

**Islington Futures  
Federation of Community Schools  
Elizabeth Garrett Anderson School Committee Meeting  
Monday 21 September 2020  
5.30pm – 7.00pm – Virtual meeting**

Present:

- Mary Berrisford (MB) – Chair, Co-opted Governor
- Jo Dibb (JD) – Executive Headteacher
- Sarah Beagley (SB) - Headteacher
- Serena Kern-Libera (SK-L) – Co-opted Governor
- Jodie Collins (JC) – Parent Governor
- Diane Stirling (DS) – Co-opted Staff Governor
- Tina Southall (TS) – Associate Headteacher
- Tim Lawrence (TL) – Associate Member
- Primrose Christie (PC) (arr. 5.45pm) - Associate Member
- Yemsrach Hailemariam (YH) – Associate Member
- Ewan Scott (ES) - Deputy Headteacher (Observer)
- Nathalie Josiah (NJ) – Deputy Headteacher (Observer)

Also present:

- Hilary Furey (HF) - Clerk

<b>Agenda No</b>		<b>Action</b>
1.	<p><b>Apologies and Consent</b> Apologies were received, and consent given to absence from Florence Wilkinson. The Chair reported the resignations of Shamiya Choudhury, Lee Evans and Mahad Sahal from the EGA School Committee. The Chair welcomed Ewan Scott, Deputy Headteacher, to the meeting, as replacement during Holly Wilkins’ maternity leave.</p>	<b>Clerk</b>
2.	<p><b>Declarations of Interest</b> No interests were declared and all governors and associates were requested to send an updated declaration to the Clerk at the earliest opportunity.</p>	<b>All</b>
3.	<p><b>Minutes and Matters Arising</b> The minutes of the meeting on 8 June 2020 were <b>agreed</b> as being an accurate record and would be signed by the Chair.</p> <p><b>Matters Arising</b> There were no matters arising.</p>	

4.	<p><b>Headteacher report including</b>  The Executive Head’s report had been circulated in advance of the meeting and the following points were noted:</p> <p>JD said that EGA was fortunate in having a great staff body that had endured many changes to working arrangements with little break since March 2020, and also acknowledged the impact on students, with everything done in the spirit of getting students back to school. Everything was being kept under review. JD said that everyone was delighted to be back in school, with a full cohort of new Year 7 students who had missed out on the usual transition period. JD told committee members that the school was trying to be creative but mindful of safety in exploring how to keep learning active. Bubbles were working well and staff were looking at how to drive remote learning plans more quickly than anticipated given that government proposals to keep schools open may not be possible if schools find themselves in the position of not having enough staff to do so.</p> <p><b>Chromebooks</b> – the supply chain had broken down but it was hoped that devices would be received in school by October half term, and staff know which students don’t have IT devices at home so that they can operate quickly if a student needs to be sent home. JD said that some students had found learning at home to be positive and staff were mindful of their return to school.</p> <p><b>Grades</b> – JD reported that the Progress 8 score of +1( using last year’s calculations) was phenomenal and said that the bar had been set really high for the years ahead. Former EGA students just completing 2-year college courses were quoted as saying that EGA builds character and allowed them to be able to make use of their grades, and have confidence in approaching interviews at Oxford and Cambridge.</p> <p><b>Curriculum</b> - planning had been completed so that, if required, all members of individual departments could step in to cover colleagues and to facilitate remote learning. With reference to GCSEs for the current Year 11 students, JD said that the exam time frame might be pushed back or mixed with Centre Assessed Grades (CAGs), and that content had been reduced in some areas.</p> <p><b>Finance</b> – JD reported that the school’s finances were reasonably healthy and that the school had not yet been reimbursed for Covid-related costs.</p>	

	<p>A Finance, Resources &amp; Risk Committee meeting in October would look at this in more detail.</p> <p><b>Community</b> – JD said that tutors had kept tutor groups together, however there were challenges. With no governors or parents allowed into school JD was keen to ensure the community is kept alive and said that the Federation has been, and is, helpful in sharing concerns and ideas and had flourished. Sarah Beagley was very much involved in the life of the school and working all the time to ensure the school continued to move forward. It is hoped that Sarah would return to school in January 2021.</p> <p>MB wanted to know what challenges the school currently faced. JD said that the biggest challenge was coping with constantly shifting sands. In Islington the number of positive Covid cases was currently running at 19 per 100,000 population, whereas Redbridge had the highest at 43 per 100,000 and the concern was that a few members of school staff lived in that borough and could be impacted if their own children are sent home. JD confirmed that there were sufficient chromebooks in school, even before the new devices were delivered, for Year 7 students to access if remote learning was needed, and a number had already begun paying for their own chromebooks.</p> <p>A query was raised as to whether the school should check students' temperature on arrival if they had any concerns. JD said that taking temperatures was unreliable and unless staff are first aid-trained they are not in a positional to do that. JD was confident that parents understood students should not come into school if unwell, and suggested that the logistics of having 900 students mingling at the gate while waiting could cause more transmission. JD said that nothing was set in stone, however concerns about bottlenecks at gates and the possibility of parents not keeping students at home, added to the fact that students could not be turned away at the gate but should be kept inside in a separate environment from others posed an additional challenge. JD agreed to review this point and to consider it within the school Risk Assessments.</p>	
<p><b>5.</b></p>	<p><b>Back to School</b></p> <p>Ewan Scott told committee members that staff had returned to EGA with ambition and high expectations for students, delivered with kindness and compassion, adding that it was not just about being safe.</p> <ul style="list-style-type: none"> <li>• Buildings provided a safe and supportive environment, with staff able to work off-site during free periods. Students received an outstanding entitlement within the broad and balanced curriculum which had been planned carefully to be resilient to any absence. Staff felt this was helpful, and enabled them to plan despite changes. A number of</li> </ul>	

