

## Croydon Education Partnership Strategic Board Meeting

**Date:** Friday 8<sup>th</sup> December 2023

**Time:** 13:00-15:00

**Venue:** Croydon Clocktower

### Attendees/Membership:

NWh	Nick White	Independent Chair	Independent	✓
SD	Shelley Davies (Acting Chair)	Director of Education	Local Authority	✓
CL	Christine Lonsdale	Education Partnership Manager	Local Authority	✓
DJ	Debbie Jones	Corporate Director of Children Young People & Education	Local Authority	✓
RM	Roisin Madden	Director of Children's Social Care	Local Authority	X
MAS	Miriam Ananne- Sechere	Interim Head of Education Services	Local Authority	✓
MHo	Matilda Holt	National Management Trainee	Local Authority	✓
CLrMG	CLr Maria Gatland	CLr	Cabinet Member for Children and Young People	✓
NE	Natasha Evans	Teaching School Hub	Harris City Academy Crystal Palace	✓
NWi	Nicole Williams	Croydon Headteachers' Association (CHTA)	Coombe Wood High School	✓
JR	Jolyon Roberts	Schools Forum	Pegasus Trust	X
GLa	Gill Larocque	Pupil Referral Unit	Saffron Valley Collegiate	✓
JI	Jenette Indarsingh	Maintained Nursery	Thornton Heath Nursery School	✓
AC	Andy Crofts	Secondary	The Quest Academy	✓
MH	Markieu Hayden	Secondary	Norbury High School for Girls	✓
SW	Stuart Worden	14-19	The BRIT School	✓
AP	Ann Pratt	Primary	Park Hill Junior School	✓
GF	Guy Fairbairn	Primary	Monks Orchard Primary School	✓
DB	Dan Bowden	Primary	Greenvale Primary School	✓
GL	Glenn Lillo	Primary	Oasis Academy Ryelands	X
DS	Diarmuid Skehan	Primary	St Thomas Becket Primary School	✓
JC	Josephine Copeland	Primary	All Saints CofE Primary School	✓
KG	Katie Goodwin	Special	St Nicholas' School	✓
EE	Emma Edwards	Independent	Cumnor Houser for Boys	X
AG-M	Aimee Gaddes- Mitchell	PVI/Childminder	Little Apples Day Nursery	X
AG	Aleksandra Garaloska	PVI/Childminder	Modern Montessori International Ltd	X
NG	Natalie Garner	Further Education	Croydon College	✓
KD	Kam Dehal	Further Education	John Ruskin College	✓
TD	Professor Tara Dean	Higher Education	London South Bank University	X
MB	Mori Bates	Clerk	Local Authority	✓

### Agenda Items

1	<b>Welcome &amp; Apologies</b>	SD
	<p>Apologies received from RM, TD, EE, AG-M, AG, JR and GL.</p> <p>DJ was attending via Microsoft Teams.</p> <p>Vicky Wiltshire (VW) was attending as deputy for RM.</p>	
2	<b>Update on Chair Recruitment</b>	SD
	<p>2.1 SD informed the partnership that NW has now been ratified and is the independent chair of the Croydon Education Partnership. The board would like to welcome NW as chair. As this is an independent partnership, we can now move forwards together as one unit.</p>	
3	<b>Previous Minutes &amp; Actions from meeting dated 12<sup>th</sup> October 2023</b>	NW
	<p>3.1 Minutes were agreed by the board to be a true record of the meeting that took place in October with an amendment made to the minutes, such as the correct spelling of MA-S' name and the prospective venue of the December meeting.</p> <p>3.2 Actions were reviewed from the October meeting:</p> <p style="padding-left: 20px;">3.1.1 Every Board member to inform the clerk of a named deputy – carried forwards from July <b>ACTION: Board to nominate a deputy</b> <b>Update: MB to follow up with individual members a deputy is needed from.</b></p> <p style="padding-left: 20px;">3.1.2 To have an agreed upon strategy in place by the 31<sup>st</sup> December 2023 – <b>ACTION revised to be agreed by the end of the financial year</b></p> <p>3.2 Set agenda for the next meeting to be held at Harris City Academy Crystal Palace – revised to Croydon Clocktower. <b>ACTION – Completed</b></p> <p>3.3 It was requested to the clerk to organise actions within an action log, of which will be rectified at the end of these minutes. <b>ACTION – Completed</b></p>	<p>BOARD MB</p> <p>BOARD</p>
4	<b>Presentation of Proposals from Chair</b>	NW
	<p>4.1 NW presented to the board a series of Powerpoint slides containing a proposal for the priorities of the Partnership. The aim is to create an action plan using the responses from the Menti Meter results from October's meeting. This would be the first step in the process to help to identify and promote the priorities of the board for the year ahead..</p>	



