



City and County of Swansea

Minutes of the **Scrutiny Performance Panel – Schools**

Committee Room 5 - Guildhall, Swansea

Thursday, 15 February 2018 at 4.00 pm

Present: Councillor L James (Chair) Lynda James Presided

Councillor(s)

C Anderson
B Hopkins
L J Tyler-Lloyd

Councillor(s)

L S Gibbard
L R Jones

Councillor(s)

D W Helliwell
M A Langstone

Other Attendees

Alison Thomas
Cllr

Headteacher at Morriston Primary School
Vice Chair of Governors Morriston Primary School

Officer(s)

Helen Morgan Rees
Michelle Roberts

Head of Achievement and Partnership
Scrutiny Officer

Apologies for Absence

Councillor(s): S J Gallagher, S M Jones and M Sykes
Co-opted Member(s): D Anderson-Thomas

1 Disclosure of Personal and Prejudicial Interests.

None

2 Notes and Conveners Letters

Letters and notes received by the Panel

3 Preparation meeting with Challenge Advisor for Morriston Primary School

The Hub Head of School Improvement attended the panel on behalf of the allocated Challenge Advisor who was unable to attend. The following was noted from the discussion:

- The school was inspected in March 2017 and revisited again recently the school was in the statutory Estyn category and in need of improvement.
- It is receiving a Red support package that consists of 25 day support. They have also received support from other Headteachers. This heavy package of support is bearing fruit with improvement seen in both governance and

leadership. The school has shown they are keen to make it work and welcomed the support.

- Outcomes of the Estyn Inspection including what the authority already knew that there had been a lack of strategic leadership. The issue of safeguarding had been identified as needing particular improvement.
- School has had an acting Headteacher since the spring of 2017 who had taken over after two years of inconsistent leadership at the school.
- That improvement has accelerated since the acting Headteacher took the role. The school has been totally engaged with the local authority in both support and challenge.
- An Improvement Panel including the Governing Body has been set up that meets on a monthly basis with the purpose of accelerating improvement. The Team around the school has helped support the school to move forward.

4 Session with Morryston Primary School

The Acting Headteacher Alison Thomas and Vice Chair of Governors Cllr Andrea Lewis attended the panel to discuss the school's current performance and prospects for improvement. The following points were noted from the discussion:

- The school has responded to inspection findings/recommendations by:
 - Acted quickly seeking support and good practice from Cable Primary School
 - Looked at and remodelled staffing structure
 - Totally revamped Foundation Phase Provision
 - Work with Teaching staff to go through PIAP and linked it to timetables and monitoring
 - Team Around the Schools was established and monthly meetings with governing body. This has provided both challenge and support and all seems to be on track
- Vice Chair of Governors said the local authority support has been invaluable and that the governing body and the school have welcomed it. *We feel we are now ready for the next Estyn follow-up.* The Team Around School has had a very positive impact for pupils and staff. Systems much more robust and this is down to the hard work and commitment of the Acting Headteacher.
- Great support from parents and pupils. Developing a vision and reinforcing it has helped greatly. Recognise that it has been an unsettling time for parents and pupils with all the changes so we now need a period of stability and have time invested in them.
- Embraced the support provided by the Performance Specialists, also worked with other experienced Headteachers to improve our self-evaluation document.
- We also work with other schools to book monitor and scrutiny as well as in the school. Helping to identify strengths and further develop teaching and learning.
- Safeguarding – policies and procedures have been reviewed and changes made including health and safety issues including improving school grounds, reinstating the play area and improving the school environment inside. Far more clarity with Chair of Governors Lead for safeguarding and Vice Chair seconded. Controlled reception and foyer area introduced and changes to recruitment practices so they are far more robust.

- Minimising exclusion – school inclusive in nature, do everything can not to exclude. Prides themselves with working with children to prevent exclusion. Work well with the Pupil Referral Unit and halfway house and have successful transitions back into school. The school has 50% ALN with two special teaching facilities and a short stay observation unit. This and the transitional nature of some of the local community also meaning that mobility in and out of catchment is high.
- Pupil Attendance – at 93.5% at moment which is not where we want to be but have had pupils who are on part timetable and pupils from traveller community. Employed an attendance officer and pastoral officer from Pupil Deprivation Grant monies. Working closely with families and the Education Welfare Officers.
- Teaching and learning performance was raised by Estyn. Performance specialist has worked with school and literacy is now good. We worked closely together to move school forward.
- Headteacher said they have a strong governing body that does not shy away from challenge but also recognising when doing well.
- Governing Bodies' priorities – clear role of governing body and highest priority is improving outcomes for children at the school and supporting school staff at this difficult time and through the next inspection. Feel confident we are in a very strong place now.
- It was agreed that all the new processes and practice introduced now needs time to embed in order to see an impact.

Conclusions of Panel

1. Impressed with enthusiasm of Headteacher
2. Heard that staff, parents and pupils on board to deliver improvements
3. Believe the school now has a good knowledge of where it stands from its more accurate self-evaluation
4. School now needs a period of stability to embed developments
5. Overall pleased to see a strong leadership team at the school emerging, a supportive and challenging governing body and look forward to seeing improvements embed. Would like to make a follow up visit this time next year.

5 Workplan 2017/2018.

The Panel agreed that they would like to look at education performance in Science across Swansea which includes speaking to a Headteacher of a school that are excelling in this area.

The Panel will next meet on the 15 March 18 with the Headteacher and Chair of Governors from Bishop Vaughan Catholic Secondary School.

The meeting ended at 5.30 pm