



## 5. **Visible Learning (progress to date)**

Mrs. Tiernan stated how grateful the staff are to governors for giving them this opportunity to develop a whole school philosophy on learning. They are aware of the cost and that other schools are not in a position to afford the annual cost of £7,000. To date, there have been two SLT days with the school's consultant, Laura McWhinney. Arrangements are being made to visit Merlin Primary School in Flint which has already completed a year of the programme.

Mrs. Tiernan explained the theory behind visible learning and how it encourages children to self-reflect and be assessment capable. Miss France is working with SLT and led a staff meeting which included teaching assistants. Pupil voice is important and a survey has been completed. Mr. Hurst is analysing the responses and Mrs. Lloyd-Green and Mrs. Harrington will work with focus groups. Teachers will reflect on their impact and pupils will be asked to give feedback at the end of a lesson. Mrs. Geoghegan has agreed to be first before it is rolled out across the school.

Q: Is it worth the investment?

A: Yes, massively. Schools need to constantly progress.

## 6. **Attendance and Punctuality**

Mrs. Tiernan circulated attendance data comparing the same periods in 2018-2019 with 2019-2020. During December attendance was affected by a number of different illnesses. She received daily reports detailing the number of absences and the reason. Many absentees had flu-like symptoms and their absences may have been due to the delay in administering the flu vaccinations which were scheduled for November but stock shortages meant they were postponed until January. Thirty-seven pupils are below 90% and the reasons for their absences have been identified. Two have been referred to Education Welfare and school is working with others; some have health issues.

Q: Have they been reviewed for neglect?

A: Never reached the threshold.

Q: What do Education Welfare do?

A: They can fine parents; what we are doing with these families is not working.

Q: What about medical evidence?

A: School Health can get the information.

Mrs. Tiernan advised she was considering another attendance initiative; however previous initiatives had resulted in complaints from parents when their child did not receive an award because they had been absent.

## 7. **Mental Health and Wellbeing**

Mrs. Tiernan stated the school is doing lots for pupils in addition to the PSHE curriculum, eg:

- Buddy training through the School of Sanctuary
- NSPCC day
- One Goal mentoring
- Engagement Behaviour Support Team
- Young Carers (led by Mrs. Harrington).

However, there isn't a lot for staff. Mrs. Lloyd-Green, Mrs. Geoghegan and Mrs. Harrington are mental health first aiders and Mrs. Lloyd-Green attends the ELSA cluster group meetings.

Q: What is there for the rest of the staff?

A: They are working in triads, focussed on teaching and learning. Wellbeing risk assessments are completed each January. On the whole they were positive.

Mrs. Tiernan spoke about an experienced teacher and difficult parents in her class.

Q: Is there anyone who can help?

A: Teachers see parents in pairs and Parents' Evening now takes place in the hall.

Q: Are staff in their classrooms during lunch and break times?

A: Teaching Assistants now do playtime duties. Staff have lunch in the staffroom and there is a good morale and we are looking at ideas to support each other.

Mrs. Talbot advised that there is an Education Listening Service that is free for teachers, and their families, to access.

Action: Mrs. Talbot to email link to Mrs. Ryan  
Mrs. Tiernan to ensure that every member of staff has someone they can talk to.

## 8. **Cultural Capital**

This is one of Mr. Hurst's appraisal targets. It was agreed that children receive rich experiences whilst at the school. Residential visits have been changed to provide opportunities children may not have previously experienced, eg caving in Derbyshire. Staff were surveyed to identify their interests and cultural capitals.

## 9. **Training related to Safeguarding**

Mrs. Chadwick	Prevent training
Mrs. Geoghegan and Mrs. Harrington	webinar for new framework on safeguarding
TAs and Mrs. Ryan	online Administration of Medicine refresher
Mr. Hurst and Mrs. Ryan	Fire Marshalling
Mrs. Lloyd-Green and Mrs. Harrington	Mental Health First Aid
Mrs. Tiernan	Inclusion Conference
Mrs. Lloyd-Green	Mental Health audit
Mrs. Harrington	Qualified Level 2 counsellor

## 10. **Any Other Business**

None.

Agenda item for next meeting: Strategy for mental health of teachers.

## 11. **Date of next meeting**

30<sup>th</sup> April, 2020.