

08 December 2023

MINUTES OF THE SGC MEETING HELD AT 11:00 ON 08 December 2023 AT MOUNT PLEASANT SCHOOL

Present:	Wg Cdr A. Dowds CO BSW (AD) Mrs V. Stobart (VS) Mr R. Bucknill (RB) Mrs K. Steen (KS) Mrs K. Stevens (KSt) Mrs Michelle Hill (MH) Sq n Ldr T. Dean (TD) Mrs S. Quarton (SQ) Mr D. Crofts (DC)	Chair Head Teacher DCS/MOD Schools Representative Executive Head Teacher FI's Schools Safeguarding & SEND Representative/BFSWS School Teacher Representative Parent Representative Independent Representative School Business Manager
Apologies:		

Agenda Item	Minutes	Action Required
1. Apologies	No apologies.	
2. Opening remarks by chair AD	AD - Thanks all for attendance. Recent visit by Head DCS and ACEO (ROW) was very positive.	
3. Matters arising from previous minutes	AD - Action Points from meeting/minutes of 07 July 2023: SGC visits timetable has been actioned and will be discussed later in meeting. A Friends of MPS group is in discussion and on-going. Mrs K-H has expressed interest in being involved.	MH to progress Friends of MPS group if sufficient interest in New Year.
4. ACEO (ROW) Visit Report RB	RB – Thanks all involved for the support in arranging and conducting the visit, which provided overview of school function/performance and insight into living in the Falkland Islands as well as completing functions of core visit programme. Highlights: The school is providing high quality education. Personalised learning takes place in small class sizes. Teaching staff are skilled professionals. Pupils make excellent progress. Pupils are happy and thrive. Learning environment is calm and purposeful. Parents are positive about their children’s educational experience. School SEF is accurate and reflects that MPS is a good school. Next steps are in place to bring consistency, as indicated by next steps for handwriting, sequencing. New and updated policies are a further indication of consistency being embedded.	

