

DECOY COMMUNITY PRIMARY SCHOOL BOARD OF GOVERNORS

COMMITTEE

Full Governing Body

DATE

3 February 2025

	Type	End of Term	07/10/24	02/12/24	03/02/25	17/03/25	19/05/25	30/06/25	Date Resigned
SALLY HERBERT	Headteacher	Ex-officio	P	P	P				
PAUL EVMY	LA	09/10/2026	P	P	S				
SIMON BARNES	Co-opted	09/10/2026	P	P	P				
BEN TWITTEY	Co-opted	06/02/2027	P	P	P				
SANDRA CARTWRIGHT	Co-opted	10/10/2025	P	P	P				
SCOTT PARNELL	Staff	09/10/2026	P	P	P				
GILL QUANTRELL	Co-opted	04/02/2028	P	S	P				
VACANT	Co-opted								
VACANT	Co-opted								
ALEXA GAINSBURY	Co-opted	30/01/2026	P	P	S				
ANDREW MCKENZIE	Parent	23/09/2025	S	P	P				
NIKI GLEW	Parent	22/05/2026	P	P	P				
HELEN MURDOCH	Parent	22/05/2026	P	P	P				
JAMES OSBEN	Parent	09/10/2027	P	S	P				
KATE OCHILTREE	Parent	09/10/2027	S	S	S				

GILL QUANTRELL	Co-opted	08/12/2023							08/12/2023
KATE EAMES	Co-opted	04/10/2024							31/07/24

P – Present **S** – Sanctioned
Z – Zoom attendance **A** – Absent **L** – Late arrival

Chaired by	Ben Twitney	Clerked by	Pete Osborne
------------	--------------------	------------	---------------------

Agenda:

- FGB 31/2425 To record those who are present, accept any apologies and welcome any visitors
- FGB 32/2425 Declaration of interests
- FGB 33/2425 Division of Agenda
- FGB 34/2425 To agree the Minutes of the last meetings and to discuss any matters arising from the minutes and not on this agenda
- FGB 35/2425 Urgent business brought forward at the discretion of the Chair
- FGB 36/2425 Headteacher’s Report
- FGB 37/2425 Finance
- FGB 38/2425 Personnel
- FGB 39/2425 Primary Partnership
- FGB 40/2425 Governance
- FGB 41/2425 Committees
- FGB 42/2425 Policies
- FGB 43/2425 PTA
- FGB 44/2425 Information provided by the Clerk
- FGB 45/2425 Matters for the next agenda
- FGB 46/2425 Date of next meeting

ACTIONS TO BE TAKEN

ITEM		BY WHOM	BY WHEN
34/2425	Minutes to website	Clerk	asap
36/2425	d. To approve SIP with governor monitoring points and success criteria are clearly established. Deferred to the next meeting e. To receive feedback on responses to the pupil/staff/parent questionnaire. To be completed for the next FGB .	HT/Clerk	01/03/24
40/2425	e. Vision & Values including feedback from pupils. This is to be deferred to the next meeting f. Asset Management Plan Review. This is to be deferred to the next meeting	HT/Clerk	01/03/24
42/2425	a. Promoting Positive Behaviour Policy Deferred b. Catering/school meals/nutritional policy. Deferred	HT/Clerk	01/03/24

FGB 31/2223	To record those who were present, accept apologies and sanction absences where appropriate and welcome any visitors	<p>The meeting commenced at 1830</p> <p>In attendance: None</p> <p>Apologies: Paul Evely, Lex Gainsbury and Kate Ochiltree and sanctioned.</p> <p>The quorum for this meeting is 7 governors.</p> <p>Appointment of Co-opted Governors was deferred to the next meeting</p>	BT/Clerk
FGB 32/2425	Declaration of interests. Governors were invited to declare any personal or prejudicial interests, including the nature and extent of such interests, they may have in any items to be considered at this meeting		None
FGB 33/2425	Division of Agenda		None

FGB 34/2425	To agree the Minutes of the last meetings and to discuss any matters arising from the minutes and not on this agenda	The minutes of the meeting held on 2 December 2024 were agreed and signed. Copy to Headteacher and to be placed on website.																															
FGB 35/2425	Urgent business brought forward at the discretion of the Chair		None																														
FGB 36/2425	Headteacher's Report	<p>a. Headteacher's Report</p> <p>1. School Demographics (27.01.25) Boys 52.2% Girls 47.8%</p> <p>Starters and Leavers</p> <table border="1" data-bbox="797 954 1641 1142"> <thead> <tr> <th></th> <th colspan="2">September 2023 (Comparison)</th> <th colspan="2">22.11.24-27.01.25</th> </tr> <tr> <th></th> <th>Starters</th> <th>Leavers</th> <th>Starters</th> <th>Leavers</th> </tr> </thead> <tbody> <tr> <td>Total since Sept 2024</td> <td>63</td> <td>1</td> <td>70</td> <td>9</td> </tr> </tbody> </table> <p>Reasons for leaving: All leavers in this period are for 3 families who have relocated out of the area.</p> <p>Changes over the academic year (including nursery):</p> <table border="1" data-bbox="797 1254 1630 1380"> <thead> <tr> <th></th> <th>Jan 24 Comparison</th> <th>Sept 2024</th> <th>Nov 2024</th> <th>Jan 2025</th> </tr> </thead> <tbody> <tr> <td>No. of pupils</td> <td>427</td> <td>418</td> <td>423</td> <td>427</td> </tr> <tr> <td>% SEN</td> <td>20.8</td> <td>21.8</td> <td>22.7</td> <td>23</td> </tr> </tbody> </table>		September 2023 (Comparison)		22.11.24-27.01.25			Starters	Leavers	Starters	Leavers	Total since Sept 2024	63	1	70	9		Jan 24 Comparison	Sept 2024	Nov 2024	Jan 2025	No. of pupils	427	418	423	427	% SEN	20.8	21.8	22.7	23	
	September 2023 (Comparison)		22.11.24-27.01.25																														
	Starters	Leavers	Starters	Leavers																													
Total since Sept 2024	63	1	70	9																													
	Jan 24 Comparison	Sept 2024	Nov 2024	Jan 2025																													
No. of pupils	427	418	423	427																													
% SEN	20.8	21.8	22.7	23																													

No. of EHCPs	10	10	13	15
% FSM	18.8	19.9	20.1	20.3

Pupils with SEND

	#Pupils	% Pupils	%National
SEN Support	83	19.4	14.1
EHC Plan	15	3.5	3

SEND and EHCPs (updated from Business Management meeting)

Detailed figures are in the report

Current EHCP allocations and funding					Additional EHCPs in drafted and funding allocated (not received)		
Year group	Total value of EHCP (£)	From School Budget (£)	LA High Needs Allocation (£)		Total value of EHC P (£)	From School Budget (£)	LA High Needs Allocation (£)
TOTAL (£)	236,038	90,000	146,402		45,095	18,000	27,095

New EHCPs being processed:

	Accepted for assessment	Appealing outcome for decision not to issue EHCP	Referred for assessment	Awaiting Referral/Deferred Referral
Totals	7	1	5	2

2. Attendance (School data includes Year 1 – Year 6 from September 2024)

Absence Rates

	School	National
Overall absence Rate	5.5%	5.9%
Authorised absence rate	4.7%	4.2%
Unauthorised absence rate	0.8%	1.6%
Persistence absence rate	12.6%	16.2%

Changes over the academic year (Y1-Y6):

	Jan 2024 Comparison	July 2024 Comparison	Sept 2024	Nov 2024	Jan 2025
Overall Absence %	5.3	5.8	5.0	4.9	5.5
Authorised %	4.7	4.9	4.1	3.9	4.7
Unauthorised %	0.7	0.9	0.9	0.9	0.8
Persistent %	14.2	15.4	14.9	14.2	12.6

There are currently 6 pupils on part time timetables – one for SEND/SEMH, 3 for EYFS SEND and two for medical needs. In

		<p>comparison, we had one pupil on a part time timetable in the academic year 2023-24.</p> <p>Since the start of the Spring Term 2025, we have had a large number of children and staff off school with influenza (some confirmed, some suspected)</p> <p>3. Pupil Performance (Attainment and Progress Data). The detail is in the HT Report</p> <p>4. SIP Updates</p> <p>1. To raise standards in English across the school and improve outcomes for pupils including key groups (disadvantaged, SEND and higher attainers)</p> <p>Writing</p> <ul style="list-style-type: none"> • January 2025 – we purchased Letter-join as our new handwriting scheme. Staff have had an initial look at the programme and a new handwriting policy is being developed by our English leads. <ul style="list-style-type: none"> ▪ All year groups met with teachers from across the Primary Partnership schools for writing moderation. Decoy hosted teachers from Years 1&2, Highweek hosted for EYFS and Years 5&6 and Bradley Barton hosted for Year 3&4. Some Decoy teachers commented that colleagues in other schools liked our approach to writing and took photographs of the bookmarks that our teachers have developed and our pupils’ writing. of individual writing abilities • EYFS writing project – Cassie has attended ‘Drawing Club’ CPD at Bradley Barton and has shared this approach with our Reception team. This opportunity has come from the EYFS Primary Partnership subgroup. 	
--	--	---	--

		<ul style="list-style-type: none"> • KS1 and KS2 teachers had time in the January training day to reflect on the outcomes from SLT monitoring of writing, review the autumn term plans and develop spring term plans. <p>Reading</p> <ul style="list-style-type: none"> ▪ Year 5 teachers have started the Reading fluency project with pupils in their classes. This means that a reading fluency groups are now in action in Year 4,5 and 6. <p>Oracy</p> <ul style="list-style-type: none"> ▪ The EYFS team have been involved in a DASIS oracy project for the last couple of years. In the training day on 6th January 2025, all teachers had a drama and oracy CPD workshop from the DAISI team. The focus of this session was how to incorporate drama through storytelling in the classroom. <p>2. To raise standards in Maths across the school and improve outcomes for all pupils including key groups (disadvantaged, SEND and higher attainers)</p> <ul style="list-style-type: none"> • At the start of January, the maths lead completed a scrutiny of children’s work. She has fed back to all year groups and planned bespoke support depending on the findings. • The Primary Partnership maths group has not been as successful as the other subgroups. The headteachers are discussing a change of leadership for the subgroup and relaunch in their next Partnership meeting. <p>3. To continue to raise standards in Phonics across EYFS and KS1 to improve outcomes for pupils including key groups (disadvantaged, SEND and higher attainers)</p> <ul style="list-style-type: none"> • Staff absence has a significant impact on the group model of working for RWI. There are 10 RWI groups with each group assigned a lead 	
--	--	---	--

		<p>teacher or teaching assistant. Groups vary in size from 25 to 2 children. High staff absence means group teaching has to cease, and the children have whole class phonics; whole class phonics sessions to not target individual abilities.</p> <ul style="list-style-type: none"> • Y1 phonics screening target for 2025 = 90% <p>4. To further develop and refine the whole school curriculum to ensure accurate assessment of skills and knowledge between and across key stages</p> <ul style="list-style-type: none"> • No specific development of this priority since December headteacher report <p>5. To develop highly effective and impactful middle and senior leaders</p> <ul style="list-style-type: none"> • Sarah Fraser completed her L3 Safeguarding training in January 2025 • Sarah Fraser and Sarah Strong have started the NPQ Send qualification • Dave Lee has the final assessment for his NPQH qualification in March • Cassie Smith is the EYFS subgroup lead for the Primary Partnership • Mark Walker (Local Authority school improvement partner) will be delivering subject leadership CPD on his next visit to the school <p>6. To ensure SEND provision is effectively managed and resourced to ensure that all pupils are well supported and make good progress.</p> <ul style="list-style-type: none"> • We have begun to move SEND provision mapping on to Insight and are supporting other Primary Partnership groups to do the same. • We are redesigning our SEND offer so that it reflects the new Local Authority approach to SEND. Over the rest of this academic year we will rewrite Decoy's SEND policy and approach and will also be leading staff CPD to introduce the concepts and expectations of the move 	
--	--	---	--

away from the SEND Graduated Approach. Stage One is OAIP (Ordinarily Available Inclusive Provision). Decoy has been accepted as a Devon pilot school for the roll out of Stage Two 'Targeted Support'. We are awaiting more information on what this will look like.

5. Clubs

This term we are offering the following clubs to pupils:

Club	Year group/s
Netball Club	Years 3 & 4
Rugby Club	Years 4,5 & 6
Coding Club	Years 5 & 6
Girls Football Club	Years 5 & 6
Cooking Club	Years 2 & 3
Percussion Club	Years 4,5,6
KS2 Choir	Years 3,4,5 & 6
EYFS/KS1 Choir	Years Rec, 1 & 2
Musical Theatre	Years 1 & 2

HM –

Q - would you be kind enough to go through the Pupil Performance Data in a bit of detail please, just to set out your thoughts on where we are?

Sally provide answers and explanations to the queries raised.

