

Glyne Gap School
Headteacher's report for Governors' Meeting
on Tuesday, 3rd November

I last reported to Governors in June of this year. As at that time, this report reads differently to my usual report to Governors and information shared here details the school's current position and any risks/challenges the school faces that Governors need to be aware of.

I also detail the school's 'recovery curriculum' and contingency planning for what may be an unpredictable term ahead.

I hope that this gives Governors the understanding that Glyne Gap is managing the day to day...whilst keeping a keen eye on purpose and the future.

1.Current context:

- In line with Government directives, Glyne Gap School opened to all pupils in September 2020.
- This followed a period from June onwards where we had 78 pupils attending school up to 3 days a week each. The majority of these pupils also attended 'Holiday Club' (essentially a 2-week extension to the term) up until August 6th.
- A small number of pupils did not attend school at this time due to parental preference.
- The additional pupils were either unable to attend at that time due to their own/family health needs and shielding measures.
- In September, all pupils returned in the first week excepting 3 pupils with tracheostomy in situ. School was unable to meet these pupils' healthcare needs within DfE/PHE guidance. This has now be resolved by agreement of individual risk assessments undersigned by the Local Authority's Designated Medical Officer and ISEND. These pupils returned to school early October. In addition, there are 2 pupils with longstanding absence due to palliative care needs who have not returned to school.
- Pupils and staff are working in class 'bubbles' and whilst we cannot socially distance within bubbles, bubbles do stay socially distant from each other. Outdoor space is timetabled as are shared areas of the school such as the sensory room. A member of the site team cleans throughout the day and there are additional cleaning regimes in place.
- Non-class based staff have returned to working in the school building.
- CITES therapists have returned to working in school (under their NHS/ Health protocols).
- Essential visitors are welcomed into school.
- There is an internal 'track and trace' procedure for when staff/visitors need to work within a different/particular bubble.
- All staff who can return to work have done so.

2.1 Strengths within this current context:

- School community is Covid -19 free
- School culture and morale remain strong
- School leadership (at all levels) is strong and focused
- School has financial resources to manage any turbulence
- Communication with parents is effective and parental support positive
- School has implemented a 'Recovery Curriculum' to support a return to a teaching and learning focus. A critical element of this has been assessment of pupils' progress/regression

by teachers. This has taken place and all pupils now have an Individual Education Plan in place that addresses their next learning goals. Heads of School are undertaking moderation and monitoring of this.

2.2 Risks/threats within this current time/context:

- Pupils and/or staff test Covid – 19 positive.
Schools are supported with a dedicated Public Health England helpline to advise in such situations. The bubble approach supports managing infection spread and tracking any infection pathways.
- Key personnel are ill and/or unable to work.
This scenario has been considered at other times and leadership is distributed to compensate for this. We are aware of where we could seek school business support if needed. Headteacher has had 2 days of absence to support son’s hospital visits; this is now resolved.
- School is unable to open fully as an impact of staff absence.
We have a bank of supply staff who work regularly in school to cover staff absence. I predict there will be times in the term ahead when even with this in place, we do not have enough skilled staff in the building to fully open all classes. This has been a reality for 3 infant classes this term. We have used supply staff where we can, moved staff from other classes (observing the need to maintain bubbles as far as possible) and have, ultimately, had to ask pupils to attend part time. This has happened for 2 weeks in 2 classes (pupils attending for 3 or 4 days a week) and throughout October in a further class (pupils attending 2 or 3 days a week). We are currently recruiting to both our contracted TA positions and to our supply team to further support this risk. SLT are considering how to support pupils and families if classes are partially open.
- Further national/local lockdown
This seems unlikely as Government advice is schools stay open in Tier 1, 2 and 3 areas. The school has experience of running with just vulnerable pupils/majority of all pupils and all pupils throughout this period and is well positioned to put in to place one of these operations if need be.

3.1 School data:

On roll in each department: Nursery - 5 Infants – 34 Juniors – 27 Seniors – 29 Faculty – 20 Total on roll	<u>23/10/20</u> 115	<u>18/11/19</u> 112
Pupils eligible for free school meals and pupil premium	TBC	March 2019 – June 2019 35 –PP(deprivation) 1 – PP (adopted from care) 12 LAC PP
	Term 1	Terms 5 & 6
Attendance	86% (this was analysed by East Sussex following DfE returns)	86%

“Looked after” children (eligible for pupil premium)	11	12
Pupils needing a safeguarding plan Child protection plan: Family support plan:	0 8	1 3
Pupils with behaviour that seriously challenges or severely restricts learning: List A (no of pupils:5) List B (no: of pupils: 12) No. of behaviour related incidents (non A/B):	Data not available	Incidents 11 61 44
Number of injuries related to behaviour	As above	50 Self 2 Staff 27 Parent 2 17/pupil/student
Accidents (number requiring hospitalisation)	Data not available	99 Staff 26 (1) Pupils 73 (1)
Pupils attending extended school clubs (cooking, junior, senior, FE)	0	35
Families being supported by Portage	1 (currently unable to home visit)	3
Number of permanently contracted staff employed	98	83

