

**Glyne Gap School**  
**Headteacher's report for Governors' Meeting**  
**on Monday, November 19th 1.00pm 2018**

I would like to welcome all Governors to the meeting. It is 14 school weeks since the last full meeting to which I reported. During that time the school has enjoyed the Summer holidays and the October mid-term break. Governors held their election meeting in September and since then our two sub committees have met and will report to this meeting. Our Designated Safeguarding Lead has met with Elisabeth Lawrence (Associate Governor – Safeguarding) and Elisabeth reports to this meeting. Lesley Dyer (Professional Advisor to the Governing Body) attended the Teaching and Learning sub-committee meeting and has submitted a report to this meeting.

<b>School data as of 5/11/18</b>		
On roll in each department: Nursery - 12 Infants – 26 Juniors – 24 Seniors – 27 Faculty – 22 Total on roll	111	<u>As of 11/6/18</u>  114
Pupils eligible for free school meals and pupil premium	April 2018 – March 2019 35 – PP (deprivation) 1 – PP (adopted from care) 11 LAC PP	April 2017 – March 2018 34 – PP (deprivation) 1 – PP (adopted from care) 8 LAC PP
	<b>Term 5 &amp; 6</b>	<b>Term 3&amp;4</b>
Attendance last term	88%	88.8%
Pupils typically eating a packed lunch	24	20
Typically attending Breakfast Club	10	7
“Looked after” children (eligible for pupil premium)	11	11
Pupils needing a safeguarding plan		
Child protection plan:	2	1
Family support plan:	5	5
Pupils also attending a mainstream school	0	0
Pupils with behaviour that seriously challenges or severely restricts learning:	Incidents	
List A (no of pupils:4 )	7	12
List B (no: of pupils: 17)	54	50
No. of behaviour related incidents (non A/B): (Terms 5 and 6)	10	7
Number of injuries related to behaviour (Terms 5 and 6)	31 Staff 14 Pupils 17	38 staff 21 pupils 17
Accidents (number requiring hospitalisation) (Terms 5 and 6)	61 (1) staff 2 (1) pupils 59	35 (4) staff 6 pupils 29
Pupils attending extended school clubs (cookery, junior, senior, FE)	34	34
Attendance at last Family Day	102	110

Attendance at Legends	Not held	0 (due to be held)
Families being supported by Portage	4	4
Number of permanently contracted staff employed	81	80

**1.0 Teaching and Learning** (sub-committee members: Claire Cordell, Kirsty Prawanna, Millie Rowland and Professional Advisor to the Governing Body – Lesley Dyer. Heads of School and Communication Team Leader – associate members)

1.1 Pupil outcomes from the school year 2017/18 have now been collated and analysed by senior staff. The ‘headlines’ are:

- **28 pupils have made transformational progress through achieving their Supergoal**
- **63% of pupils are making outstanding progress**
- **All pupils at Glyne Gap School are making good progress**

These outcomes have been analysed and challenged with rigour as part of the Governors’ Teaching and Learning sub-committee meeting and the attached summary of pupil outcomes (appendix 3) has been added to the school website. These outcomes have also been discussed with Bob Wall (East Sussex School Leadership and Effectiveness Service External Advisor) who has completed his report (attached as appendix 8). We now await confirmation from the Local Authority of our school categorisation.

I am delighted that the Supergoal teaching initiative (commenced in summer ’16) is now impacting considerably on pupil outcomes...and, most importantly, impacting on the lives of the pupils who have achieved their Supergoal.

1.2 Summary of lesson observation results for terms 5 and 6

Total number of lessons observed	Number with learning judged outstanding	Number with learning judged good	Number judged with learning requiring improvement	Number with learning judged inadequate
13	9	4	0	0

The majority of these lessons have been jointly observed and graded between the senior leadership team.

1.3 Lesson Observations for term 1

Total number of lessons observed	Number judged outstanding	Number judged good	Number judged requiring improvement	Number judged inadequate
7	6	1	0	0

These lessons include 3 lesson observations jointly undertaken by Sarah Tidmarsh (newly appointed AHT) and HT/Master Practitioner (Nursery).

I am particularly satisfied that this data shows that learning in lessons is extremely high at this point in the year when many class teams are in their first term or working together and with new pupils.

#### 1.4 Pupil Progress

Total number of goals set for terms 5 and 6	Number of goals fully achieved	Number of goals partially achieved	Number of goals not achieved
551	391 (71%)	137 (25%)	23(4%)

#### 1.5 Development of teaching

Team Development meetings will continue throughout the 17/18 school year. For some class teams this will be their first meeting whilst others have had 3 meetings already. At the end of year pupil progress moderation meetings, I met with all class teachers to discuss impact of this initiative. This feedback was wholly positive with class teachers stating that twilights had considerable impact on team's understanding of learning.

Throughout terms 1 and 2 Julie Davey has been leading a twilight series focussed on enhancing all staffs understanding of our pupils' communication needs and how to support and develop them. This series has been well received by staff and has provided affirmation of good practice and new learning for all. Julie will report to the Teaching and Learning Committee on the outcomes and impact of the twilights.

It is a challenge to ensure that quality continuing professional development is available to all staff throughout their career...in a manner that is systematic and manageable for the school. We only have 5 days available to use for this purpose and other initiatives need to be managed in such a way that does not affect pupils' daily experience. The Performance Development Team are currently working on completing a core professional development offer (started as an initiative of the 17/18 School development Plan).

#### 1.5 Professional Advisor's report to Governors

Lesley Dyer will independently report to Governors at this meeting. The majority of Lesley's visit was concerned with the analysis of whole school pupil outcomes for the last academic year and the subsequent judgements and developments that these inform (as detailed in our Self Evaluation and School Development Plan).

