

Notes from Parent Meeting

Tuesday 14th May 2019 6.30pm

Present from SLT/Govs: J Holt, C Pitt, L Drake, E Steele, M Hughes, K Leggett (Chair), C Ball, T Gregory, J Burroughs, P Winstanley, G Lupton

Staff: VJ, TB, JG, KM, RD, JD, SH, GS, ST, CC, JB, SB, SB, SS, AS, TP, SL,

LA: Kim James

Parents: attendance log available - 86 signed in

Notes:

GL opening comments, introduced self. Introduced the panel at front, explained format: opening statements, Q and A, closing remarks. Thanked staff and GB. Specific questions re child/staff please do not raise tonight, not appropriate.

JH opening statement. Please see additional document.

KL opening statement. Introduced self, stepping down in July – this decision was made in September – end of tenure. Governance role:

- Vision of school, totally inclusive of all children, development of all and their potential,
- hold Head and rest of SLT to account, strategic not day to day operation of the school, Ofsted report questioned GBs effectiveness,
- Financial/ value for money (spend budget wisely)
- Increasingly responsible to the parents and community – pushing better communication.

Discussed role of governors in safeguarding and training plans for all governors. Noted that all had read the Keeping Children Safe in School policy in September. School commissioned LA audit of safeguarding completed in [February]. Report said everything was fine. Report was provided on second day of the OFSTED inspection.

LA Kim James explained her role.

Questions from emails, thank you for those.

Leadership team are SLT: JH, EM, KM, CP. EYFS lead is J Grierson, middle leaders are R Dunstan and T Gregory – roles are teaching of English and maths respectively, responsible for the development of plans for subjects across school, and monitored of those subjects with Govs.

Did Govs hold LT to account effectively? – yes, Ofsted felt Govs knew school well, but felt school was ill informed in some cases. School commissioned LA to carry out Safeguarding audit in Feb, no significant issues found, we have now questioned this – issues would have been dealt with before Ofsted arrived, if know about them.

Safeguarding training for Govs – 4 Govs fully trained, course for all scheduled for later this month. September 2018 – ensured all Govs had read the key documents to do with safeguarding. Ofsted felt this was insufficient.

KJ – introduced self – lead of school improvement, in post since September. Attended day 2 of inspection, LADO was already here supporting, colleague came to final Ofsted feedback as well. Report – word limit on report so can't get full picture, urge parents to see beyond first page – some real strengths in the report. Read out positive sections of report. Noted the considerable strengths in the report, particularly around quality of teaching, learning and outcomes for kids. Noted that the report in these areas compared to schools that are overall rated outstanding. Quoted from the report about 'a love of learning' and 'a buzz in classrooms. Reassured that quality of teaching, learning and outcomes in whole school is good, above average results.

Explained how the ratings in safeguarding affected the overall rating. Because 1 paediatric certificate was out of date in early years, the statutory welfare measures had not been met. Hence an inadequate rating in early years. This raised questions on Leadership and management and personal development and welfare, both of which were judged inadequate. Overall then rating was therefore inadequate.

Discussed that Ofsted framework and how it has changed over the time since Charlbury was last inspected (2015). Ofsted had not been back before then because review of data showed school to be strong so not inspected sooner. Safeguarding culture is now much more prominent. Noted that a new Ofsted framework has been published today (14th).

Noted the need to think about what next. School was rated as Inadequate and needing 'significant improvement'. Due to capacity of Head and Govs, outcome is serious weaknesses, not special measures. Ofsted judged Head and Govs to be capable of resolving failings.

Under the 2016 Education Act, Law, – an Academy order will be enforced-it cannot be revoked. Process takes 9 months. When a school becomes an academy comes under the Regional Schools Commissioner, no longer LA. In contact with RSC now to start process, LA will exert influence over which trust CPS will join. Number of academy chains locally, some on pause, some take "good" schools, some never taken a school with inadequate rating. KJ will do her best for CPS. When further information is available, it will be released to parents.

Report on Ofsted website today, LA now has 10 days to review the report and write action plan to assist CPS in process of improvement. She will also formally trigger the Academisation process. Send to Ofsted for approval, in 3-6 months Ofsted will return to school for 1 day visit and judge whether or not school is achieving what is on action plan. School has already created action plan and working on it as well. External review of Govs will also take place due to some criticisms in Ofsted report of Govs, review spending of pupil premium and its impacts.

LA has added in safeguarding support and additional SEN support and LA also helping out. 6 weekly strategy meetings will take place between LA and school SLT.

When academy takes over, should be seamless, you won't notice much difference (perhaps a change in school headed notepaper). Work closely with academy chain. Parents will be invited to meetings involving new academy chain.

In contact with other schools who have been judged inadequate and now good, JH is already in touch with other schools. Ofsted grading badge drops off as soon as become academy, Ofsted will not inspect for another 3 years.

Recruitment questions – JH always had good response when looking for new staff, can't see that changing. Would hope that new candidates will still see us as a good school and want to teach here. KJ – CPS are able to recruit NQTs as Head is deemed capable.

Who are groups not monitored closely enough, who in charge of process and how dealt with? – JH - SEND group and Pupil premium, EM in charge of this process but still off for personal reasons, JH deputising with help from outside (LA). Pupil premium review in June.

Questions from floor:

Q: Parent: Didn't answer Qs re quality of recruitment really, Mr G leaving at end of year, daughter going into year 1. What are you doing to deal with this? Saying its unfortunate and you hope it will have no impact is not good enough. What are you going to do to recruit quality teaching staff?

A: KJ – when candidate looking to apply will look at all data and will see the outcomes and quality of teaching and learning are all good. No guarantees, but schools deemed inadequate in all areas this would be very different situation. Won't recruit if not find suitable person. JH – may well be moving staff members around, so Year 1 teacher may already be employed here.

Q: Parent– safeguarding is protecting children from all types of harm (sexual, physical, emotional and neglect), this should have been picked up by systematic keeping of records. Since this was not happening at CPS how can you justify saying no child been harmed - there is no evidence to support this.

A: KJ – LADO came into school number of times and all childrens' files have been systematically inspected by number of different professionals. They have worked with the Multi-Agency Support Team (MASH) in the council and social care to systematically scrutinise all files.

Q: Parent –Still sense complacency from panel and Govs.

A: KJ offered to speak to the parent after meeting. JH Noted that she was not being not complacent – DSLs are EM, JH, KM and CP will be later this week. It is not all aspects of

safeguarding that were criticised, taking it very seriously. KJ – safeguarding covers number of different areas from recruitment onwards.

Q: Parent – Feels like you are side stepping the issues by just talking about training. Are there children here suffering abuse that has not been picked up, that is what seems to be stated in Ofsted? Its about records and culture –deserve better.

A: KJ not understating the importance of the issue. JH – all staff receive generalist safeguarding training every 3 years, online PREVENT training – all up to date. DSL do further training, there were 3 DSL, and one certificate was out of date – this what Ofsted picked up on. Staff said they felt bombarded by Ofsted, they do know their stuff

Q: Parent – did you challenge statement in report?

A: Yes – number of statements in report were challenged.

Q: Parent – what training is there for Governors, is there anything you accept as not being up to standard? Trying reconcile the report with the reality

A: KJ – yes accept findings, all Govs have generalist training. KJ – safeguarding gov will do DSL course, as part of action plan for LA and school. Through governance review will produce a safeguarding monitoring plan, and make sure they get more training.

Q: Parent – recognised a lot in report from her experiences at CPS, don't feel like addressed culture and communication problems and attitude of SLT and Govs. Issues re managing safeguarding and bullying, does not feel they are effectively monitored, documented, no feedback is given on any changes – there is no parental interaction. Lots of parents feel they are not being heard when talk about problems that are taking place. Sounds like complacency that you want to tick the forms to make Ofsted happy. Its about communication and relationships with parents and it needs to change.

A: KJ – communication key, Govs can report monthly to parents to keep you informed.

Parent – it is regarding individual students, report reflects problems in this area, can't say its ok if there are no records to support this. Communication is a key issue. Individual childrens' needs on bullying and safeguarding are not being met. Things are not documented. There is a lack of comms between the SLT and the parents. The report notes failings in that area. Even with the governing board there needs to be improvements in communications. Need to step it up.

A: JH - Complaints policy on website, must do this if you are not happy, don't be silent.

Q: Parent – to LA, you noted that some areas of the report could have been rated outstanding - why was teaching and learning not rated outstanding?

A: KJ – Ofsted look at framework and decide best fit in terms of grading. KJ some of comments are same as outstanding schools.

Q: Parent -to KL, what does overreliance by Governors on school information mean, sounds dystopian?

A: KL –On an annual basis, Safeguarding Governor does a safeguarding review, Ofsted interpreted it as listening to Head too much and not probing more. No excuses, we are not experts we are volunteers. However, we did commission an external report through the OCC Local Authority Designated Officer (LADO) on Safeguarding. We feel failed by the report from LA. Not misled by school.

A: KJ – I always want Governors to ask “show me” they need to see the evidence.

Q: Parent– what does it mean to become an academy?

A: CB – Another meeting will be scheduled re academy.

Q: Parent – But surely there is more than one person looking at safeguarding – checks and balances. Gobs need to be holding SLT to account, how keeping things.

A: KL - there is a safeguarding governor, and the report goes to governing body as a whole; need to check if we are asking the right questions to pick everything up. The LA report failed us. We have written to the LA to complain – this does not just affect CPS.

A: KJ comment on LA audit that failed – did not look at every file. Chair has complained to the LEA and there is an external review to look at their work.

Q: Parent - Issues re bullying raised over the last 3 years – what guarantees are there that people are being listened to. Have emailed JH with suggestions and feel been ignored. Not heard from you in a year. Recommended theatre companies who can do workshops regarding bullying, thinks they are appropriate – works with pupils and staff. Repeatedly raised things and repeatedly ignored. What guarantee can you give that children and parents will be listened to in future on this issue?