	<p>4.2 According to the Croydon Education Partnership website, the priorities have not yet been filled in, thus providing the board with a ‘blank sheet’ starting point. NW suggested creating priorities through the GROW model (Goal, Reality, Options and Will) and, as part of the process, ask ourselves why we exist and what the mission will be.</p> <p>4.3 Based on the GROW model, NW picked out the following four goals from the Menti Meter survey:</p> <ul style="list-style-type: none"> <li>- Pride: CYP having pride in living and going to schools in Croydon.</li> <li>- Recruitment &amp; Retention: Especially SEND and behavioural experience.</li> <li>- Mental Health &amp; Wellbeing: Investing in mental health support for schools and reform CAMHS.</li> <li>- Support for SEND: Early identification of SEND and promoting collaboration.</li> </ul> <p>4.4 Additionally, there was also a response stating that a priority should be optimising alternative forms of funding, which is something we ought to keep in mind. One potential source of this could be via the partnership’s link to Schools’ Forum.</p> <p>4.5 NW elaborated further on each area, starting with pride – in a person’s family, area, school and ultimately, the borough they live in. Pride starts with feeling like you belong and that all forms of family are valued, whoever they are. From a student’s perspective, they need to feel included, valued, loved and supported. One way of thinking about this in further detail would be with Maslow’s hierarchy of needs.</p> <p>4.6 The hierarchy of needs starts with physiological and safety needs. A lot of families do not have security at home, so it is important that schools still offer a safe place that is both warm and welcoming. Where we can make the biggest difference is mainly in the area of providing a sense of belonging, leading to opportunities for feelings of accomplishment and prestige. This leads into school improvement work, although that may be a longer term goal. Through learning and self-actualisation, they can achieve pride.</p> <p>4.7 The diagram on slide 7 of the presentation shows that it is important for our students to feel safe and to feel supported, challenged enabled etc. It was proposed that we use cross-agency and partnership work in order to broaden the areas we can reach. Subsequently, this would promote inclusion and break down barriers.</p> <p>4.8 It is also important to take account of the various voices of key players, such as the students, parents and the wider community. From there, we can then consider the outcomes and impacts, along with specifically how we will measure them.</p> <p>4.9 NW suggested work groups on these four areas:</p> <ol style="list-style-type: none"> <li>1. Inclusion &amp; Removing Barriers</li> <li>2. Recruitment &amp; Retention of Staff</li> <li>3. Wellbeing &amp; Mental Health</li> <li>4. Literacy &amp; Meta-Learning</li> </ol> <p>4.10 It was put to the board as to whether there should be 3 priorities or the 4 specified above of which was opened for discussion. In summary, both comments for three and four were expressed, with a general consensus that although there may be potential to streamline to three, there was no one priority that could be dropped. Each one was deemed important and work well together.</p> <p>4.11 The partnership then broke off into four working groups to create a set of priorities which would lead to an action plan that will be solution focused, acknowledging the positive and finding and sharing successful activities, resources and strategies which will make a difference in the lives of our students and young people.</p>	
