

Minutes – Frome Vale Academy Council

Date	8 February 2022	
Location:	Online Teams meeting	
Time:	5.15 pm	
Present:	Laura Walder (LW)	Sponsor Academy Councillor (Chair)
	Jan Saunders (JS)	Principal
	Kate Richardson (KR)	Executive Principal
	Hope Allen (HA)	Support Staff Academy Councillor (Vice Chair)
	Lucy Fulton (LF)	Sponsor Academy Councillor
	Meriam Gordon (MG)	Parent Academy Councillor
	Dilan Kaygisiz (DK)	Parent Academy Councillor
	Paul Stephens (PS)	Sponsor Academy Councillor
Apologies:	Joyce Adeyeye (JA)	Sponsor Academy Councillor
	Lori Streich (LS)	Sponsor Academy Councillor
Attendees:	Linda Corbidge (LC)	Academy Council Clerk

Minutes

Item	Description	Action
1	Introductions	
1.1	Welcome and introductions were made by LW. Councillors congratulated JS and the staff on the 'Outstanding' outcome of the recent Ofsted Inspection.	
2	Declarations of Interest	
2.1	There were no updates to declarations of interest.	
3	Governance	
3.1	LW outlined changes to link roles: LS is now Safeguarding Link, LW is Curriculum Link and DK is link for Pupil Voice. JS sought clarification around the Advocate Councillor role which ND undertakes as JS leads Pupil Voice in the school. It was suggested that the Advocate Councillor often seeks particular pupil voice at the request of councillors, often through normal pupil voice channels in the school. LF/DK/MG/LS will come into school shortly for link visits. LS is coming into school to listen to the children read. JS encouraged councillors to come in to see and talk to the children.	
3.2	Training – councillors to complete any outstanding Nimble modules.	
4	Minutes of Previous Meeting	
4.1	Minutes of the meeting held 30 November 2021 were approved as a true record.	
5	Matters Arising	
5.1	<ul style="list-style-type: none"> 3.2 Clerk will follow up on training not completed – ongoing for one councillor as difficulties with access. 	

Item	Description	Action
	<ul style="list-style-type: none"> 8.5.1 ND will organise a staff structure for parents – taken forward? 16.4.1 ND will ask Mr Fossard to add how to celebrate and create conversation around commonality to the EDI Group – this is under the umbrella of Frome Vale Citizen, and intentions on 7th April. <p>Further actions were agreed as completed.</p>	
6	Councillor Visit Reports	
6.1	Councillors noted the Curriculum and Pupil Premium Links Visit Reports which had been shared.	
	Academy Council Report	
7	Quality of Education	
7.1	<p>JS highlighted areas from the Academy Council report.</p> <p>Quality of Teaching</p> <p>We have continued to develop the curriculum. A real thread of the Inspection was implementation of the curriculum and what we know impact is so far. We have kept at the forefront of school improvement - there has been fabulous work on Computing, DT and Arts. The sequence of lessons has focussed more to develop a plan at implementation level to medium term. Music is in the first year of implementation of the CLF music curriculum – there are now whole music days and we have a music specialist in school who is supporting with CPD. Curriculum leaders were a real strength of the school regarding implementation and what next. Progressiveness is what has come through clearly in books and around the school. Opportunities for PD are ongoing; everyone has had targets reviewed and new ones for this term.</p> <p>We are taking part in Better Readers where undergraduates of UWE come into school to help with reading support.</p>	
8	Achievements and Standards	
8.1	<p>Pupil Outcomes</p> <p><i>The FVA Primaries ARE Assessment Black Box had been shared.</i></p>	
8.2	<p>How are we concentrating on outcomes for Year 6, and what support is there?</p> <p>This term we have reading intervention in small groups and 1:1 for writing. There is also 1:1 or group conferencing for arithmetic which will be increased next term. We are looking at medium term planning and also applying SATs style for arithmetic and reading. The same person who is supporting using Recovery funding will provide after school intervention and JS will be doing SATs booster after school from next term.</p>	
8.3	<p>Attendance</p> <p>We were having a good run of attendance up until the third week when we were hit with Covid which peaked at 20 last week. This affected mostly Year 1; approximately one third of children were out but are now almost all back. Years 2 and Year 4 had a few children out. We now have 3 staff absent and are considering doing some bubbling in the playground. We were above 95% national, now at 94.6% from Friday. The impact Covid has had on absence is detailed in the report - children absent with Covid outweighs children ill for other reasons.</p>	

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	Ofsted reported very robust procedures. We had to demonstrate and provide evidence; inspectors felt attendance reflected the happiness of children in school.	
8.4	<p>What do we know how much absence for Pupil Premium children is not due to Covid?</p> <p>The majority is Covid or an 'x' code. There are one or two children who are absent due to travel and some circumstantial siblings.</p>	
8.5	<p>Are there any ongoing issues where action needs to be taken?</p> <p>There was one tonight which involves home visit(s) to support a child into school. We are trying to escalate to social services however they are short staffed and we are having to escalate our intervention response to try to help the child into school.</p>	
8.6	<p>What provision is there for catching up with learning?</p> <p>Councillors noted information in the report.</p>	
8.7	<p>What about children out with Covid – how do they catch up?</p> <p>They have live teaching.</p>	
8.8	<p>What challenges are there for attendance?</p> <p>Councillors noted information in the report.</p>	
8.9	<p>Behaviour and Attitudes</p> <p>Behaviour is very positive, this came out as a real strength in the Ofsted report. Inspectors could see the impact of the work we have done on behaviour and that the Behaviour Policy is being implemented. Inspectors questioned on exclusions and felt it appropriate in the way we had handled one exclusion. Inspectors had asked why reports on behaviour were no longer generated. JS had explained that behaviour was now embedded within day to day practice, with everything recorded on CPOMS and data available if required. Inspectors were satisfied with that.</p>	
8.10	<p>Personal Development</p> <ul style="list-style-type: none"> • A survey was conducted a few weeks before the inspection to identify what skills and talents there were in the school community and what children were interested in. As a result, there will be two programming clubs; a financial advisor is coming in to work with the children; an animation club; two lunchtime sports clubs and other opportunities. • Frome Vale jobs are now in place. 15 jobs have been developed, with job descriptions written by the children doing the jobs. Interview processes have taken place and children have been given a contract of employment to state job expectations or if they don't want to do the job anymore. About 80% of pupils are in a pupil voice group or have a job. UWE have been in to work with Year 6 regarding job discrimination. • The voting for the democracy debate on festivals has now closed – we will be exploring this deeper. • Voting is taking place on ways to celebrate the 70th anniversary with some interesting ideas. <p>Inspectors were very impressed by the engagement level of pupil voice groups. (DK joined the meeting)</p>	
10.8	<p>Has there been an Academy Review Meeting (ARM)?</p>	

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	<p>Yes, the meeting last week gave an opportunity to reflect and explore what next medium and long term and how we can use the grading to impact beyond the school. This is about the community and we are exploring ways that might look, potentially looking to links to our secondary schools and nurseries. We have an aspiration to support and work with families living on the estate. Other schools are also now coming to see us.</p>	
10.9	<p>What is the potential increase in school applications? The primary application window has closed; there are 38 on the list although we don't know first, second or third choices.</p>	
10.10	<p>Can we contact families who have applied to advise of outcome of inspection? We are checking if we are able to send information to families but believe the steer is that we can't. Can we put a banner up? Yes, we have one on order.</p>	
10.11	<p>SEND <i>The Term 2 SEND Report had been shared</i> JS highlighted:</p> <ul style="list-style-type: none"> • That data has not changed very much – we have just taken a child onto roll hoping they can transition back to mainstream. • We are talking with curriculum leads about what SEND looks like in other curriculum areas and how we can ensure that provision meets need in all subjects. This will be implemented in the first week of next term. • JS is familiar with changes to the EHCP process as she is part of the trial – it is about capturing pupil voice. 	
10.12	<p>How are you helping children with SEND recover lost learning? There are a lot of catch up groups. We have used Catch Up funding to pay for support groups; quite a lot is being done by staff members on fixed term contracts to support children in this area. We are making sure we provide CPD particularly around speech and language to support a few children with newly identified needs. We have also recently signed up to a Fluency Hub led by Mangotsfield and St Peter's schools and have identified a number of children who would benefit from the support.</p>	
10.13	<p>What are timescales like for the EHCP process at present? It is mixed – one from last May is still to be allocated, another has already gone to another provision. We have made a complaint about the one for last May – it seems to be about who picks it up. We are also doing proactive work with Little Hayes anticipating that siblings could come to us with significant need in order to decide whether there should be a delayed start or whether they should be looking at specialist provision. We have become more engaged proactively with the community to ensure the provision is right for our young people.</p>	
10.14	<p>EDI The hands-on EDI work has been tricky due to Covid. In school we are doing a whole audit on the library supported by parents looking through all books to monitor on EDI. I am conscious some messages will remain in some of the books with fairy tale themes in the national curriculum – we will explore these ensuring questions are asked.</p>	
10.15	<p>What we can we do as a council to support with replacing books and can gaps be shared? Lori has looked into what funding is available for books We will be reviewing what is needed when the process is complete. ACTION: JS will share further details of the book audit</p>	JS