A: JH – not ignored comments, already had ‘Make me Smile’ come into school already working with years 6,5, and 3. There are other workshops being looked at. Was booked onto Mental Health and Wellbeing course but cancelled due to Ofsted inspection. Things have been done and will be done. Talk about growth mindset. Already talked about working party being

formed on this issue with pupils, parents, governors and staff to move forward on this. We want to improve.

Q: Parent – children are happy. Feels like 80% good 20% bad – school continues to talk about 80%, but 20% is the most important because safeguarding affects the welfare of our kids, in particular around bullying. Not satisfied that the cultural change that needs to take place with SLT has happened, not happy how this is being dealt with.

A: KL – recognise there will be a cultural change but this takes time, balance what is bullying, need children to be resilient as well. What is acceptable behaviour and what isn't – part of action plan.

Q: Parent – What went wrong? JH talked about the gap between safeguarding policy and practice – what went wrong and why?

A: JH – difficult to answer, JH name on policy but another member of staff working with the kids and families concerned – first difference. Sensitive area due to confidentiality.

Q: Parent – part of training was keeping records surely?

A: KJ – every adult undertakes training; all staff should be aware of responsibilities re safeguarding, general record keeping not as good as it should be, this should be monitored better by Head and Gobs, support given by LA.

Q: Parent – will becoming an academy have impact on excellent education children receive here?

A: KJ – process should be seamless, shouldn't make any difference to your children, local first approach so not go with one of large chains. Academy may take all money and only keep a small slice for back room functions, can vary 1.5-5%.

Q: Parent – support given by MAT could be more than an LA provides, MAT provide huge support in number of areas.

A: KJ – some MATs small, some large.

Q: Parent – no Ofsted for another 3 years if become academy – however, this gap is not reassuring. How do we know everything has been acted on?

A: KJ - Ofsted will come back between 3 to 6 months, St Gregory the Great had Ofsted every 3 months, other schools not so frequently.

Q: Parent – are there other mechanisms via academy or LA to monitor and reassure parents?

A: KJ – LA will be doing 6 weekly visits will be reported back by Govs. Look at outcome data; look at the Headteachers report; put summaries on the website.

A: JH – would like Ofsted back, early days but if become academy can retain URL, would like that as it means we are inspected by Ofsted – don't want to wait 3 years, want sooner. Get "good" rating back before move to academy preferable.

Q: Parent – will school talk to children re what is happening with school, as children picked up on some things?

A: JH – good point, do it class by class rather than in an assembly, work with pupil councils.

Q: Parent– suggestion as volunteer, good if all volunteers undertook safeguarding training at school.

A: KL – very good idea, not sure if can open it out to volunteers. CP – yes will do as can run training session.

Q: Parents - Teaching not challenging pupils, links to middle leaders this was picked up in the previous report– what are plans around this?

A: KJ – part of support given by LA will be to develop middle leaders, and targeted work with pupils not just maths and English to ensure more reach greater depth. JH – we are above national for our greater depth, but want to push it in all areas to whole curriculum. KL – one Gov is a very experienced mentor in education sector, she will be very involved in moving forward with developing middle leaders, meetings already happening.

Q: Parent – what will be the pathway when reach year 6 change if become academy?

A: KJ –still have free choice where your children go.

Q: Parent - Qs re behaviour, report reads like pupils not behave well around school, but do in class. Not aware of what is acceptable behaviour, a culture of tolerance and kindness, - particularly in the playground, school rules etc.

A: JH and KL – review on policy will take place.

Q: Parent – Kids are happy but found description of school’s vision flimsy. What plans in place to look at this?

A: KJ – part of work of school is look at vision annually, perhaps parent group could be involved in this.

A: KL – yes, behaviour should be part of the vision.

Q: Parent – as parents how can we part of the conversation moving forward?

A: JH – tonight is part of it, academisation discussion to come.

Q: to parents LD – what would you like?

A: Parent – emails great, active conversation, another meeting in 2 months time?

Q: Parent– to KL – Ofsted said you should have done more, what do you recognise as should have been done?

A: KL – to do with safeguarding, found GB short. Felt GB hadn’t probed enough into safeguarding records, Gobs should have picked up on problems.

Q: Parent– what is school doing about failings in SEND?

A: KJ – reviews by external will happen, not just about intervention, about quality of teaching and learning. Goes to Gobs. About school implementing the provision as well – need reassurances that children with SEN will be provided for properly. JH – starting next week have external professional coming in to advise and help with SEND, 3 half days already booked in addition to the review.

Q: Parent – Why was wait for report so long?

A: KJ – report quality assured 3 times if inadequate, Easter hols and election got in way – no report issued due to this.

Wrap up: GL – email any further questions through enquiries@ address, and these will be answered.

JH – summary of notes will be published, not complacent at all, recognise swift action needed, some already done but more work needed.

Staff were thanked for attending and staying late. Resounding support shown by the parents for the teachers.