

All Through Academy Sub-Committee Meeting



Sub-Group: Pastoral Group

Date: 02.12.20

Attendees: Sandra Slocombe (Chair), Liz Gregory, Andrew Marshall-Aherne, Adele Rice, Wayne Baker, Katherine Ogden, Dan Nicholls.

Time: 16:00

Actions for members of the committee

- First of Pastoral sub group. Last week's Curriculum meeting worked very well. Sandra is Chairing this first meeting however this will be the last meeting for Sandra as she is ending her Term as an Academy Councillor at the end of the year. ~~KOnAN~~ advised that she would be in and out of the meeting due to a Covid issue at the Academy.
- **Terms of Reference:**
- The Terms of Reference were confirmed.
- **Behaviour update:**
 - Currently Acorn and the Secondary phase record behaviour on separate systems; from January all will use the PARS system.
 - There have been 31 behaviour incidents within Acorn since September however; current recording doesn't provide any detail. 2 homophobic incidents and 1 racial. All children involved are being supported, as it is felt that these incidents have risen from exposure during lockdown.
 - Behaviour within the Secondary phase has deteriorated with 196 behaviour consequences in Yr7 (T1).
 - Term 2 data shows an unfortunate increase of basic classroom disruption;
 - Yr7 - 366
 - Yr8 - 1068
 - Yr9 - 1079
 - Yr10 - 1335
 - Yr11 - 972
 - Yr10 & 11 have more truancy issues, and detentions have been issued.
 - Staff are logging more consequences than rewards, but are trying to balance this.
 - The class buddy system has been unable to continue due to Covid.
 - We recognised that Yr5 behaviour issues were more frequent during social times, therefore SLT worked with Thrive and are seeing an impact with less behaviour points and are handing out awards during lunch for good behaviour. ~~KOnAN~~ is located at Acorn for half the week.
 - The Academy ethos is Work Hard, Be Kind.
 - There is a behaviour working group set up with staff from each phase.
 - **Malteser Moment (Secondary)**
 - A new initiative for staff to recognise good behaviour from students, in the moment. Students receive a small pack of Maltesers immediately, and a letter is sent home. We are automatically notifying parents/carers with positive moments instead of only contacting them with negative information. We are looking at how to implementing Acorn/Oak Awards for Excellence. Students have been positive about this.
- **Behaviour Report - Vulnerable:**
 - We are reminding staff of the Trauma Informed Behaviour Method; explaining that there is more to a child than the behaviour in class. Staff should look at the child as a whole, what is causing the behaviour. We don't want to remove or isolate the

child, and ensure that staff realise there is more going on in a child's life and the behaviour is not usually a personal attack. We need to correct the behaviour instead of constantly sanctioning; we are trying to remain fair.

Truancy

- Truancy remains high in Yr11 although the detention sanction has only been in place for 4 weeks. Students have been missing tutor time as they believe it is not important; the detention is to pay back the learning time. Persistent Truancy has decreased.
- Part of the reason for removing our isolation room was to stop shaming students. SLT is used to deal with disruption and our Heads of House work across all year groups. Any sensitive information is given by the Head of House to the student class teachers only via CPOMS/PARS.

- **Policies**

- Attendance policy – Confirmed
- Exclusion policy – Confirmed
- EDI policy - Noted

- **Attendance**

- Attendance is positive across the school. X code is used for students who are absent due to Covid, and we report date to DfE with and without the X Code.
- There is a clear plan on contacting families who are persistently absent. We are stressing the importance of being in school and sending letters and hosting meetings with these families. Our Education Welfare Officer (EWO) has been performing home visits and hosting virtual online meetings with the families. Our HOH team are working to reintegrate the students along with a part time timetable where necessary.
- We have recently removed the ability for any member of staff to implement a part time timetable for student. A PT timetable is usually implemented for medical reasons and only for a short time; we have reduced this from approx. 16 students to approx. 6 students.
- We have identified attendance patterns to understand the Persistent Absence and supporting those students.
- Our Pastoral Team have become well rounded at supporting the entire family and not just the child.
- Julie and Sarah have worked very hard to keep the attendance high – Thank you!
- The FTE (Fixed Term Exclusions) have previously been very high at KOA, is this still the case? T1 was high, but decreased dramatically in T2. We believe this is due to the readjustment of being back in school and implementing the behaviour consequences. More info at the next meeting.

- **Safeguarding**

- Adele, Sandra & Liz met last week (NB: Liz will take over as Safeguarding Councillor from 01/01/21)
- The Yr7 transition was very different to previous years and unable to host Summer School or any transition days. We ensured that we received all Yr6-Yr7 safeguarding information from Primary schools and ensured we sent the relevant information for our Yr11-P16 settings.
- It was challenging for our vulnerable students (who have been attending school throughout all lockdowns) to have the rest of the students return to school.
- We are sending weekly leaflets to parents/carers with information on online child safety. There is a concern with student language in Acorn and the games and video content watched during lockdown.
- We are working closely with families and our local Police Beat Officer as there has been an issue with Yr9 girls bullying.

- We worked hard during lockdown to build positive relationships with families but our safeguarding concerns have increased. We are encouraging staff to log everything (not all cause for concern becomes a safeguarding issue).
- There is a clear picture of school being a safe place for some of our students, and some become distressed at having to isolate. We need to ensure that staff are aware that they are a great source of support.
- All Safeguarding staff are able to make a PREVENT referral if necessary.
- We've had a difficult fortnight due to a staff member testing positive – [KOn-KOnN](#) has been the only Pastoral staff member on site with others working from home and meeting with students on Teams.
- **Staff Morale**
 - Staff Morale is OK – They are ready for a break. Catherine Walbridge has been great as the Mental Health & Wellbeing lead for staff and keeping in touch with everyone. Simon White has been line managing Virtual school and Katherine Ogden has worked non-stop.
 - All staff have stepped up and covered absences where necessary.

Actions for King's Oak Academy

- Bring FTE info to next meeting
- Update on Reward & Consequence

Actions to escalate to next Academy Council meeting

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Meeting closed at 17:30