Item	Description	Action
10.16	<p>Could we share information from the audit across other primary academies as it sounds like good shared knowledge?</p> <p>KR responded that there are a lot of discussions about books within the Trust – Rachael Symonds (CLF Reading Network) is the best person to contact for lots of examples of texts chosen to support different areas. KR added that Inspectors had asked questions around books and were happy with the provision and actions being taken.</p>	
Staffing and Wellbeing		
11.1	<p>How is staff wellbeing?</p> <p>It has been challenging but teachers are generally upbeat and can see the hard work has been worth it after the Ofsted inspection. The staff survey for Ofsted was very positive - we will aim to do this more frequently and will try to build in a wellbeing staff meeting at least every other term. We have also linked with a parent who works with mindfulness - this will be offered to parents and staff in Term 5.</p>	
11.2	<p>What is the general vision of wellbeing sessions?</p> <p>Bringing back that feeling of connectiveness and being together is the main priority as well as individual need. In addition to staff support for mental health, JS is having Mental Health Training as our Mental Health Policy mostly relates to children, this will define policy for staff at Frome Vale.</p> <p>How will you use the training for personal development at Frome Vale?</p> <p>Support is already there but we will have a clearer strategy to further articulate that.</p> <p>What are you doing to encourage staff to take up support or to recognise if they need it?</p> <p>We are taking time to check in with staff and have an open-door policy. Anybody who mentions they are struggling with mental health are directed to the CLF Employee Assistance Scheme and this is followed up by JS.</p> <p>Do you talk about it enough that the provision is there?</p> <p>It is absolutely spoken about a great deal with posters and information around the school. DK commented that she felt reassured. DK said that she would like to follow up with JS as she continues with the course.</p>	
11.3	<p>Are there any other concerns around staff?</p> <p>No, apart from Covid absence.</p>	
11.4	<p>How is testing negative and returning to school after 5 days going?</p> <p>Not everyone tests negative after 5 days.</p> <p>Does CLF have a policy about guidance going forward?</p> <p>KR responded that CLF have absolutely followed guidance and added additional support to ensure staff feel comfortable in the working environment. Government guidance will be followed and we will take care to ensure staff feel confident and happy in the workplace.</p>	
11.5	<p>How are you managing staff absence?</p> <p>We are being creative, we are now on a second cycle of staff who have had Covid twice.</p>	
11.6	<p>If there is no policy will staff be encouraged to stay out so that they don't spread it to other staff?</p>	

Item	Description	Action
	We will follow guidance and will plan when guidance issued. We always support staff to stay home if they don't feel well. (HA left the meeting)	
11.7	What about children's Covid absence? We will need to wait for national guidance; we are not penalising families for Covid related absence. The whole picture is looked at in attendance meetings.	
12	Health and Safety	
12.1	How have the bubbles affected health and safety and the pupils? We have not captured pupil voice but we have ensured there is a Playpod and plenty of resources in the playground. It is likely to be reversed quite soon but we make changes quite quickly if we see another spike in school.	
13	Safeguarding	
13.1	<i>The Term 2 Report and Link Visit Note had been shared.</i> JS highlighted that there had been two recent referrals. LW advised that LS had met with LW/JS and the DSL in preparation for taking on the Safeguarding Link role.	
14	Policies	
14.1	JS explained EAL and the Oracy Strategy, emphasising that it was an important process for children entirely new to English. KR added that there had been an influx of children with EAL across our primaries, from Afghanistan and Syria in particular. LW commented that it would be good to share experiences. Academy Policies: Remote Learning, Lone Working, School Trips Policies and the new EAL Policy were approved . CLF Policies adopted/noted : Complaints; Freedom of Information; Password & Encryption; Safeguarding; RHSE; Attendance.	
15	Matters for the attention of the Board/COAC	
15.1	None.	
16	AOB	
	LW wished to record congratulations again to all for the outstanding Ofsted category. JS thanked the Academy Council for their challenge and support. There will be voting next week from children on the 70 th anniversary 7 th April activities. JS will update council after vote and planning.	

The meeting closed at 6.55 pm

Next meetings:
5.00 pm - 5 Apr, 5 July