



An Daras Trust
Igniting Curiosity Growing Capabilities

Central Office
Unit 4 Tamar Business Park
Pennygillam Way
Pennygillam Industrial Estate
Launceston
PL15 7ED
01566 777503

Email: governance@andaras.org

CEO: W. T. Hermon

08/02/23

Minutes

Learning, Standards & Safeguarding Committee Spring 2023 **Wednesday 8th February 2023 at 9.30am at central office**

1. Welcome and Apologies

Present: Claire Paul (Vice), Graeme Barriball, Margaret Savage, Gill Shippies, Steve Tavener, Will Hermon

Apologies: Trudy Rudge (working on national apprenticeship week)

In Attendance: Toni Martin (Governance Officer), Jo Callow (Ex-officio), Clare Kendle (Education Governance Lead, Diocese of Truro)

2. Declarations of Interest/Pecuniary Interests relevant to this Agenda

None declared.

3. Confirm minutes of previous LSS Autumn (21st September 2022) and matters arising

No actions. Committee agreed the minutes and the Chair signed a copy.

4. Confidential Agenda Items

None.

All items below are responsibility of this committee and can be discussed by exception.

At the invitation of the committee to observe, Clare Kendal, Education Governance Lead from the Diocese of Truro joined the meeting at 9.40am.

5. Curriculum, Learning & Christian Distinctiveness

a. Review MAT curriculum

WH noted the letter from the Diocese of Truro concerning same sex marriage. The committee discussed the various viewpoints, including inequalities and the possible discussions that may arise with children. They agreed this is all part of the healthy discussions that should happen in education. WH discussed the PSHE curriculum and noted that although the current offer is effective, the resources available need to be supplemented. The committee agreed that the improvement work in this area is being done in a positive way.

WH noted the Ofsted reports from CG and WHA that were very positive, especially with regard to the curriculum offer at our schools and the breadth and coherence of it. JC noted that the in-depth look at the SMSC and PHSE parts of the curriculum were very good and considered by the inspector to be ahead of other schools. **The PSHE does not seem to be covering mental health as well as it could be?** JC noted that new ideas are

being trialed and WH noted that mental health is being covered in other areas such as TIS, visits from mental health nurses and other policies.

WH noted the school improvement work that the trust is doing with 2 trusts (3 schools and 5 schools respectively). The committee discussed in detail this situation and the work required.

b. MAT Vision & Ethos

The vision, ethos and mission statements from across the trust have been collated on to one document for the committee to view easily. They are all in-keeping with the trust vision and ethos, and fit for purpose. However, it was noted that some are a little wordy and may benefit from slimming down slightly. It was also noted that sometimes there are slightly different interpretations of what a vision, ethos and mission statement are. WH will discuss with the Chairs at his termly meeting. The committee were keen that reviewing and adjusting each school's vision and ethos should sit with the school and LGB in order that they maintain individuality. Further work will be done to tweak the trust vision and ethos in line with the curriculum and Christian distinctiveness.

c. Review Promotion of British Values

Spiritual, moral, cultural, mental and physical provision is built into all aspects of the curriculum and were viewed positively on the recent Ofsted inspections. The committee were content with the depth of detail on values and it was noted that the UNICEF rights respecting schools programme is also linked to this, and has been very positive. The children are able to talk about their rights and have a greater understanding of values. All statutory regulations are being met.

d. Christian Character and Distinctiveness

WH noted the two church schools in the trust that come under the Diocese of Truro (SC) and Exeter (LT). WH noted the Church of England vision for education that has been extant for a number of years and noted that the vision is generally more widely suitable for any school. There is a Christian element built into the capabilities curriculum and this will be considered as part of the wider review. The church school's vision and values will also specifically be looked at as part of the wider review. The committee agreed that this review is not about a wholesale change to the current vision and values but about tweaking them.