Q – I note that you indicate that staff absence is having an impact on the delivery of phonics across EYFS and KS1 due to the inability to provide the targeted group learning and having to revert to whole class sessions. Could you clarify how frequently this is happening and what

		<p>is the anticipated impact. We have been making such good progress in this area which is evident in our figures, and it would be concerning if there were to be a detrimental impact on this due to staff absence.</p> <p>There are currently up to nine phonics groups running which are in class phonic classes. We are now entering the assessment window which includes phonics.</p> <p>Q - I note in your report the latest SEND figures for Decoy are at 23% (20.8% this time last year) against a national average of 17.1%. We appear to be creeping to an ever-higher percentage and I just wonder how sustainable you consider this to be and what impacts is this having on our staff and the rest of our pupils? Sandra and Paul's report which was very timely asked about views regarding the workload for staff re the increasing SEND provision and were told that there were a range of views. Can some of these views be shared with us? I have had concerns raised with me by a member of staff regarding the levels of need of some of our SEND pupils in reception and regarding the training offered to ensure that staff feel equipped to keep all safe. I also note the point regarding the fact that we are missing the needs of some SEND pupils due to the resource challenge. This concerns me given that our SEND % seems to be rising. I agree that these children need to go somewhere but, with Devon appearing to be as slow as ever in providing the support I do question what toll this is taking on our Staff and all pupils.</p> <p>SC –</p> <p>Q - Re performance data, Y3 attainment in all areas is on track, yet progress is -0.2 in all areas, and on the graph noticeably different from other Year groups. Is this a cause for concern, and do you have some kind of remedial support in place, or is just the adjustment of children moving from KS1 to KS2 expectations?</p>	
--	--	--	--

		<p>Q - Has there been any improvement in staffing/absences with regard to delivery of phonics? If not, what plans are there to mitigate impact?</p> <p>Q - SEND, our success and popularity in addressing the needs of our SEND children is a cause for celebration and the expertise and professionalism of our staff should be recognised and lauded. However, it comes at a cost, both financially (perhaps the section on SEND funding could be clarified a little at the meeting) and on the staff and classes involved. How sustainable is the current situation and how do you see it developing?</p> <p>Q - With regard to SIP Updates, point 6 refers to ‘the move away from the SEND graduated approach’. Yet in today’s Governance Alerts, SEND Guidance for Governing Boards dated 30 January 2025 says under the checklist that Governors and trustees should be satisfied with how the school “identifies and pupil with SEND ... and how it uses the ‘graduated approach’ to respond to that need.” I may be maligning Devon LA, but how satisfied are you that the guidance we are receiving from the Local Authority is appropriate and compliant?</p> <p>Further questions were raised on the level of funding and whether the school can sustain this level of SEND children. Sally provide answers and explanations to the queries raised.</p> <p>Q – The report show the clubs available. Are these still being made available? SH explained that where there is staff available they will run.</p> <p>b. Discuss how statistical pupil performance data received from L&W committee will inform actions relating to the SIP priorities, staff development, school self-evaluation, additional support and provision for pupils</p> <p>c. Review and comment upon draft SIP ensuring that governor monitoring points and success criteria are clearly established</p>	
--	--	---	--

		<p>d. To approve SIP with governor monitoring points and success criteria are clearly established. Deferred to the next meeting</p> <p>e. To receive feedback on responses to the pupil/staff/parent questionnaire. To be completed for the next FGB</p> <p>f. Safeguarding Audit and action plan. Noted.</p>																												
FGB 37/2425	Finance	<p>a. Update on the budget. The budget information was provided to the BM Committee on 20 January 2025 and there has been no change since that date.</p> <p>b. Update on the contracts register. No questions were raised on the register</p>																												
FGB 38/2425	Personnel	<p>a. Monitoring of staff absence identifying trends and considering impact.</p> <p>Staff Absence</p> <table border="1"> <thead> <tr> <th rowspan="2">Illness</th> <th colspan="2">Autumn Term 2023 (comparison)</th> <th colspan="2">Autumn Term 2024</th> <th colspan="2">Spring Term 2025</th> </tr> <tr> <th>Teachers</th> <th>Support Staff</th> <th>Teachers</th> <th>Support Staff</th> <th>Teachers</th> <th>Support Staff</th> </tr> </thead> <tbody> <tr> <td>No. days (illness)</td> <td>93 days (12 teachers)</td> <td>216 (27 staff)</td> <td>27.5 days (8 teachers)</td> <td>113* (19 staff)</td> <td></td> <td></td> </tr> <tr> <td>No. days (other)</td> <td>15</td> <td>17</td> <td>1</td> <td>25</td> <td></td> <td></td> </tr> </tbody> </table> <ul style="list-style-type: none"> 2 staff members had medical procedures during the autumn term and this equates to 66 days of absence <p>b. Ratify HT appraisal panel recommendations. The panel agreed on progression from 1 September 2024</p> <p>c. Membership of the HT Panel and the P&P Committee Niki Glew is now on the P&P Committee and Helen Murdoch on HT Panel.</p>	Illness	Autumn Term 2023 (comparison)		Autumn Term 2024		Spring Term 2025		Teachers	Support Staff	Teachers	Support Staff	Teachers	Support Staff	No. days (illness)	93 days (12 teachers)	216 (27 staff)	27.5 days (8 teachers)	113* (19 staff)			No. days (other)	15	17	1	25			
Illness	Autumn Term 2023 (comparison)			Autumn Term 2024		Spring Term 2025																								
	Teachers	Support Staff	Teachers	Support Staff	Teachers	Support Staff																								
No. days (illness)	93 days (12 teachers)	216 (27 staff)	27.5 days (8 teachers)	113* (19 staff)																										
No. days (other)	15	17	1	25																										
FGB 39/2425	Primary Partnership	BT spoke about the Governors sub-group which had been reformed due to changes in Governors. Networking groups have now been established and the first is safeguarding which meets this week.																												

		<p>Heads continue to meet weekly. Some of the sub groups are working well particularly the EYFS group, other are not so productive but this is being looked at to ensure improvements.</p> <p>At this point Niki Glew left the meeting</p> <p>SH said that she is positive about the partnership working and there is an opportunity to take part when it is appropriate to the school.</p>	
FGB 40/2425	Governance	<p>The following were considered:</p> <ul style="list-style-type: none"> g. SIP ensuring that governor monitoring points and success criteria are clearly established h. Feedback on responses to the pupil/staff/parent questionnaire (if available) i. Vision & Values including feedback from pupils. This is to be deferred to the next meeting j. Asset Management Plan Review. This is to be deferred to the next meeting k. Update on KGB meetings re. cleaning contract. SH provided an update on the hours to be credited for the lack of the caretaker which have been agreed. This coincided with the tendering process for the new contract and certain arrangements have been agreed to be included in the contract. 	
FGB 41/2425	Committees	<p>The minutes of the following committee and the Governor Reports listed:</p> <ul style="list-style-type: none"> a. Business Management Committee (20 January 2025). No questions. b. Governor Visit Reports: <ul style="list-style-type: none"> LW Committee Reports: <ul style="list-style-type: none"> 1. SEND Visit No questions 2. Pupil Premium Report. Agreed 3. Assessment Visit No questions 	
FGB 42/2425	Policies	The following policy/documents was approved/ratified/Adopted:	

		c. Data Protection Policy. Agreed d. Health & Safety policy. Agreed e. Promoting Positive Behaviour Policy Deferred f. Catering/school meals/nutritional policy. Deferred	
FGB 43/2425	PTA	Deferred	
FGB 44/2425	Information provided by the Clerk	The attention of Governors is drawn to the following in the Spring Checklist: <ul style="list-style-type: none"> • Training programme spring 2025 • Message from Bridget Phillipson, Secretary of State for Education • New Devon complaints resources and policies • Mediation service for schools • Breakfast clubs and school food standards • School uniforms • Children not in school • Independent educational institutions • Teacher misconduct • Changes relating to academies • School admission arrangements 	

		<ul style="list-style-type: none"> • New acceptable behaviour policy for staff • New and updated Q-cards • DfE press release on artificial intelligence (AI) intentions for schools • Wraparound childcare funding extended • Ordinarily Available Universal Provision (OAIP) • Education Committee SEND inquiry • Recycling for schools • School uniforms: proposed limit on branded items • Ofsted report cards • Maintained schools support sessions • Free anti-racism training • Devon Association of Governance (DAG) • Federation networking event • Fast fifteen briefing from the school effectiveness team • Governors for schools free webinar • Devon Information Advice and Support DiAS • Institute for Fiscal Studies (IFS) report into school funding • Get Information About Schools (GIAS) • DfE Sustainability and climate change strategy for education • Teacher Wellbeing Index • Autism Education Trust free online summit • Devon Music Education Hub networking events • Keeping your board information up to date • Health and safety overview • Schools Support Panel (SSP) • Children’s mental health week 	
FGB 45/2425	Matters for the next agenda	<p>The following matters were agreed for the next agenda.</p> <p>Headteacher’s Report:</p>	

