

TLP Committee
Minutes of meeting held Wednesday 25th November 2015

Present : Rachel Attwell, Tracey Jarrett, Anna Korman, Katie Salvidge,
 Sarah Axtell, Claire McCann

		Action
1	<p>APOLOGIES Apologies had been received from Oli Rahman & Mark Keiller - these were accepted.</p>	
2	<p>OPPORTUNITY TO DECLARE BUSINESS INTERESTS None declared</p>	
3	<p>MINUTES OF LAST MEETING AND MATTERS ARISING (not elsewhere on the agenda) Minutes of last meeting had been taken to previous FGB meeting. No further matters arising.</p>	
4	<p>DATA ANALYSIS The HT asked governors for their views on the new (ARBOR) data reports that had been circulated to governors. All governors stated that they found the reports very informative, clear and useful. Of particular interest was the trend data. The committee looked closely at a number of reports including the Dashboard summary. The Dashboard summary highlighted the above average attainment in Year 1 phonics and stated that the school has 'no weaknesses'. Governors sought clarity that no key groups especially pupil premium/disadvantaged were under-achieving when compared to nationals. The HT reported that whilst attainment remains significantly above the national average we need to remain focused on narrowing both the in-school and national gap between disadvantaged and non-disadvantaged children. Governors noted a small downward trend in our KS1 results over the past three years and asked the HT for her views on why this had happened. One governor noted that as an inclusive school with some pupils with SPLD/High Need we would not necessarily be able to increase attainment year on year. The HT agreed and explained this was almost certainly attributable to differences within the cohort. Governors discussed the new interim end of KS assessments which are to be implemented. Governors asked the HT about target setting this year. HT confirmed that the LA were not requesting targets this year as interim assessments were in place. Governors asked the HT about the current Year 2 cohort and expected outcomes for the end of the year. The HT reported that with the increased expectations of the new national curriculum it would be a challenge</p>	

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	<p>to maintain high attainment. One governor asked the HT what measures the school were taking to meet the needs of this cohort. The HT reported that following pupil progress meetings interventions had been put in place and an additional teacher would be working in Year 2 for half a term after Christmas. She also reported that staff absence had led to difficulties with running some interventions.</p> <p>Governors thanked staff for their hard work and acknowledged their achievements.</p> <p>The HT reported that a detailed EYFS analysis will come to governors before the Christmas break, which will show our children attaining above the national average (GLD).</p> <p>One governor noted that there did not appear to be any improvement with phonic results for SEN group of children over last two/three years.</p>	EYFS Lead
5	<p>STAFFING</p> <p>A brief staffing update was given and the HT reported that there is an in-depth staffing report in her written report to FGB (2nd December 2015).</p>	HT
6	<p>ASSESSMENT UPDATE</p> <p>The HT informed governors that in April the government is going to choose schools to administer the interim tests early - if chosen you cannot say no. A discussion took place about the interim tests and governors raised concerns about their accessibility to children who were not yet fluent readers.</p>	
7	<p>PUPIL PREMIUM/PUPIL PREMIUM PLUS</p> <p>The policy is not due for review this year.</p> <p>Governors were directed to the most recent pupil premium report and the HT confirmed that provision for pupil premium/pupil premium plus children would remain very similar to last year.</p>	
8	<p>ANY OTHER BUSINESS</p> <p>Pay Policy -</p> <p>One governor asked if lesson observations were graded or not. HT reported that they were and teachers had been given the choice about whether to have grades shared along with the feedback that took place following observations. Another governor asked the staff governor present how the teaching staff felt about performance-related pay.</p>	

		Action
	<p>She said that staff felt that as there was not parity between classes in terms of prior attainment it was not fair if pay was directly linked to attainment. The HT confirmed that a progress measure <i>and</i> an attainment measure are used for accountability because of this. Governors asked about the link between pay and performance. The HT reported that adjustments had been made to the appraisal process to clarify expectations in relation to differences between the main and upper pay scales. Governors agreed to accept and ratify this policy.</p>	Agreed
9	<p>DATE OF NEXT MEETING To be agreed at FGB meeting 2nd December 2015</p>	