<p>5. HT Report VS</p>	<p>Teaching & Learning Advisor will be visiting next term to check the breadth and coverage of the curriculum. School is managing small classes and ensuring good learning. Overall is moving forward well.</p> <p>VS – provides key points from HT report.</p> <p>SIP has been RAG rated.</p> <p>Having a smaller SGC comprised of personnel on continuity tours has been helpful.</p> <p>Pupil numbers – DCS falls under RC and, owing to budget constraints, staffing in schools is to be on a basis of 1 teacher to 24 students. Service Level Statements are being drafted but 1:24 would have serious implications for the educational provision at MPS.</p> <p>This has now been shared with DCmd and OC BSW.</p> <p>HT has also discussed with STRATCOM, Deputy Director of Overseas Bases (Mr David Adair visited school) who verbally stated that 1:24 would not be supported.</p> <p>However, DCS budget is controlled by RC not UKSTRATCOM.</p> <p>RB – There are financial constraints upon DCS owing to a reduced working budget. This impacts ability to staff small schools in remote locations. Previous staffing models would always mean that schools could respond to ‘surge’ demand. Service Level Statements need to reflect that a 1:24 ratio would have a large impact upon staffing arrangements and would provide a challenge, especially when replacing staff. This will need to be raised as an issue, if low teacher numbers would mean that school is unable to provide the best possible education. Need greater financial ‘trickledown’ from Army TL to RC to DCS.</p> <p>AD – Has also has discussion with Dep Dir OSB, who is adamant that UKSTRATCOM has sufficient control to make sure this doesn’t happen and is happy to ‘lean in’ as necessary. Currently, BFSAI housing is being increased and numbers on continuity tours expected to increase. Children’s education should not be disadvantaged by being overseas. Will be looking at other ways to fund employment of LEC’s such as school LSA’s.</p> <p>VS – would it be worthwhile the SGC writing a letter of concern?</p> <p>RB – Yes, perhaps wait a few weeks to see how things ‘play out’ and may write in New Year.</p> <p>AD – Will also contact the UKSTRATCOM Safeguarding Lead to make sure they are tracking what is happening. CBF would also be willing to write re concerns.</p>	<p>AD – Possible SGC letter of concern & contact UKSTRATCOM Safeguarding Lead</p>
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	<p>RB – Yes, keen for all such actions.</p> <p>VS – Currently only 2 mornings per week for 2-yr-old sessions owing to staff numbers.</p> <p>Interviews are scheduled for next week for 2 x LSA positions – as no candidates are level 3 trained VS will contact ROW Early Years Advisor to clarify position (can staff in training provide cover?).</p> <p>VS – Outlines current classes and teaching staff and Headteacher & Assistant Headteacher teaching commitments. Currently heavily depend upon utilising Mrs Wilson who is employed as Qualified Teacher Cover Supervisor. Staffing is currently stretched as far as it can be. In event of any staff illness – 2-year-old sessions have to be cancelled (statutory provision takes priority) and classes have to be merged.</p> <p>AD – Will the proposed new staffing ratios impact recruitment of new staff, e.g. as early as when AG leaves? Are there likely to be more gaps to fill and therefore even more pressure on staff?</p> <p>RB – Yes, that is our concern. Issue is not about anyone being made redundant, but, as staff leave they would not be replaced. The length of time taken to replace staff is also an issue, as it's necessary to go to the Establishment's Committee to seek approval for any replacement.</p> <p>VS – Outlines student data.</p> <p>Outlines community support provided by school to date.</p> <p>Invites SGC members to school Nativity.</p> <p>SIP – is mostly coloured orange (in progress/partially actioned and achieved) as is expected at this point in the year.</p> <p>Student reports together with individual attendance figures will be sent out next week. Parental guidance on student attendance has already been issued in the school newsletter.</p> <p>HT will meet with parents when student attendance is low.</p> <p>Minor works – Meeting between VS, AD and DIO required to progress this.</p> <p>H&S – DCS audit of H&S is due next year, 2 x staff have now completed IOSH training.</p> <p>Visits timetable – was shared with DCmd. Recent visit applications have been turned down as dates are unavailable.</p> <p>AD – Airbridge is busy to end of Feb.</p> <p>VS – Concerned that external assurance of the school will not be completed.</p>	<p>VS – contact ROW EYA to discuss Nursery provision/staffing.</p> <p>VS, AD to arrange meeting with DIO.</p>
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<p>6. Updated school policies VS</p> <p>7. SGC Monitoring Visits</p> <p>8. SGC Visit & Forward Planning</p> <p>9. Issues Raised</p> <p>10. AOB</p>	<p>TD – Please forward details to my team as may be able to help prioritise.</p> <p>VS – SIP and SEF made available to SGC for comment or question.</p> <p>VS – policies which have been due annual update and which are now put to SGC for approval: Behaviour – quite lengthy as has to cover all eventualities. Anti-bullying English – Is awaiting DCS phonics programme. Homework – shows how teachers are differentiating. H&S – based on DCS directive and template and has been shared with staff.</p> <p>SQ – Finance visit - no issues raised.</p> <p>KSt – Safeguarding visit – self-assessment was completed, no concerns. All being done that can be.</p> <p>VS – are awaiting a DCS Safeguarding policy.</p> <p>RB – May be available January, but understands it is awaiting approval.</p> <p>KSt – SEND visit – looked at bespoke individual support plans for children. No issues raised.</p> <p>KS – Curriculum visit – thanks HT and AHT for a great visit. Saw coordination of what happens in classroom with SIP. Children encouraged to be independent. Children are engaged.</p> <p>VS – possible dates for next visits: 01/02/24 – SEND 12/02/24 – Safeguarding 26/02/24 – EYFS</p> <p>Science, geography and history dates TBC.</p> <p>VS will email suggested dates to SGC.</p> <p>VS - TD is awaiting D&BS check to be completed, can arrange a visit and will be accompanied.</p> <p>VS – Suggests SQ to complete a H&S visit in conjunction with THSO prior to the DCS H&S audit.</p> <p>AD – there is a new EP Officer, Oliver Nixon, in post who may be able to help.</p> <p>None</p> <p>VS – General thanks to all staff for efforts since staff numbers have reduced.</p>	<p>DC forward visit details to TD</p> <p>VS email visit dates to SGC</p>
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<p>Date of next meeting</p>	<p>AD – Has also, on a personal note, been impressed with how staff have coped and covered ‘gaps’. Both MH and AHT have impressed with support offered and demonstrated how well they know the children.</p> <p>AD – The JEC now have StarLink operating, though not for work purposes – only for educational purposes, including spouses’ courses which the ‘teacher community’ may also tap into.</p> <p>AD – Length of time recruitment takes was raised with Dep Dir OSB. Looking to simplify process for LEC staff.</p> <p>AD – Looking into what more can be done to improve/provide family wrap around care. More interaction/engagement with Stanley, such as joint sports events, opening up the BFSAI Christmas party. VS – DCS don’t currently fund wrap around care. RB – Service Level Statements need to set out what wrap around care and 0-3-year-old provision is actually provided. Setting out what costs are and what funding is needed.</p> <p>AD – Issue of secondary education has also been raised with Dep Dir OSB. Education in Stanley is excellent and keen to get provision started, continuing to push for that. Possible start date is March 2024.</p> <p>AD – From Jan 2024 MPC will become a trial site for allowing couples in long-term relationships, who will get the same financial package. This may also increase the numbers at MPC.</p> <p>RB- thanks to all for supporting the school, thanks to whole school team – provides an environment in which the children flourish.</p> <p>Next meeting is planned for 11:00 hrs on Friday 15th March 2024</p>	
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