

Minutes of the LAB Meeting

Held on Monday, 24th May 2021

<u>Present:</u>	Sarah Anderson-Rawlins	Dr Kim Taylor
	Jane Lancaster-Adlam	June Lechmere
	PC Daniel Grant	Callum Lawe
	Elizabeth Paul	

Sarah Anderson Rawlins welcomed everyone to the first LAB meeting for Riverside Meadows Academy, as part of the Horizons Education Trust, and Dr Kim Taylor, CEO for the Trust.

The LAB report has been circulated and today's meeting will focus on the amount of work that has been completed, plans moving forward and any other business.

Sarah Anderson Rawlins outlined the journey so far. The satellite school in Wisbech has been given its own identity within the Academy and is now Wisbech Green Capus. Staff, learners, and parents have embraced the changes on both sites. The names for both schools were chosen by learners and staff, and it has been quite an exciting process. Also, one of our learners, Anastacia Aldrich's artwork has been chosen and used for the new logo. We will continue to use the same social platforms to promote the school and part of the process will be our new website. We have had tremendous support from Alex Challinor, at Spring Common, and also E4 Education. The school will be looking at parent communication and how parent mail will be used as an important part of the communication between parents, learners and school, offering the opportunity to use Parent Pay, eg. trips, dinner money, etc. This will make our procedures more robust, affordable to parents and be in line with the Trust.

One of the recent major developments has revolved around the Wisbech school site and the move to a temporary site at Nene Park Infant School. This was following a visit from the Fire Regulation Service. It is anticipated that the Wisbech school will return to the main school site by 2nd July. Staff have worked tremendously hard to accommodate the changes that have taken place involving the move to a temporary site. Kim Taylor is also working on the new school building project and this is now at Stage 3. This will be a site that will accommodate 60 learners.

Jude Lechmere asked if this would be a 'stand-alone' school. Kim Taylor reported that this decision will be made by DfE and LA. Sarah Anderson Rawlins will be influential on this project moving forward. A lot of progress has been made since 1st May 2021, and this will eventually provide Wisbech Green with additional placements and increased community presence. The school will remain part of the Trust and link to the Riverside Meadows St Neots site.

Curriculum

Hazel Gering has worked on the data, as seen in the report, and is working on different areas of the curriculum. As a school we are investigating three pathway curriculum areas to offer: Therapeutic/Vocational and Academic. It is important to get this right and be mindful of using the Therapeutic pathways to encompass the curriculum in a nurturing and holistic approach. There are areas of this already happening, but this clearly needs to be a lot more structured, defined and evidenced. This will depend on learner SEMH needs but looking at learners being able to move between the

different pathways as identified. There is still a lot of work to do, and decisions will be made with staff, and further research into SEMH schools. This will link into Ofsted guidance and support into learners' adulthood. The sequence for this curriculum needs to be clear and show parents and learners how progression will be made. The school is looking at different ways to evidence this and we will be starting to use Blue Books where the learners' journey in school will be recorded using photographs, etc. This will be a recording system that will support learners on recognising the work and activities they have taken part in and will be a good tool to show Ofsted what has been covered both inside and outside of classroom.

Jude Lechmere enquired about the support available with the options moving forward through a broadened therapeutic approach, as historically there has been limited scope. Sarah Anderson Rawlins replied that the school will be looking into linking with other organisations/support bodies both locally and nationally to develop the mental health programme, with the support of Beau Roberts, and her experience, taking a central role within the school pathway. The school is very excited about this new area and needs to ensure that the resources and support are in place.

Health & Safety

This is one of the areas highlighted by both staff and the Trust. Meetings have taken place at both school sites with Kim Taylor. The priority was to introduce a Health and Safety template for staff to take over and to identify and write up hazards. It has been helpful to have a total overview of the school. Kim Taylor has been instrumental in implementing this in both sites ready for site staff to take the lead. A lot of work has been actioned by both Kim Taylor and Sarah Anderson Rawlins. Kim Taylor had been able to identify needs through due diligence and these were put in place through TBAP purchase orders prior to transfer. This will see an openness on Governance and Leadership across the school, and people will report and see outcomes, providing greater ownership.

