

<b><u>ATTENDING :</u></b> Michael Bretton Dan Hadley Richard Lawrence Susan Reynolds Jane Talbot Lucy Wandless Karen Teague		MBr DHa RLa SRe JTa LWa KTe
<b><u>APOLOGIES :</u></b> Katie Fitzsimmons [Diocesan Director of Education - Diocese of Truro] David Miller Matt Oakley Wayne Randle		KFi DMi MOa WRa
		<b><u>ACTION</u></b>
<b>3.</b>	<b><u>WELCOME AND DECLARATIONS OF PECUNIARY INTEREST</u></b>	
	SRe [Chair] welcomed all those present and the meeting was opened with a prayer from MBr around challenges and opportunities, wisdom and faith.  Under <b>Declarations of Pecuniary Interests</b> , no additional declarations were forthcoming at this time.	
<b>4.</b>	<b><u>MINUTES AND MATTERS ARISING</u></b>	
	The minutes of the meeting of the CSAW Committee on 8 <sup>th</sup> February 2022 were agreed to be an accurate record and were duly signed by the Chair.  Under Matters Arising, updates were received on:  <b>RE Curriculum Group.</b> See Item 9 below.  <b>Outcomes.</b> RLa reported that all the testing regimes were going ahead this year so, once the results had come back, it would be possible for him to feed back to the Committee on this. The action was therefore carried over.  <b>An opportunity for their Worship Ambassadors / Worship Leaders / Worship Teams to get together to network and share ideas.</b> As the rates of Covid in the area were still high and the impact of this still being felt by schools, it was agreed this action would be carried over until such time as it was possible to safely do this.  All other actions had been completed.	RLa       <b>Church School Headteachers</b>
<b>5.</b>	<b><u>UPDATES: FLOURISHING AND BEING A CHURCH SCHOOL</u></b>	
	LWa gave a brief update on Cury C of E School prior to this agenda item formally commencing. The school had been down to three Reception pupils. The parents of one child who had always wanted a place at another school within the Trust had subsequently been given that place so the parents of the other two pupils had made the decision to move their children too. This had meant that, as of 14 <sup>th</sup> March, there were no longer any pupils at the school. This had been very sad for the staff involved	

but nothing more could have been done and this was the right thing for the pupils involved, all of whom had transitioned well into their new schools. The Diocese were fully aware of the situation.

Headteachers of the individual Church schools gave brief oral updates on how their schools had continued to flourish. Points raised and discussed included:

- Staff stepping up to cover the absence of colleagues.
- Without it having to be verbalised, staff doing whatever is necessary to give pupils what they need.
- Teachers adapting provision to allow for the needs of struggling pupils.
- Support from other staff members, governors, etc.
- A Ukrainian child joining one of the Church schools. The language barrier was considerable but, when it was learnt the child had had to leave his bass guitar behind, one was donated so the child could continue to have lessons which it was hoped would aid their transition to this country. The school was looking for bilingual books and was in touch with the child's former teacher around additional resources.
- A SIAMS pre-inspection meeting report had contained many positives and some areas for development but no surprises, as any areas for development mentioned had already been considered and were being worked on. This had also been complimentary about the Headteacher and RE Lead.
- Developing worship teams to get everyone involved at all levels, including pupils. For example, pupils on a Collective Worship Team taking post-its from other pupils containing their reflections on a collective worship session.
- The improved planning of collective worship.
- The joy of having collective worship fully up and running again, as this serves to hold everyone together.
- An 'Open the Book' team being back in school for the first time this week.
- Support from The Bishops' School, Newquay.
- Staff confidence - balancing inspiring with a log of activities / work in books.
- The Committee checking that Headteachers were all right.
- Bible Explorer / Bible Exhibition sessions. Light and Life Church had an aspiration to offer these opportunities to all schools but would start with the Church schools first.

Headteachers of the individual Church schools gave brief oral updates on what made their school distinctively Christian. Points raised and discussed included:

- Christian hope - faith in times of hardship, affording the strength to continue and to overcome, and a trust things will get better.
- Faith and trust in one another as fellow practitioners.
- The compilation and sharing of a 'Big Question' book and 'Christian Values in Action'.
- The parable of setting sail on life's journey deals with weathering life's storm. This had helped all with faith or no faith through the past few years. Suggestions for naming the boat were currently being sought and this had been opened up to the wider community to encourage further engagement.
- The Christian ethos running through all things, even when this is in development.
- In respect of 'How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?' Headteachers were advised to articulate their thoughts well whilst discussing this so it would come across with greater clarity and confidence.

Headteachers were asked if there were any particular areas of concern. It was pointed out that education was currently a difficult place to be for many because of the pressures they were still under and there were concerns around the wider wellbeing issue. Events had caused people to work outside their comfort zones, particularly during the past few months. While staff were doing right by the children, as they always did, there was nevertheless an underlying concern there. [See also Item 8 below.]

6.	<b><u>SIAMS TRAINING, INSPECTIONS, ETC</u></b>	
	<p>As KFi was unable to attend as planned, she was to provide a SIAMS update opportunity for Church Headteachers, RLa and SRe after the meeting as there were a number of key things to note in terms of focus points. These were to include:</p> <ul style="list-style-type: none"> <li>• Positive feedback from SIAMS inspections across the Diocese.</li> <li>• Key themes to consider – Eg. curriculum, progress and consistency.</li> <li>• The need for consistent evidence across each area to validate the narrative presented in the paperwork.</li> <li>• The need for staff, children and governors to be confident in their articulation of the school's vision, values and bible story with particular note as to how it matters to the school / to them and what it really means in practice.</li> <li>• Reminder of the two page SEF summary to be sent to inspectors ahead of the inspection.</li> <li>• Triangulation with the DDE about particular lines of enquiry and conversation around work with the DDE, other C of E schools or other events in the diocese.</li> <li>• Clarification around what will or will not be considered in inspections from September.</li> <li>• Dates and procedural updates.</li> </ul> <p>It was noted the Diocese of Truro – who work in close partnership with SPCMAT to support the church schools within the Trust - regularly provide <u>SIAMS training</u> for all who are leading, or have an interest in supporting, their school through SIAMS inspection. This was also a good way to engage with the Diocese, which was a section of the Ongoing SIAMS Self-Evaluation Template:</p> <p><i>Strand 1: Vision and Leadership</i></p> <p><i>How well do leaders ensure that the school's formal partnerships are supported, sustained, and informed by the school's Christian vision and associated values? This includes how well school leaders work with the local diocese/circuit and churches.</i></p>	<b>KFi</b>
7.	<b><u>SIAMS LEARNING WALKS / DEEP DIVES / SEFS</u></b>	
	<p><b>SIAMS Learning Walks / Deep Dives into one area selected from the SIAMS agenda.</b></p> <p>Headteachers were asked whether any further support from the Committee was required in these respects or whether the support of the Diocese was enough and Headteachers agreed the support of the Diocese was sufficient at the current time.</p> <p><b>SIAMS SEFs</b></p> <p>Discussion was had around SIAMS SEFs and preparing for SIAMS inspections. Points raised and discussed included:</p> <ul style="list-style-type: none"> <li>• The SIAMS SEF should be a summary document comprised of bullet points and a couple of examples which signposted an inspector to other sources of evidence which could be talked about at length later. The emphasis should be on vision, impact and transformation.</li> <li>• Ensuring the document was updated constantly.</li> <li>• Considering and / or referencing 'Valuing All God's Children', 'A Statement of Entitlement – Religious Education in Church of England Schools', etc.</li> <li>• Reading the section of the framework on 'Excellence - Features of Excellence to be Found Across All Strands' for reference. It is necessary for schools to be supporting other settings etc to be graded excellent and that element has been harder as a result of Covid but this can also be aspirational for future inspections.</li> <li>• Interventions that have been life changing. For example, adaptations made for children going down the wrong path can have a huge impact on those children both in school and outside of school, including in the future.</li> <li>• Reading the section of the framework on 'Ineffective as a Church School' for reference. This outlines what an ineffectual school looks like so can also be informative.</li> <li>• How schools deal with issues such as geographical remoteness.</li> </ul>	