GS completed Diocesan Foundation training on 6th Jan 2023. Training on the new SIAMS system on 3rd Feb was attended by JC, LH and the foundation director, GS. GS provided 5 key points from the new SIAMS system to the committee:

- SIAMS changes will take place from September 2023, when the 4 grades will be replaced by J1 and J2. J1 "The school is living up to its foundation as a Church school and is enabling pupils and adults to flourish". J1 is not perfection and neither is J2 a fail. The purpose of J2 is to enable improvement. It is anticipated that most schools will have at least one J2 with recommendations. WH noted that although the new system is not supposed to be based on "judgement", the grades are proceeded with J (for judgement) and a grade of 1 (all satisfactory) or 2 (room for improvement) is used.
- The vision is expected to drive and shape their work and will have theological roots. i.e "that which is related to the nature of God and of religious belief". There is a difference between vision and values and there will be an inspection stance on both.
- The inspections will be carried out in a Christian manner. i.e. Respectfully; Collaboratively; Authoritatively; Discursively; Contextually; Evidence based; Rigorously; With integrity. There are 6 inspection questions (IQs) for VC and former

VC schools and 7 for VA and former VA schools. These will replace exhaustive lists of questions.

- The inspection will explore via the questions how the vision is achieving the intended effect.
- As the legally accountable body, the Trust Board will be expected to explain how the vision and work of the Trust enhance ways in which the school's Christian vision enables it to live up to its foundation as a Church school and enable pupils and adults to flourish [IQ1] ; how the schools' curriculum reflects its Christian vision, with a specific focus on the learning experience for the vulnerable or the disadvantaged [IQ2]; ways in which worship is enabling children and adults to flourish spiritually [IQ3]; how well pupils and adults are treated [IQ4]; ways in which the culture of the school is characterised by justice and responsibility towards others [IQ5]; the school's religious education curriculum and provision [IQ6]; and the quality of RE [IQ7].

Do you see any conflicts with the church schools 'teachings' and the reality of modern life, especially as it is important for children to understand different viewpoints and be understanding of them? Message from the Church of England is not always the same as that of wider society but good Christian values should allow them to understand different viewpoints and be tolerant of them. There are not any specific conflicts.

6. Data

WH noted that schools are now only required to have 3 data points per year. Ofsted inspections have very much focussed on the curriculum and deep dives, not data, so this is positive. However, WH noted that it is still important internally to monitor standards so that provision can be targeted, and there is still a knock on from covid that requires work in certain year groups. A focus currently is provision for SEND pupils to ensure their individual needs are met and that they are making progress. **How effective is SEND provision in the trust?** WH explained how SEND is evaluated and provision allocated, including when issues arise and the staff training required to ensure they are up to speed with the latest thinking on various needs. WH noted that SEND provision is a challenge nationally due to increase in numbers versus funding available, and explained the various SEND categories. WH noted some school figures to illustrate this. **Noting that SSCA and PT % numbers are higher, what are you doing about it?** Provision at schools with higher % SEND is prioritised and resources allocated to where needed. However, it was noted that recruiting staff such as TAs to provide additional SEND support is proving difficult, and this is not limited to the trust. Also there is always a financial battle as funding does not often match the needs of the child. It was also noted that EAL numbers are rising at some schools, particular WHA (not just Ukranian children).

7. Improvement

a. MAT Improvement Plan

The committee briefly discussed progress on the trust improvement plan:

- Priority 1 – writing – some operational changes made to further improvements.
- Priority 2 – curriculum and assessment – ongoing, the aim now that we have trust standardisation in some areas is to make sure schools are independent in certain areas, in order they can maintain their own independent capability and individuality. WH noted the external well-being audit which provided a litmus test across the trust, including the usefulness of our policies, strategies etc and no issues were raised. **Noting that we have policies, a strategy and have completed an audit, what are we actually doing to identify and help staff that may be struggling?** Experienced school leaders and various support is in place including mental health leads in schools, occupational health and so on. An external SEND review was

completed which included Social, emotional and mental health (SEMH) review – awaiting the report but verbal feedback was positive.