CPD

An outline of CPD can be seen in the report.

- Fire Warden training has taken place following a review at both sites. Staff are now in place at both sites.
- Dyspraxia training had been identified for learners at the St Neots site.
- Both in-house and external training has taken place to support curriculum, teaching & learning, and mental health support.
- Behaviour System and ways to improve

The St Neots site is moving away from a behaviour points system and introducing a more inclusive system. This focuses on the House system where the four Houses earn points towards activities. This change has emerged following Covid19, as it has been recognised that a more holistic approach was required to build mental health resilience, and concerns around anxieties. These holistic opportunities seem to be working well.

Wisbech Green has a slightly different demographic and Callum Lawe has created a behaviour system using a points system 0-5 which is averaged out during the day. On Fridays there is an assembly to celebrate achievements. Learners are spoken to about their targets, and this is addressed termly.

Attendance

The percentage is stronger at Wisbech than St Neots and further information can be seen in the report. This is an area that will be actioned moving forwards.

Safeguarding

A discussion was held around the current safeguarding issues in school. There are now two identified DSL staff members in each school, with other DSL trained staff members taking a lead on safeguarding CPD. SAR will remain Lead DSL across both sites. This will allow for information sharing to be more focused and for processes to be executed and actioned efficiently and enable outside organisations to know who they should be talking to. All staff can log concerns onto My Concern or use the green forms.

PC Daniel Grant enquired if the Wisbech site had input like his support at St Neots. Presently this is not happening. His time in school is now logged to support safeguarding. He also enquired about safeguarding issues around County Lines.

Jude Lechmere said she had personally been contacted by staff over the weekend regarding children and feeling they do not know what is going on. Sarah Anderson Rawlins said that staff had been explained to about the level of information that could be shared and provided with outcomes of processes/actions going forward.

Serious Behaviour Incidents

The school is working towards bringing down exclusions by moving towards an internal exclusion system. This has been staff led and is on an individual learner basis to avoid external exclusions. The aim is for learners not to feel rejected. It can be seen that exclusions are much lower this term.

Kim Taylor spoke about the many safeguarding issues around children being excluded, eg. do not know where they are, can become lost in the system, mental health issues, suicide or perhaps falling into criminal activity. The view is to be as supportive as possible and that may mean we need to get more resources to help. She said that Sarah Anderson Rawlins has worked hard to make the changes and we need to support children through to their future lives.

School is developing learners' respect for staff in general and finding ways for learners to enjoy what they are doing. It is identify ways to support and make individual arrangements for learners and for other children to recognise that there are individual situations.

There has been an increase in bullying around homophobic language. Learners have put in place an LGBTQ+ committee where they are creating power points and delivering these once a week in whole school assemblies at St Neots. Staff have been active in reporting and addressing bullying issues which is why there is a noticeable increase. The children are active in wanting to move forwards.

The fence has been raised to 10ft which has had a reduction in incidents.

Any other business

Kim Taylor has been pleased by the support received. She said it has been great to be involved and move forward in supporting the school. It is good to talk about the positive things happening in the school and community. In line with the Trust, moving forward the LAB will become the AAG (Academy Advisory Group). Kim Taylor said she would like to see the members within the AAG grow to include staff and parents.

Jude Lechmere spoke about the DfE and RSC being neglectful during the consultation procedure and was not particularly happy how they moved forward, seemingly going against policies and procedures. She stated that four other trusts had put themselves forward at this time. Kim Taylor replied that following a very rigorous procedure the Trust applied to RSC and this was accepted.

Jude Lechmere put forward the differences between Spring Common and Riverside Meadows and asked if the policies reflect the differences? Kim Taylor stated that the new policies have been approved by the Trust and she has permission to sign off by the Trust. Sarah Anderson Rawlins has had the opportunity to amend areas within policies to best fit into Riverside Meadows Academy. Both Spring Common and Riverside Meadows will benefit from these policies being in place. Staff will have the opportunity to see what happens in both schools and see the hard work in both settings.

Jane Lancaster Adlam thanked the Trust for the smooth transition saying, "this is a new chapter for the school and one from which we can now move forward, and everyone hopes that this is what will happen."

The meeting closed.

Date of next meeting: