

## Croydon Education Partnership Strategic Board Meeting

**Date:** Thursday 25<sup>th</sup> April 2024  
**Time:** 13:00-15:00  
**Venue:** TR1, Croydon Clocktower

### Attendees/Membership:

NW	Nick White	Independent Chair	Independent	✓
SD	Shelley Davies	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	Dep.
MAS	Miriam Ananne-Sechere	Interim Head of Education Services	Local Authority	X
MHo	Matilda Holt	National Management Trainee	Local Authority	X
CllrMG	Cllr Maria Gatland	Cllr	Cabinet Member for Children and Young People	X
NE	Natasha Evans	Teaching School Hub	Harris City Academy Crystal Palace	✓
NWi	Nicole Williams	Croydon Headteachers' Association (CHTA)	Coombe Wood High School	Dep.
JR	Jolyon Roberts	Schools Forum	Pegasus Trust	✓
GLa	Gill Larocque	Pupil Referral Unit	Saffron Valley Collegiate	✓
Jl	Jenette Indarsingh	Maintained Nursery	Thornton Heath Nursery School	X
AC	Andy Crofts	Secondary	The Quest Academy	✓
MH	Markieu Hayden	Secondary	Norbury High School for Girls	✓
SW	Stuart Worden	14-19	The BRIT School	Dep.
AP	Ann Pratt	Primary	Park Hill Junior School	Dep.
GF	Guy Fairbairn	Primary	Monks Orchard Primary School	✓
DB	Dan Bowden	Primary	Greenvale Primary School	X
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	✓
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	Dep.
DB	Deborah Bowen	Higher Education	London South Bank University	✓
ZB	Zoe Barkhammanlow	Working Group Support	Local Authority	✓
MM	Monique Morgan	Working Group Support	Local Authority	✓

MBi	Mark Billings	Working Group Support	Local Authority	✓
AES	Anne-Claire Edynbry-Smyth	Working Group Support	Teach First	✓
MB	Mori Bates	Clerk	Local Authority	✓

Dep. = Deputy attended

### Agenda Items

1	<b>Welcome &amp; Apologies</b>	NW
	<p>Apologies received from AG, AG-M, DB, JI, MAS and CllrMG.</p> <ul style="list-style-type: none"> <li>- David Rabjohns (DR) attended as deputy for KD</li> <li>- Ray Oudkerk (RO) attended as deputy for SW</li> <li>- Melissa Hendry (MHe) attended as deputy for NWi</li> <li>- Matthew Reading (MR) attended as deputy for RM</li> <li>- Carrie Cooper (CC) attended as deputy for AP</li> </ul> <p>Membership update – MHo has been transferred to another department under the graduate scheme so will not be a member of the working or group and TD has been replaced by DB.</p>	
2	<b>Minutes of last meeting &amp; Actions arising</b>	NW
	<p>2.1 The minutes were reviewed and agreed to be a true record.</p> <p>2.2 Actions were reviewed from the February meeting:</p> <ul style="list-style-type: none"> <li>2.2.1 Every Board member to inform the clerk of a named deputy – carried forwards from July <b>ACTION: Discharged due to 80% compliancy</b></li> <li>2.2.2 Agreed education strategy in place by the end of the financial year <b>ACTION: Carried forwards, in progress</b></li> <li>2.2.3 MB to compile a set of notes and updates on the various working groups' action plans – <b>ACTION: COMPLETED</b></li> <li>2.2.4 Board to outline communication strategy to the sector they are representing – <b>ACTION: Ongoing</b></li> </ul> <p>2.3 Under AOB, it was confirmed that the current Croydon Education Partnership website is being reviewed, with a suggestion that a separate site is utilised for the board side of the partnership.</p>	
3	<b>Feedback from 1:1 Meetings</b>	NW
	<p>3.1 NW summarised points that arose from the 1-2-1 calls with members of the board. Similar comments were made from multiple members, centring around the view that the partnership has now been established for coming up to a year now, and we need to start showing some results. One comment had been along the lines of “with so many leaders in the same room...”.</p> <p>3.2 However, NW reminded the board that he had only been in post since December and it is important to understand the reasons why progress may have been a little slower than some would have hoped / expected.</p>	



	<p>3.3 There was unanimous feedback from the 1-2-1 meetings, in favour of fewer board meetings, in order for there to be more working group meetings. This will allow working groups to completely flesh out their action plans. If necessary, it was also agreed that working groups can co-opt new members onto the group. Those group members would not be board members and would not be able to vote, but could add skills, knowledge and additional capacity to the work-streams.</p> <p>3.4 Other comments included making sure that allocation of finances was open and transparent and that any conflicts of interest (real or perceived) should be declared and acknowledged, on the basis that we are all working towards common goals.</p> <p>3.5 We also need to consider ways of enabling participation, in the working groups and the board meetings, by enabling hybrid meetings. We need to make sure that we are removing barriers to participation.</p>	
4	<b>Feedback on AEPA Conference</b>	NW
	<p>4.1 NW attended the AEPA (Area based Education Partnership Association) conference on behalf of the Croydon Education Partnership. There were some well-known people there, such as Christine Gilbert, Estelle Morris, Rachel de Souza (Children’s Commissioner) and Catherine McKinnell (Labour Shadow Minister for Schools). Catherine and Rachel both gave keynote presentations.</p> <p>4.2 Catherine McKinnell made the following points:</p> <ul style="list-style-type: none"> <li>- Labour would not undertake a wholesale reform of the SEND system but would look areas we are striving in and areas where improvement was needed. There would be no top-down initiatives.</li> <li>- The role of, and entitlement to, high quality CPD for teachers would be part of Labour’s plan.</li> <li>- There would be a strategy to tackle persistent absence.</li> <li>- There would be a review of how to make a “joyless curriculum” into one which was more motivating for all.</li> <li>- There would be no major structural and legislative changes, but there would be a statutory obligation on all schools to work with the LA on place planning, SEND and Inclusion</li> </ul> <p>4.3 DJ added that irrespective of who comes in as the next government party, they will still look at SEND in terms of processes and that that we do not have enough providers to meet needs.</p> <p>4.4 SD also stated that decisions are not made in isolation. If an application for an EHCP ends up in a tribunal, then it implies that the decision could not have been made easily. The Council is doing what it can to reduce the number of Tribunals, especially in terms of earlier intervention. As a board we also need to think carefully over the next three to six months concerning how we are going to ensure that we include children’s voices in what we do.</p> <p>4.5 Rachel de Souza made the following points:</p> <ul style="list-style-type: none"> <li>- We need to listen to children more</li> <li>- We need to improve the online world</li> <li>- The teaching of Sex and Relationship Education (SRE) needs much more discussion (e.g. we have the worst figures for Gonorrhoea since 1916, and the worst figures for Syphilis since 1945)</li> <li>- There needs to be earlier intervention in mental health and we need to think about family mental health.</li> <li>- There needs to be more focus on improving provision and outcomes for, such as Children’s Social Care, Refugees and Asylum Seekers, Children in Young Offenders’ Institutions</li> <li>- What children worry about includes the cost of living, healthcare and knife crime</li> </ul>	

	<ul style="list-style-type: none"> <li>- On a positive note, children attending schools where a high percentage are in receipt of free school meals speak very highly of the quality of positive regard and care they receive from teachers and other staff.</li> </ul>	
<b>5</b>	<b>Introductions to those assisting or joining either of the four working groups</b>	NW
5.1	<p>The board were introduced to individuals that would be in a position to assist with the individual working groups:</p> <ul style="list-style-type: none"> <li>- Zoe Barkhammanlow (ZB) – from the LA who will be working with the Mental Health &amp; Wellbeing working group</li> <li>- Mark Billings (MBi) – from the LA who will be working with the Recruitment &amp; Retention working group</li> <li>- Monique Morgan (MM) – from the LA who will be working with the Inclusion &amp; Removing Barriers working group</li> <li>- Anne-Claire Edynbry-Smith (AES) – from Teach First who will be working with the Recruitment &amp; Retention working group</li> </ul>	
<b>6</b>	<b>Working Groups (Breakout)</b>	BOARD
6.1	<p>The partnership broke off into the four working groups to continue developing their action plans, ready for presenting to the board and then bidding for funding where applicable.</p> <ol style="list-style-type: none"> <li>1. Inclusion &amp; Removing Barriers: DJ, JI, NG, KD, JC, DB</li> <li>2. Recruitment &amp; Retention of Staff: CL, AC, DS, NE, NWi, JR</li> <li>3. Mental Health &amp; Wellbeing: VW, MHO, GLa, KG, DB, SW, AP, EE</li> <li>4. Literacy: SD, MA-S, GF, MH, AG, AG-M</li> </ol>	
<b>7</b>	<b>Working Group Presentations (Outline Action Plans &amp; Spending Proposals)</b>	BOARD
7.1	<p>RO questioned where the lines sit between each of the working groups, for which NW emphasised that we want synergy without interfering with the action plans of the other working groups.</p>	
7.2	<p>JC mentioned the Croydon Equality pledge and how we can use this to fit in with the education side of the partnership. SD explained that it started in childrens’ service and would look to discuss it further as to how it can be incorporated with the work of the board.</p> <p style="text-align: center;"><u>Working Group #1 – Inclusion &amp; Removing Barriers</u></p> <ul style="list-style-type: none"> <li>- Continuing to focus on the needs, changing culture and the choice of language</li> <li>- In order to move forwards, the data will need to be explored in detail</li> <li>- Starting to think about SEMH as a potential focus, because this is often where schools see the first signs of additional needs. It is also the largest area of reasons for suspensions and exclusions.</li> <li>- Considering using the funding to go towards bringing in an external SEMH expert, maybe survey creation and subsequent analysis of the survey</li> </ul> <p style="text-align: center;"><u>Working Group #2 – Recruitment &amp; Retention</u></p>	



