

21 October 21

MINUTES OF THE SGC MEETING HELD AT 11:00 ON 21 October 21 AT MOUNT PLEASEANT SCHOOL

Present:	Wg Cdr A. Walker, CO BSW (AW) Maj I. Hart (IH) Mrs V. Stobart (VS) Mr G. Margerison (GM) Mrs Y. Bennett (YB) Padre J. Critchley (JC) Sqn Ldr M. Donald (MD) Mr Stuart Dickenson (SD) Mr D Crofts (DC)	Chair Vice Chair Head Teacher DCS/MOD Schools Representative Safeguarding Representative/BFSWS Independent Representative Parent Representative Parent Representative / STEM School Business Manager
Apologies:	Mrs K Steen (KS) Ms Ailsa Crichton (AC)	Director of Education & Executive Head of IJS Policy Representative

Agenda Item	Minutes	Action Required
1. Apologies	Apologies accepted from those not able to attend.	
2. Opening remarks by chair AW	AW - Briefly thanks everyone for attendance and welcomes SD new STEM rep.	
3. Matters arising from previous minutes	Action Points from meeting/minutes of October 2020 meeting: <ol style="list-style-type: none"> 1. Parent Charter and Home/School agreement remains a work in progress. 2. SGC update for school website is being worked on by IH. 3. Arrival of new teaching staff – all staff now in post and settling in. 4. Amendment of walk to school standing order – completed and new SO implemented successfully. 5. Amendment of CRF TOR to include representation on SGC – After consideration, not required as the short tour of duty would result in a new rep at every meeting. Current situation working well as VS now has half-termly meeting with chef. 	VS - work with incoming SGC chair re charter. IH - to work on website update
4. HT Report VS	Latest HT report already provided to SGC prior to meeting. VS - Invites any questions or comments. AW – Points out that safeguarding is an issue being worked on across BFSAI in order to align with FIG. MD – Asks if the arrival of new staff is having an impact.	