4.1 Teaching and Learning data:

4.1a At this time of year, I am usually presenting a range of data detailing outcomes for pupils to Governors to support self-evaluation and to judge school effectiveness. This is not fully available or necessarily helpful to the school for obvious reasons. Senior Leaders took the decision to analyse pupil learning from September 2018 through to March 2020 to give an 18 month indicator of individual and whole school pupil progress to ensure that outcomes and effectiveness as reported by Ofsted and the school remain relevant. This data suggests that pupil progress for the 18 month period was at least good for all pupils and outstanding for the majority.

4.1b Governors will appreciate that there is no quantitative data related to teaching and learning for this term. We will be in a position to report on pupil progress and the impact of teaching from term 4 onwards (depending on national context).

5.1 School Development and monitoring:

5.1a School development is included as a single agenda item later in the meeting.

5.1b Monitoring plan

Governors will appreciate that monitoring activities have had to have a different focus in this period. Monitoring plans (including self-evaluation) are being evaluated and re-established and will be available in Term 2.

Aspects due for external monitoring Terms 1 and 2 19/20 (yellow highlighted areas are complete/green in process)

- 2018/19 pupil outcomes data
- Leadership and management - ambition, vision and drive to improve
- Learning in lessons (moved to terms 3/4 for new Professional Advisor)
- Local Authority safeguarding review follow up

Aspects due for external monitoring Terms 3 and 4 (yellow highlighted areas are complete/blue in progress/green postponed)

- Safeguarding Audit
- Local Authority Health and Safety audit
- Core learning (English, Maths, ICT) – to be completed as part of SLES visit

Aspects due for external monitoring Terms 5 and 6 (green postponed)

- Review of post 16 curriculum

6.0 Pupils

6.1 School roll is currently 115 and we are receiving full place funding and top up for all pupils. We receive additional top up for 3 pupils who require 1:1 support to meet their medical needs as detailed in their EHCP. This funding is due to end at the end of this year and I am in discussion with ISEND regarding the need for this to continue. We have one pupil who has an allocated space for which we receive full funding. His needs are such that he is also allocated additional funding. Presently, this pupil is not attending and therefore I have agreed with ISEND that we will not request the additional funding at this time.

6.2 We have welcomed 7 pupils in to school for their Reception year. In addition, we have had 3 students join the Faculty from another school. These pupils are cognitively higher attaining than other pupils and I will continue to report at Governors Teaching and Learning Committee how we are meeting these pupils needs.

6.3 Nursery pupils have returned to the Nursery building. Nursery roll is currently low. This is due to a planned reduction to suit our staffing plan and as a consequence of the national context whereby ISEND Early Years have not been able to meet prospective pupils. I predict Nursery places will be full by term 3.

7.0 Staff – wellbeing, appointments, training and welfare

7.1 Staff wellbeing is addressed as a single item on this meeting's agenda.

7.2 A number of new Teaching Assistants joined the staff team in September and we are currently recruiting further. These are additional TA posts created in Spring 2020 as a response to pupil need.

7.3 Governors are keen to know the impact of change to role and support given to the Head of Faculty and Head of Lower School who effectively swapped roles in September. Both Heads of School meet with me weekly to discuss self-leadership, workload and priorities. Both Heads regularly meet with Barbara informally. Both have established themselves as credible leaders within their

new departments and are involved supporting teachers and monitoring pupil learning. Next steps for both leaders will be to explore and understand local and national contexts of their departments.

7.4 A comprehensive professional development and training plan is in place for the school year. I draw attention to the reality that at 5 allocated training days a year, we are challenged to cover more than basic and mandatory training in this time.

7.5 We currently have 3 members of staff within an absence management programme.

8.0 Resources – including finance, premises/health & safety

8.1 The 19/20 budget closed with an anticipated overspend. The exact amount of this is subject to final management by the accountants and is expected to be in the region of £15,000.

8.2 With Governor approval, we have set and submitted a deficit budget for 20/21. This shows a deficit of approx. £140,000. This shows the true running costs of the school and will be underpinned by reserves. It is challenging to show that we believe the school is currently under-funded when we submit balanced budgets and have reserves.

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

8.5 School improvement works undertaken over the summer break include personal hygiene facilities in one class and re-fitting kitchen areas in 2 classes. We are currently undertaking some small scale adaptations to give more teaching space and more storage space.

Kirsty Prawanna