	<ul style="list-style-type: none"> <li>- MBI is working with the housing department in Croydon Council, looking to see if there is a map to show shared living spaces and shared ownership spaces so schools can signpost these to new teachers</li> <li>- There is a possibility of working with developers who have to provide a percentage of houses for key workers</li> <li>- There was a proposal to reignite the TeachCroydon website and appoint a proxy to run this on the partnership's behalf. The suggested cost for this would be around £5,000 and Pegasus are prepared to take on the admin for this (of which JR will not vote on due to a vested interest).</li> <li>- Another proposal centred around PVC banners that would be used to promote Croydon as a place to live and work in. Banners would be put up across the borough. Twenty banners will cost approximately £3,470 +VAT.</li> </ul> <p><b>Q1:</b> KG: Will the website just be for teacher jobs or other roles?  <b>A1:</b> JR: We think that the website should cater to all schools, colleges and premises, but also the different roles within each setting.</p> <p><b>Q2:</b> The board queried how the impact of the banners will be measured.  <b>A2:</b> NE: Harris Federation has banners going on the sides of trams, of which have the potential to draw in new teachers. The banners will be able to stay up in the long term which provides longevity in the situation.  <b>A2:</b> SD: At least the banners will have either no impact, or a positive one.</p> <ul style="list-style-type: none"> <li>• <b>Proposals/Bids for money:</b> The board agreed on the two proposals and subsequent bids for money – both the website at £5,000 and the banner (£3,470+VAT)</li> </ul> <p style="text-align: center;"><u>Working Group #3 – Mental Health &amp; Wellbeing</u></p> <ul style="list-style-type: none"> <li>- Wellbeing looks at young people, not only what worries them, but how they feel about themselves</li> <li>- There are many THRIVE programmes around, for which there is a potential to adopt and adapt a programme to create something for Croydon <ul style="list-style-type: none"> <li>▪ Clarity was obtained in regards to the specific THRIVE programme of which is found here: <a href="https://www.thriveprogramme.org">https://www.thriveprogramme.org</a></li> </ul> </li> <li>- We need to challenge young people's beliefs and how they see each other</li> <li>- As previously mentioned, we need to think about the mental health and wellbeing of students, their family and also staff</li> <li>- Aim to eliminate catastrophic thinking</li> <li>- With a wellbeing mark, it is important to recognise that it may look different in different schools and is about the schools' overall journey</li> <li>- <b>Action Plan:</b> Present at the Wellbeing Conference at Selhurst Park on Wednesday 26<sup>th</sup> June</li> </ul> <p style="text-align: center;"><u>Working Group #4 – Literacy</u></p> <ul style="list-style-type: none"> <li>- There are meetings booked with various key players of the prospective action plan</li> <li>- One of which is with Bedrock for the 9<sup>th</sup> May where the working group will look at whether a deal can be acquired along with a discount</li> <li>- Reading for Pleasure Schools</li> <li>- #CroydonReads and looking at Croydon Authors to help promote association with the area</li> <li>- Proposing to host a literacy conference before schools break up, around the last week in June</li> <li>- A survey has gone out for which the results need to be analysed further in order for the working group to be able to target specific areas</li> </ul>	
8	<b>Any Other Business (AOB)</b>	ALL
8.1	No AOB noted	



9	<b>Proposed Dates of Board &amp; Working Group Meetings</b>	NW
9.1	It was agreed that the 23 <sup>rd</sup> May be discharged as a board meeting with a view to letting the working groups meet up instead. Therefore, the next board meeting will be the 20 <sup>th</sup> June.	
9.2	In the Autumn term, there will likely be two board meetings – one in the first half of the term and another in the second half of the term.	

**Next Meeting: 20<sup>th</sup> June in F10, Town Hall**

**Action Log:**

**CURRENT:**

**Agreed Actions April Meeting – 25<sup>th</sup> April 2024:**

	Action		Date
1.	Agreed education strategy in place by the end of the financial year	Board	Carried from Jul'23
2.	Board to outline communication strategy to the sector that they are representing.	Board	In progress

**HISTORIC**

**Past Actions Post-February Meeting – 29<sup>th</sup> February 2024:**

	Action		Date
1.	Every Board member to inform clerk of a named <i>alternate</i>	Board	Discharged
2.	Agreed education strategy in place by the end of the financial year	Board	Carried from Jul'23
3.	MB to compile a set of notes and updates on the various working groups' action plans	MB	Completed
4.	Board to outline communication strategy to the sector that they are representing.	Board	In progress

**Past Actions Post-January Meeting – 25<sup>th</sup> January 2024:**

	Action		Date
1.	Every Board member to inform clerk of a named deputy	Board/MB	Carried from Jul'23
2.	Agreed education strategy in place by the end of the financial year	Board	Carried from Jul'23
3.	MB will write up the notes from each of the four working groups	MB	Completed

**Past Actions Post-December Meeting – 8<sup>th</sup> December 2023:**

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

**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



**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 be 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