<p>5. Updated Policies VS</p>	<p>VS – As the new staff are all experienced teachers, they are expected to have a positive impact given the time to settle, especially as they are new to the MOD context.</p> <p>AW – It's positive that the school are seeking additional after school sports clubs, especially as the swimming pool is likely to be out of action until late 2022.</p> <p>AW – Asks if there is any update regarding computing and MFL.</p> <p>VS – Curriculum areas have only just been allocated to staff members so there should be an update later in the year.</p> <p>VS – The SIP continues to evolve as new priorities are identified. There are emerging priorities such as testing for children in EYFS, KS1 and 2 to provide national data stats.</p> <p>SD – Should acknowledge that this could be challenging as recent disrupted education means that many children are not used to 'seeing' that.</p> <p>IH – Aware that teaching staff have already started to introduce this into weekly teaching in preparation.</p> <p>VS – A new behaviour policy is being trialled, a working document produced by the teaching staff and will probably be amended as it develops. LSA input will also be requested.</p> <p>The policy deals with behaviours as commonly seen in UK schools which seems appropriate as MPS increasingly has to accept any/all children despite the limited local provision of support.</p> <p>The policy aims to make sure staff have a consistent approach.</p> <p>IH – Asks if the 'ladders' in the policy map/align with other policies such as safeguarding policy. For example, do the policies have the same 'response' to issues of bullying?</p> <p>VS – The safeguarding policy is taken from a DCS document adapted to be suitable to the needs of MPS. Can check that they match/are consistent.</p> <p>IH – May need some terms 'tweaking' - the safeguarding policy is very specific/defined.</p> <p>SD – Good to see a model of conflict resolution in place.</p> <p>VS – The approach also includes the child's family.</p> <p>AW – Most incidents would fall to conflict resolution under the behaviour policy, no need for everything to always be pushed under the 'umbrella' of safeguarding. Good to include the parent role into the policy.</p> <p>MD – The proposed parent/school charter could incorporate this too.</p>	<p>VS - will amend Behaviour Policy as required and seek input of LSA's</p> <p>VS - check that behaviour and safeguarding policies are consistent</p>
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<p>6. Morning Club VS</p>	<p>YB – Probably need to keep the two policies quite separate. Good to see a ‘restorative’ approach in use.</p> <p>MD – It would also be useful to have a ‘parent policy’ as they should understand their responsibility towards achieving acceptable behaviour.</p> <p>GM – need to acknowledge that the policies are linked but each policy needs to be clearly separate. The parent charter is an interesting idea but how it would be enforced would also need to be addressed.</p> <p>AW – Would need to establish if it would add value.</p> <p>MD – Perhaps would need to be a charter as opposed to a contract. A statement of what the parent can expect from the school and visa-versa. Not really trying to hold anyone to account but laying the expectations and boundaries.</p> <p>YB – Often a charter would be displayed at the front of a school, intended to support the school and staff.</p> <p>AW – Staff COC – sets the expectations of staff.</p> <p>VS – Also a legal requirement for teachers.</p> <p>MD – Staff-pupil relationships is a difficult area as so many staff have children in school and we live in such a small, close community.</p> <p>VS – The policy is very much about setting the boundaries in this respect.</p> <p>AW – Could the COC contain a reference to the whistleblowing policy?</p> <p>VS – There is also a WBP for DCS.</p> <p>AW – Could make sure that WBP is clearly signposted in the COC.</p> <p>VS – Context:</p> <ul style="list-style-type: none"> • MPS currently employing a number of LSA’s 08:00 to 08:45 to staff morning club. • Initially put in place for children of school staff but has developed such that almost every child in school attends. • In the UK it would be provided on a paid for basis. • DCS budgets are being cut. • Our LEC budget is being looked at. <p>MD – There would be a disadvantage to families who do currently work but would be unable to. Families would almost certainly be happy to make payment for the provision. The morning club should be seen as a huge benefit to working families.</p> <p>IH – A major issue is whether or not the school can actually staff it.</p>	<p>VS – Can the WBP be signposted in the staff COC?</p>
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<p>7. Roles of SGC & school visits. Forward planning</p>	<p>VS – As a number of current staff no longer wish to work at that time, there is a staffing issue. Also, owing to the number of children attending the adult to child ratios are a potential issue. This is also impacted by those parents who use morning club though they have no need to do so for work purposes.</p> <p>AW – Need to establish the ‘appetite’ from the community and establish what the cost would be.</p> <p>MD – Also, need to consider the benefit to BFSAI units, we have a pool of LEC talent that would potentially be unused.</p> <p>IH – We should also now take into account that the walk to school SO is successfully amended/implemented and we have flexible working patterns within BFSAI. As well as the issue of staff pay there will be further administrative cost and burden to consider.</p> <p>VS – School currently lacks admin support, having begun the third recruitment campaign for that role.</p> <p>AW – Need to research what the different options may be and find out what can be offered to satisfy demand/supply.</p> <p>IH – Also consider whole school impact, does education improve if children arrive in class in a more settled state?</p> <p>VS – Current LSA staff are struggling and have raised this issue, there are large numbers of children and a wide age range present every day.</p> <p>GM – A sensible approach may be a priority system such as: Children with dual serving parents – priority 1 Children with dual working parents – priority 2 Children with one working parent – priority 3 Etc.</p> <p>GM - Need to also consider ratio of staff. Reduced numbers would likely help staff. In line with other schools may introduce a charging model which would likely have the same pricing as other EDC (Extended Day Care).</p> <p>IH – Where does the money go, back to school?</p> <p>GM – No, EDC isn’t revenue generating.</p> <p>AW – Thanks again and welcome to new STEM member SD.</p> <p>AW – Formal visits have not been undertaken for a number of reasons this half-term and SGC should try to arrange visits during the next half-term.</p> <p>AW – Requests possibility of a tracker to try and populate with a schedule of visits</p>	<p>VS – To establish parent view re morning club provision. Determine feasibility of provision in light of staffing. Is a ‘paid for’ option realistic?</p> <p>All SGC - to aim to make visit to school during next half-term</p> <p>DC – provide a tracker</p>
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<p>8. AOB</p> <p>9. Date of next meeting</p>	<p>VS – will need to elect a new staff rep</p> <p>YB – Will be assisting with safeguarding training in school and will also assist in the teambuilding event on 04th November.</p> <p>YB – Is in contact with DCS safeguarding lead Kim Harrison.</p> <p>IH – Has been contacted by Lauren Studdart who has expressed an interest in working with a toddler’s group either in the Families Community Centre or school.</p> <p>VS – Will need a MOD DBS check and may be able to adopt a ‘partnership’ approach with EYFS teacher.</p> <p>IH – Awaiting an official BFSAI response regarding funding a sensory area in Families Community Centre.</p> <p>IH – MT are keen to attend school for a road safety session.</p> <p>VS – Currently trying to organise a date with MT.</p> <p>MD – Asks for any school feedback about walk to school SO.</p> <p>VS – Unaware of any issues and seems to be working well.</p> <p>MD – The walk to school initiative is generally appreciated and is helping to develop independence in children.</p> <p>MD – In contact with 905 Flight with regard to a whole school photo.</p> <p>IH – Maj Bale is also trying to organise classic style school photos.</p> <p>AW – EHE (Elective Home Education) is currently being looked at to make sure there is alignment between BFSAI and FIG policy particularly with regard to the MASO process. Looking at who is responsible for costs and asks if there is currently any latitude from DCS with regard to assisting with costs?</p> <p>GM – This is not within current policy.</p> <p>Date of next meeting is to be confirmed, possibly week commencing Monday 14th February 2022.</p> <p>AW – Thanks everyone for attendance and closes meeting.</p>	<p>VS – to elect new staff rep</p> <p>VS - to see if a toddler’s group can be facilitated</p> <p>VS – organise road safety session with MT</p> <p>MD – assist whole school photo</p>
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