things have been put in place to protect staff and students, such as protocols around hand hygiene and an enhanced cleaning regime, and the bubble system was in place to keep year groups apart, with staggered start and lunch.

- Student bubbles – EGA had a number of entrances/exits and staircases which enabled each year group to have a distinct area of the school which allowed successful movement. When needing to attend lessons in specialist rooms students were collected and returned to their bubbles. In respect of the shape of the day and timetable, ES said that students showed excellent behaviour when going to and from lunch, coming back ready to learn and a plan was in place for students who needed time out of classrooms. During learning walks for observation purposes, ES said there was a palpable sense of students enjoying face to face learning and showing a commitment to learning. Lots of effective low-stakes assessment of prior knowledge was being used, with high challenge and effective support with expert teacher principles in action. Committee members were shown a short video.
- Plans for possible partial or full closures – as JD had alluded to in her report, committee members were told key points: whole versus year group closures; a centralised curriculum; a high level of pastoral care maintained; focus on live teaching; a timetable to be followed by students and staff; lessons delivered via Google Meet; and short live introductions following by supervised work and live follow up. Briefings would be held this week for staff and students.
- Attendance – as shown in the paper circulated in advance of the meeting, NJ told committee members that average attendance at EGA for the week to 17 September 2020 was 94%, compared to the Islington average of 90%, however there was a downward trend with today's attendance at 86%. Weekly attendance was relatively good at over 90% for each year group, and particularly strong for Years 7 and 10. National figures for Persistent Absence were only available for 2018-19.. NJ was happy with the low percentage of Lates recorded, adding that great work was being done by the pastoral team in supporting teachers and tutors in managing punctuality and working directly with parents. MB wanted to know what actions were in place to replace punctuality payback. NJ said that it was not possible to mix different year groups. Currently, the Attendance Officer was working with groups of 10 Year 9 Pupil Premium students and, as of next week, would offer after school groups of 16 students to discuss relationships and friendship. In response to a question, NJ said that a two hour induction for all students had made clear to students that they were expected to be in school unless they were unwell.

	<ul style="list-style-type: none"> <li>● Anti-racist school – NJ said the Diversity Group at EGA had presented an inspiring INSET session, with everyone across the school being brought into conversations about making time and space for all staff, students and parents as community members. NJ said that Sarah Beagley was fully committed to the work which would be embedded across the whole school. A series of coordinated activities had been planned, including a video made to be shown in a CPD session which would support and train staff in preparing lessons, with each department being asked to produce one activity for Black History Month. MB congratulated NJ and all staff and students on their exciting work and energy. SB told committee members that the Chair of the Governing Board was keen for governors to get involved in the work and this would be discussed further by the Chairs Committee to see how both groups could work together. SK-L volunteered to participate in the work. JD said that all four Federation schools are addressing the issue in different ways.</li> </ul> <p>MB thanked NJ and ES for their contributions.</p>	
6.	<p><b>GCSE Outcomes 2020</b></p> <p>TS confirmed that students had performed extremely well and noting that what was more important is the increased number of students achieving English and Maths at both 4+ and 5+, with high standards being maintained at the top end. However there was national concern about the growing gap between advantaged and disadvantaged students. A significant number of top grades had been achieved, with the vast majority of Centre Assessed Grades (CAGs) being awarded. In respect of increased grades at the top end TS said that an algorithm would say that high achieving students could achieve even higher. Whilst these changes were significant, they did not make much difference to individual students, however noticeable achievements were made in Art and RE, both option classes with higher-achieving students so not completely unexpected.</p>	
7.	<p><b>EGA School Policies</b></p> <p>7a - SK-L wanted to know if the Attendance Policy referred to students' online, as well as physical, attendance. ES said that if schools went into lockdown or if a bubble had to go home, this would be classified as Home Learning Attendance. JD agreed that it was worth making a note with a link to the school's Remote Learning Policy in which expectations are laid out as to when students should be present. The policy was <b>approved</b>, pending amendment as discussed.</p> <p>7b – Health &amp; Safety Policy – this was <b>approved</b>.</p>	TS

<b>8.</b>	<p><b>Any Other Business</b></p> <p>MB told committee members that, following discussions at the recent Governing Board meeting, she would speak to TL who had nominally been the committee Vice Chair about whether he wanted to continue with the role, and would speak to others who may be interested in taking on this role.</p>	<b>MB</b>
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The meeting ended at 6.45pm

<b>Signed as a true and accurate record of the meeting</b>	
<b>Chair's signature</b>	
<b>Chair's name</b>	Mary Berrisford
<b>Date</b>	14.12.20