings and for meeting management. The success of loom videos for pre-teaching and extension work for children was noted.

The parent survey responses were shared, which was widely positive and appreciative of the work done by the school.

## **4.00 PREMISES RETROSPECTIVE**

The Head wanted to acknowledge the work of the school and the Resources Committee, especially Tim Peake, for the extensive premises improvements across her tenure. She shared a presentation of the works completed since 2008 with detail of purpose and funding. Works included essential maintenance and upgrades, to major playground projects and new buildings such as the Shed and the Lab. The Head also noted with thanks the support of the PTA and school families in fundraising. She stressed the value of involving children in seeing works completed and how many projects were run during term-time to enable children to see the works taking place and gain greater understanding of the process involved. She highlighted the educational benefits of many projects e.g. the solar panels and the 'election' for the new flooring which involved the children campaigning, hustings and the loan of real polling station booths. Tim Peake said that the rolling plan of works had meant that the school was able to plan and execute changes well, and that as well as new projects the essential maintenance was well managed. The Governors praised the volume and quality of works completed and significant improvements to the school.

## **5.00 STAFFING COMMITTEE**

Staffing minutes were shared ahead of the meeting.

The committee approved a number of Camden policies – detailed at end of minutes. Governors had agreed to thank all staff for their work through the pandemic with an Uber Eats voucher. Letter agreed by Governors.

- **ACTION** Voucher and letter to all staff. **Done**

Safeguarding meeting taken place on 18<sup>th</sup> March and minutes shared.

## **6.00 RESOURCES COMMITTEE**

Committee minutes dated 4 March 2021 shared before the meeting.

The committee reviewed the budget and outturn. The budget plans will be shared with the Governing Body at the May meeting.

The Data Protection and Retention Policies and Breach Response Process were approved.

## **7.00 PPC COMMITTEE**

Minutes dated 10 March 2021 shared ahead of the meeting.

The Committee had discussed the recommencement of pupil groups.

The Committee had discussed the parent questionnaire regarding home learning provision and challenges faced. This questionnaire had been completed and results shared.

## **8.0 CURRICULUM COMMITTEE**

Minutes dated 3 March 2021 shared ahead of the meeting.

Some work on policy reviews taking place in the committee. PE Policy statement updated.

## **9.00 HEADSHIP TRANSITION UPDATE**

Natalie Stevenson and Sally Hill updated Governors on the planning meetings that were taking place with the Head and with the Chair. The experience of interviewing and appointing an NQT and the Deputy Head had been incredibly good experiences and given them a sense of headship. They noted that they were still fulfilling current roles and that the term ahead would be a bittersweet one, looking forward to their future headship whilst working closely with the Head and gaining transition advice and knowledge. The Chair said that it was good for Governors to be updated on progress and that they would continue to provide support.

## **AOB**

**10.1** The Head thanked Tim Peake for introducing the school to the air quality monitor which had been located on the Lab. This enabled the school to monitor local air quality and compare with results across the world providing a fantastic educational resource. Tim Peake noted that there would be great value in other schools also acquiring.

**10.2** Matthew Lawrence asked that in light of the strong responses to the murder of Sarah Everard, what the reflections as a staff and school were. He talked about The Good Lad Initiative, a gender equality charity who tackle inequality through educational resources encouraging challenging stereotypes of masculinity. The Head said that there was an awareness of an attempted local abduction recently. She reported that gender equality was being introduced into the curriculum and would be talked about with Year 6 next term. She said that it was important to find the balance for younger children. Matthew Lawrence asked about how it would be considered beyond specific incidents and as a wider issue. Governors discussed the issue in the context of a primary school and how best to consider. Rosie Thomson said that it was important that this was being reviewed as the curriculum has been based around how to protect yourself as an individual, but more was needed to be embedded in the curriculum around consent and boundaries. Charlie Condou agreed that it was for men to discuss and evaluate and that male privilege should be challenged. Sally Hill commented that it was important to have conversations in the moment, as well as an ongoing conversation about consent and touch. Lacey Cousins said that it also sat in the computing curriculum due to consent and privacy online. She reported that Camden do have good resources for this. Boris Telyatnikov said that work was done at the last curriculum committee meeting on the PHSE policy which was one route of putting action into effect.

- **ACTION** Matthew Lawrence to send link to referenced resources.

The meeting ended at 7.50pm.

## **Policies**

Policies approved by Staffing Committee.

- Flexible Working Policy
- Whistleblowing Policy
- Teacher Appraisal Policy and Procedure
- Support Staff Probation guidelines
- Support Staff Appraisal Procedure
- Staff Code of Conduct
- Disciplinary Policy
- Capability Policy and Procedure
- Grievance Policy and Procedure
- Special Leave Guidance

Policies approved by the Resources Committee.

- Data Protection and Retention Policy.
- Data Breach Response Process.

Policies approved by the Curriculum Committee.

- PE Policy Statement

### **ADVOCATES 2020-21**

Boys	Tim Peake and Christophe Frèrebeau
EAL (English as an additional language)	Boris Telyatnikov
Girls	Shanti Fricker
High attainers	Rosie Thomson
LAC (Looked After/ previously Looked After children)	Flora Cornish
Children working at 'expected' levels	Charlie Condou
Pupil Premium	Nanouche Umeadi
Summer born	Matthew Lawrence
SEND (special educational needs and disability)	Rifca Le Dieu