		<ul style="list-style-type: none"> • Receive headteacher's report and consider implications, actions raised and decisions required <p>Safeguarding:</p> <ul style="list-style-type: none"> • Safeguarding update <p>Finance:</p> <ul style="list-style-type: none"> • Agree/approve annual budget and SFVS statement <p>Governance</p> <ul style="list-style-type: none"> • Primary Partnership • Skills audit • DAG Update • To approve SIP with governor monitoring points and success criteria are clearly established. • To receive feedback on responses to the pupil/staff/parent questionnaire. • Safeguarding Audit and action plan. • Vision & Values including feedback from pupils. • Asset Management Plan Review. <p>Policies</p> <ul style="list-style-type: none"> • Promoting Positive Behaviour Policy • Catering/school meals/nutritional policy. <p>PTA</p>	
FGB 46/2425	Date of next meeting	Monday 17 March 2025 at 1830	

The meeting closed at **2035**

Signed as a true record

--	--

Signed **B Twitney**

Date: **17 March 2025**

Primary Partnership Project

The primary schools involved are:

1. Abbotskerswell Primary School
2. The Grove School (Totnes)
3. Kingskerswell C of E Primary School
4. Denbury Primary School
5. Bishopsteignton Primary School
6. Bradley Barton Primary School
7. Decoy Community Primary School
8. Canada Hill Primary School
9. Chudleigh C of E Primary School
10. Highweek Primary School
11. Haytor View School.

Staffing

	Teachers	Support Staff
Nursery	Cassie Smith (EYFS lead&SLT) Victoria Potter	Emma Griffiths Sarah Rowland Louise Iddon Laura Guttridge Katherine Law
Reception	John Smith Gemma Kirk Emily Simpson	Marie Cogavin Lisa Berrow Kerry Phillips (1:1) Zoe Kopinski (1:1) Michaela Pearson (1:1)

		Sammie Barter (1:1) Caroline Brady
Y1	Helena Thomsett (SLT) Helen Cammack Debbie Searle Marie Wright (HLTA)	Kim Morgan-Jones Beckie Reed Jamie Tansley
Y2	Leanne Cooke Sarah Fraser	Vicky Weir Tina Adams Jazmin Cheeseman (1:1)
Y3	Emma Lidbury Charlotte Hodgson Rachel Lawton	Lisa Morgan Anstey Alice Oliver (1:2) Abi Aggett (1:1) Helen Webster (1:1)
Y4	Scott Parnell Natassia Doets Mandy Dower (HLTA)	Donna Minnear Karen Ellis-Hurford (1:2)
Y5	Stephen Ball (SLT) Loren Singleton-Green	Tina Hudson
Y6	Andy McCaffley Amy Harvey	Mandie Redfern (1:1) Caron Patchett Helen Yip (1:1)
Leadership	Sally Herbert (Headteacher) Dave Lee (Deputy) Sarah Strong (SENDCo)	

PPA/Cover	Mandy Dower (HLTA – Spanish, handwriting, music) Maria Wright (HLTA – RE) Tania Bull (Cover Supervisor)
SEND	Melissa Carson Sue Stephenson
Admin Team	Hayley Back (Business Manager) Donna O'Hallaran Jess Edwards Lucy Vile

We have two Early Careers Teachers on the teaching staff:

Initial Teacher Training (ITT)

We have two Exeter University PGCE trainees in school supported by Stephen Ball in Y5 and Emily Simpson/Gemma Kirk in Reception.

Recruitment

Post	Reason for recruitment	Start Date	Action
MTA Permanent	Post available following resignation	ASAP	Currently advertising
TA (0.8 FTE) Permanent	Post available following resignation	1 st March 2025	Advert pending
1:2 TA (full time) Temporary	SEND needs in Year 1 (no EHCP in place but assessments pending). The needs of 2 pupils impact on the safety, wellbeing and learning of their peers.	ASAP	Advert pending
EYFS TA (hours TBC) Temporary	Increased staffing in nursery for the summer term to ensure staff:pupil ratios for summer intake	22 nd April 2025	Advert pending

Cover Supervisor (0.7 FTE)	This post became available following a resignation. We have not advertised for a replacement due to the budget.	On hold	On hold
-----------------------------------	---	---------	---------

Staff Absence

Illness	Autumn Term 2023 (comparison)		Autumn Term 2024		Spring Term 2025	
	Teachers	Support Staff	Teachers	Support Staff	Teachers	Support Staff
No. days (illness)	93 days (12 teachers)	216 (27 staff)	27.5 days (8 teachers)	113* (19 staff)		
No. days (other)	15	17	1	25		

2 staff members had medical procedures during the autumn term and this equates to 66 days of absence