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	<p>It was agreed that the 4 working groups would be:</p> <ol style="list-style-type: none"> <li>1. Inclusion &amp; Removing Barriers</li> <li>2. Recruitment &amp; Retention of Staff</li> <li>3. Wellbeing &amp; Mental Health</li> <li>4. Literacy &amp; Meta-Learning – although this was not mentioned in the Menti Meter survey, it was agreed that this was a key factor in helping students to achieve.</li> </ol> <p>Any absentees from today's meeting will be able to select a working group to join.</p>	
5	<b>Discussion of Proposals from Chair/Working Groups</b>	NW
	<p>5.1 The partnership then broke off into four working groups to create their own set of priorities which would feed back into the partnership's main priorities and form the basis of an action plan.</p> <ol style="list-style-type: none"> <li>1. Inclusion &amp; Removing Barriers: DJ, JJ, NG, KD, JC</li> <li>2. Recruitment &amp; Retention of Staff: CL, AC, DS, NE, NWi, (JR)</li> <li>3. Wellbeing &amp; Mental Health: VW, MHo, GLa, KG, DB, SW, AP</li> <li>4. Literacy &amp; Meta-Learning: SD, MA-S, GF, MH</li> </ol> <p>5.2 Each working group fed back to the board with some broader aims and suggestions on how the partnership can achieve them.</p> <p><b>5.3 WORKING GROUP #1: LITERACY &amp; META-LEARNING</b> – Presented by MH</p> <ul style="list-style-type: none"> <li>- The group spoke about what it means and the potential actions</li> <li>- Look at all age groups and encourage them to get into/get back into reading</li> <li>- Use a Literacy Forum that will link both primary and secondary schools together</li> <li>- Publishing poetry and other literary articles written by students in our borough</li> <li>- Centre of Literacy in Primary Education (CLPE) – we could commission them to work with the partnership</li> <li>- Liaise with universities for resources</li> <li>- Investigate the libraries within the borough – whilst they are mostly run by volunteers, there is potential to utilise resources and locations</li> <li>- A reading mentor scheme between various ages</li> <li>- The important factor is to look at where we are now and how we can start to create a plan</li> </ul> <p><b>5.4 Draft Action Plan from Working Group #1;</b> (GF and MH are co-chairs)</p> <ol style="list-style-type: none"> <li>1. Research/survey schools to see where pitfalls are</li> <li>2. Look at the libraries in the Croydon area</li> <li>3. What have other boroughs done and can we borrow the ideas?</li> <li>4. Obtain specific literacy related data from the data dashboard</li> </ol> <p><b>5.5 WORKING GROUP #2: INCLUSION &amp; REMOVING BARRIERS</b> – Presented by KD</p> <ul style="list-style-type: none"> <li>- The group asked themselves which groups they will be focusing on (e.g. asylum seekers, refugees, additional languages and home schooled individuals)</li> <li>- The working group looked at what we are doing well and how we can improve upon it</li> <li>- There would be a focus on engagement, attendance and evaluation, as well as a need to ensure that the student voice is heard</li> <li>- The biggest impact appears to be through culture so that there is no unconscious bias</li> <li>- Clear signposting of resources and groups</li> </ul>	