	<p><b>Peer to Peer Support</b></p> <p>Headteachers were asked if further peer to peer support would be helpful. It was agreed that, later in the term, RLa would sit with DHa to discuss gathering evidence and so on.</p> <p><b>Heads' Reflection Days</b></p> <p>LWa / RLa advised less experienced Church school Headteachers the Heads' Reflection Days run by the Diocese were well worth attending. These offered the opportunity for considerable thought and reflection so were highly recommended.</p>	RLa / RHa
8.	<b><u>WELLBEING</u></b>	
	<p><b>Wellbeing Policies</b></p> <p>The Pupil Health and Wellbeing Policy and the Staff Health, Wellbeing and Work-Life Balance Policy had been shared with attendees prior to the previous meeting so that feedback could be given and discussed at the meeting. The proposed changes had subsequently been made and revised versions of the policies had been shared with Committee members for their information / any further feedback.</p> <p>It was suggested that further references to external pressures could be one point for consideration but at the next review so greater consideration could be given to the matter.</p> <p><b>Wellbeing Staff Questionnaire</b></p> <p>Discussion was had around a pro forma for a Wellbeing Staff Questionnaire created and trialled by one of the Trust's primary schools. Points raised and discussed included:</p> <ul style="list-style-type: none"> <li>• The need to be clear on the reason for undertaking the questionnaire. If the purpose is to measure and improve staff wellbeing, it will be necessary to have something to measure so this can be actioned and improved.</li> <li>• What does it tell us about those members of staff who are not happy and how will it help those members of staff?</li> <li>• What do staff feel are the pressures on their wellbeing?</li> <li>• How often will it be going out?</li> <li>• The opportunity to use feedback from the questionnaire to inform the next policy review.</li> <li>• Promoting the wellbeing elements of SAS more to enhance a wellbeing culture within the Trust.</li> <li>• The suggestion this be run past the Trust's HR provider for advice and then taken to Headteachers for their input.</li> </ul>	
9.	<b><u>RE CURRICULUM GROUP</u></b>	
	<p>The initial meeting of the RE Curriculum Group had been scheduled to take place in March 2022 but it had been necessary to postpone this due to high staff absence rates so the meeting would now be taking place on 17<sup>th</sup> May 2022.</p> <p>The action from the previous Committee meeting was to be carried over:</p> <p><b>Action: RE Curriculum Group to explore the motifs, venn diagram and RE provision alongside its work on concepts, language, etc and set up a shared Google area.</b></p> <p>WRa was to feed back to Committee members at the next meeting of the Committee.</p> <p>A query arose around a methodology for tracking assessment. Committee members were advised the group would start with core / substantive concepts initially and then progress in the same way as the earlier Curriculum Groups so assessment would be a little further along the line.</p> <p><b>External Support for RE Leads</b></p> <p>It was noted it was hard to find a school which was both similar and had the capacity</p>	<p>WRa</p> <p>WRa</p>

	to offer external support to RE Leads but this group would offer internal support across the Trust.	
<b>10.</b>	<b><u>ANY OTHER BUSINESS</u></b>	
	There were no further matters to be raised so the Chair brought the meeting to a close at 3.20pm.	
<b>11.</b>	<b><u>DATES OF FUTURE MEETINGS</u></b>	
	The next meeting of the Trust CSAW Committee will take place on 28 <sup>th</sup> June 2022, from 1.00pm, in the Trust Conference Room.	

Chair's Signature \_\_\_\_\_ Date \_\_\_\_\_