- Priority 3 – Vision & Culture – noted the wide number of national professional recognised qualifications. These have come with a significant cost previously but they are now available for free. Many staff have been signed up to access this training at various levels. Sustainability is being looked at including climate change, and also investigation into sustainability ISO accreditation, or at least working towards it.
- Priority 4 – Safeguarding – positive feedback on Ofsted reports and other external audits. All KCSiE changes have been implemented. PREVENT risk assessment has been done across the schools. No issues to report.
- Priority 5 – includes Governance – TM noted the approved terms of reference for the Governance Support Role [skills and experience from the Directors utilised to provide support to LGB Chairs to ensure sustainability of governance across the Trust]. MS will begin at SSCA, where the Chair has welcomed the collaboration. GS will begin with SC, where the Chair has also welcomed the support.

b. Improvement Officer Reports

Exceptions reports are produced by the improvement officers and provided as background evidence to Directors.

c. Ofsted Actions

Two positive reports recently. One minor action to ensure that formative assessment observations are more immediate.

8. Parents, Pupils & Staff

a. Parental Engagement

Survey goes out at end of spring term. **Move this to summer term agenda item.**

b. Staff Absence

Autumn term affected by covid and other seasonal illness. So far 419 days lost, bulk of this from a few genuine medical issues.

c. MAT Complaints

One initially raised at a school but the parents decided not to follow up. Nothing else to report.

9. Learning Related Staff CPD/Training/Qualifications

Covered in part at previous agenda items. All staff getting correct PPA time and ECT mentoring requirements are being met.

10. Safeguarding

Latest S157 annual submission – not until June this year. **Move S157 to summer agenda.** CP explained the audit process and noted some differences between Devon and Cornwall LA. Some safeguarding matters covered at previous agenda items.

11. Equality and Accessibility

Committee understands importance of, and adherence to, responsibilities under the Equalities Act, promoting equality and diversity throughout the MAT. All schools have 3 equality objectives and an accessibility plan – all compliant. As a trust, focussing on the SEND equality and access. Ofsted inspections did check up on protected characteristics. All staff are doing equality and diversity training this term. Directors and governors will be encouraged to complete.

12. Safety

Presence of Fire & Security Policies; they are fit for purpose. All schools have a 3-yearly fire risk assessments completed by an external adviser, and then schools review annually; all up to date. Two major building projects underway (CIF projects) – SSCA fire system and doors, and PT fire alarms. **Has the pre-school had a fire risk assessment completed?** A health and safety assessment has been completed, which would have noted any fire issues but a specific fire risk assessment has not yet been done.

GB left the meeting at 11.30am.

13. Compliance

- a. **Cyber Security** – phishing and penetration checks done last term. Cyber security training has mostly been completed. No issues raised is positive.
- b. **GDPR** – no issues to report.
- c. **Whistleblowing** – appropriate procedures in place – whistle blowing policies, governors and director – none reported but the system is there.

14. Policy Review

- a. Bereavement (WH) *minor changes*
- b. Fire Prevention & Precaution (SC) *no changes*
- c. Mental Health & Well-Being (CP) *minor changes and addition of appendix 6*
- d. Restraint & Control of Pupils (JC), *minor changes*
- e. Safer Recruitment (SC) *minor changes*
- f. Tackling Extremism & Radicalisation (LH) *changes due to new guidance*
- g. Education of Children in Care (JC) *minor changes*
- h. Online Safety (CP) *need IT expert to assess. Carry forward*
- i. Complaints (SC) *minor changes*

All policies approved.

15. AOB

Letter of congratulations from RSC's office to Coads Green for positive Ofsted result.

16. DONM

Date of next meeting is Wednesday 10th May 2023 at the central office.

Meeting closed at 11.40

TJH Martin

ADMAT Governance Officer

Distribution List:

W. Hermon – CEO Director
T. Rudge – Director (Committee Chair)
C. Paul – Director (Committee Vice)
S. Tavener – Director (Board Chair)
G. Barriball – Director
M. Savage – Director

G. Shipsides - Director
J. Callow – Ex-Officio

Diocese of Truro Education Governance Lead – Clare Kendle