- Inclusion is about feeling safe and where students are being supported.

**5.6 Draft Action Plan from Working Group #2**

1. Look at the challenges and gaps within inclusion and barriers such as communication and connectivity
2. Investigate what cultural belonging means
3. Use the challenges in order to create a sharper focus and where there is the most value within inclusion

**5.7 WORKING GROUP #3: MENTAL HEALTH & WELLBEING** – Presented by SW

- The main question is ‘what does wellbeing mean to everyone?’ as we need a clear and accurate understanding of wellbeing and mental health of CYPE in Croydon
- The outcome of the working group would be to have heard the voices of pupils, staff and their families in Croydon
- The initial idea was to do a wellbeing survey of which MHO informed the working group that this has already been completed and the results are being analysed
- Support across the borough approach that is joined up
- It is not just the pupils that need to be considered, but also the staff of schools – they need to be able to support the pupils and so they are important where mental health and wellbeing are concerned
- We need to analyse student and teacher absences to see if there is a correlation
- Understanding the reality of mental health and wellbeing in today’s society

**5.8 Draft Action Plan from Working Group #3**

1. To come up with a wellbeing survey with short and concise questions so that it would not take too long to complete
2. There is a conference in April '24 that the board should all be encouraged to attend

**5.9 WORKING GROUP #4: RECRUITMENT & RETENTION OF STAFF** – Presented by NE

- Need to look at the providers for teacher training and how qualifications can support our teachers
- There is currently the Teaching Hub and a #TeachCroydon campaign
- Investigate the post graduate teacher apprenticeship scheme offered in the borough
- Think about the sustainability and creating a pipeline into teaching
- Consider the benefits that could be offered to teachers within the area (similar to a blue light card) such as a discount scheme
- Working with car leasing companies – electric or hybrid vehicles will also enhance the sustainability outcomes
- As the cost of living rises, there need to be ways in which we can save money for teachers
- A healthcare scheme – ideas like a 23 hour GP service, welfare and counselling
- The focus is to put ourselves above others in terms of visibility, awareness and knowledge

**5.10 Draft Action Plan from Working Group #4**

1. Promote teacher training to local residents (including parents and carers) via both physical and online events.
2. Investigate/research into areas in order to retain school staff, e.g. housing, car leasing, discount cards etc.

6	<b>Local Authority Dashboards</b>	MHo/ CL
	<p>6.1 CL and MHo fed back to the partnership that in order to provide the most relevant data from the dashboards, Jonathan Driscoll will need a list of specific information that is required. In turn, this will aid in creating an action plan for each of the four working groups.</p> <p>6.2 Some of the data requested by the working groups, such as staff absences will have to come from members' schools rather than the dashboard information.</p>	
7	<b>Establishing a meeting schedule</b>	NW/CL
	<p>7.1 CL reiterated that the meetings will be on a Thursday, rather than on a Friday like today. It was also proposed that the board would meet on the third Thursday of the month.</p> <p>7.2 In January, the partnership can potentially think about working group meeting dates and how each one will work going forwards.</p>	
8	<b>Any Other Business</b>	ALL
	NW drew the board's attention to research being led by Trauma Informed Schools where a secondary school can receive free training where a questionnaire is complete. However, as mentioned by MH, if a member of staff at your school has already undergone the course, then you will not be eligible.	
9	<b>Date of Next Meeting</b>	NW
	<p>Date of the next meeting will be Thursday 25<sup>th</sup> January 2024</p> <p>Meeting to be held in F10 of the Town Hall.</p>	

**Action Log:**

**Past Actions Post-July Meeting – 13<sup>th</sup> July 2023:**

1.	Every Board member to inform clerk of a named deputy	Board	<b>Carried forwards</b>
2.	Rewrite 2a) within terms of reference	SD	Completed
3.	Advertise for Chair and co-ordinate recruitment process	LA	Completed
4.	Provide data dashboard to members	LA	Completed
5.	Agreed education strategy in place by 31 December 2023	Board	<b>Carried forwards</b>
6.	Set agenda for next meeting (potentially 28 September 2023 (PM) at the BRIT school)	LA	Completed

**Past Actions Post-October Meeting – 12<sup>th</sup> October 2023:**

1.	Every Board member to inform clerk of a named deputy	Board	<b>Carried forwards</b>
2.	Agreed education strategy in place by the end of the financial year	Board	<b>Carried forwards</b>
3.	Set agenda for next meeting at Harris City Academy Crystal Palace* *Amended to Croydon Clocktower	LA	Completed
4.	Actions to be displayed within an action log	MB/Clerk	Completed

**Agreed Actions December Meeting – 8<sup>th</sup> December 2023:**

	<b>Action</b>		<b>Date</b>
1.	Every Board member to inform clerk of a named deputy - MB will email individual members chasing for deputies	Board/MB	Jul'23
2.	Agreed education strategy in place by the end of the financial year	Board	Jul'23