### **2.0 School Development and monitoring**

#### 2.1 School Development (Governors have access to full updated School Development Plan)

No. of items currently on SDP	No. of items complete	No. of items on schedule	No. of items behind schedule	No. of items not yet due to start
16	1	7	1	7

Note: the item not running to schedule is our work around developing employability pathways for some pupils. This item is proving a learning opportunity for senior staff and whilst some strands have been completed, others need further clarifying in terms of intent and approach.

#### 2.2 Monitoring Plan

Aspects due for external monitoring 17/18 Terms 5 and 6 (yellow highlighted areas are complete/green in process)
<ul style="list-style-type: none"><li>• Early Years outcomes moderation</li><li>• Transition – post school destinations (final write up in progress)</li></ul>

The internal monitoring regarding transition out of school has been an interesting piece of work. It has been primarily undertaken by Jayne Dallaway (AHT) with involvement from the Faculty staff,

myself and a small number of post 19 opportunities that we work with. The work has shown that whilst there are considerable strengths in our processes regarding transition out (as informed by pupil outcomes data), there is further work to be done in raising aspirations and empowering pupils and their families. To this end, post 16 bursary is being used to fund a new 'Transition Advisor' post aimed at supporting pupils and their families from year 9 onwards. This post is held by Melanie Jukes and she works 1 day a week.

Aspects due for external monitoring 18/19 Terms 1 and 2 (yellow highlighted areas are complete/green in process)
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| <ul style="list-style-type: none"><li>• 2017/18 pupil outcomes data</li><li>• Leadership and management - ambition, vision and drive to improve</li><li>• Learning in lessons</li><li>• Local Authority safeguarding audit</li></ul> |
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### **3.0 Pupils**

3.1 The final week of term 6 saw both the leavers' assembly and our achievement assembly – both of which some Governors were able to attend. 10 pupils moved on from Glyne Gap in July and their 'goodbyes' were a time of mixed emotion. The achievement assembly was as wonderful as ever and Reece Kellie received the Head teacher's award for his incredible progress in managing his own behaviour. I was delighted that his Mum and baby sister were able to attend the assembly to see Reece receive his award. Holly Hickman received the Holly Shaw award for communication and it was an absolute pleasure to once again see Holly's grandparents who came to present the award.

3.2 7 pupils started their reception year in September and are settling into full time school. Well done to all parents who held back tears on their child's first day at 'big school'. We also had 2 pupils join classes across the school.

3.3 Later this week we will hold a Celebration of Life assembly for Mustafa Mehmetaliogullari. Sadly Musti passed away in hospital after a short illness. I will remember him receiving the Headteacher's Award for progress in the summer term of 2017.

3.4 School roll is currently 113 and we are receiving full place funding and top up for all of these pupils. We receive additional top up for 2 pupils who require 1:1 support to meet their medical needs as detailed in their EHCP.

3.5 We currently have 1 pupil not attending school due to the impact of his health needs. School staff are in regular contact with this pupils and his family.

3.6 I have recently received communication form the Local Authority that they will be commissioning 110 places at Glyne Gap School for the school year 2019/2020. Whilst this equates to an instant £50,000 drop in income, it is an change that Bev and I have been predicting for some time. The main school site cannot cope with numbers higher than this as there is no physical space to admit the additional pupils. We will amend the budget accordingly.

3.6 The Summer holiday club was as popular as ever with (approx.) 25 children attending on each of day of the 16 offered days. The October break offered 3 days of holiday club with similar numbers of children attending on each of these days. Our thanks and respect goes to Eileen who mobilises a superb team of holiday club workers to deliver what is a vital (and fun!) service to children and families.

We continue to seek alternative funding for the Holiday Club. We have been able to secure interim funding from the Local Authority to cover costs for the October and February holiday weeks.

**4.0 Staff – appointments, training and welfare** (sub-committee members: Tina Newstead, Kirsty Prawanna, Andrew Phillips, Frances Hall, Beverley Smart – associate member)

4.1 Sarah Tidmarsh has made an excellent start to her role of Assistant Headteacher (Head of Lower School). We also welcome Mike Berry as class teacher of Junior 3 class. This is currently a maternity cover post for Amy Buckley. Amy is one of 8 members of staff who are currently pregnant which is marvellous news! Following this news we have held a TA selection day and the senior staff are planning for succession in various teams across the school.

4.2 We currently have 1 member of staff following a (short term) individualised plans to support return to work/attendance.

4.3 Headteacher Performance Management is scheduled to take place later this term. The Performance Management calendar for all staff is checked on a termly basis and is running as expected. Performance Related Pay was discussed and agreed (or other) at the Resources Committee meeting.

**5.0 Resources – including finance, premises/health & safety** (sub-committee members: Andrew Phillips, Tina Newstead, Frances Hall, Kirsty Prawanna. Beverley Smart – associate member)

5.1 The school's 17/18 budget closed at the end of August with an (approximate) £40,000 underspend. Our thanks and respect must go to Bev for her prudent management of this resource.

5.2 The Resources sub-committee continues to monitor the 18/19 budget and are aware that whilst our financial position for this year (and next) is secure, our margins of flexibility are getting tighter each year. I continue to monitor our financial position with Bev on a monthly basis.

5.3 During the summer holiday the school was comprehensively deep cleaned and a number of areas were re-decorated. Many thanks to Paul who has worked skilfully and with diligence to ensure these works are completed.

5.4 The resources committee can confirm that all statutory and best practice checks are up to date. The termly site inspection has taken place.

**Kirsty Prawanna**