



A brighter future for Nottingham children

Education Improvement Board

7th July 2016

Time: 10.00am to 12.30pm

Venue: Senate Chamber, Trent Building, University Park Campus, University of Nottingham

Minutes

Attendees:

Professor Sir David Greenaway (DG)
Cllr Sam Webster (SW)
Chris Hall (CH)
Matt Varley (MV)
John Dyson (JDy)
John Dexter (JDe)
Jennifer Fearon (JF)
Carol Norman (CN)
Phil Crompton (PC)
Pat Fielding (PF)
John Tomasevic (JT)
David Anstead (DA)
Fran Cropper (FC)
Elaine Fox (EF)

- Charlotte Malik for item 'Update on Nottingham's actions in response to the Children's Society 2016 Report on children's well-being'
- Sally Pearce and Sheena Wheatley for item 'proposal from the workload reduction sub-group'
- Jane Todd and Luke Murray for item 'Small Steps, Big Changes'

Apologies:

Cllr Jon Collins, Alison Michalska, Sarah Fielding, Rebecca Meredith, Wayne Norrie, Russell Andrews, Diana Owen, Steve Thorne (marketing and comms support)

Summary:

- An EIB 'business group' is to be formed to take forward actions between meetings
- Action has been taking place to address some of the issues highlighted in the Childhood Wellbeing Survey; regular updates on this, including impact, will come back to EIB
- The EIB budget, options appraisal for strand leads and proposal for EIB support going forward were agreed by the Board
- Recruitment and retention short, medium and long-term goals were agreed with and £15,000 of budget to support this work was approved
- A proposal for a Fair Workload Agreement was approved

1. Welcome, Introductions and Apologies

All were welcomed and apologies given. DG welcomed Phil Crompton, CEO of Trent Academies Group who is replacing Paul Halcro on the Board. DG also welcomed Fran Cropper, new Recruitment and Retention Consultant attending to meet the Board and for an item on the agenda, and Matt Lawrence, representing Diana Owen.

2. Minutes of the last meeting of 29th April

The minutes of the meeting held on 29th April were accepted as a true record.

EF gave an update on Apprenticeships which was discussed at the last meeting. Currently there are no teacher vacancies on the list of approved apprenticeships. Work is ongoing within Nottingham City Council to consider options around becoming an approved provider to deliver degree-level apprenticeships in roles with a shortage of staff, which could include teachers. FC will be able to keep the EIB updated on this through MV going forward.

Other items discussed at the last meeting are either on the agenda for this meeting or scheduled for a future date.

3. Matters arising and Chair's update

DG discussed a proposal for a 'business group' of 4-6 EIB members to progress actions between meetings and speed along activity; all agreed to the proposal.

ACTION: DG to take forward 'business group' proposal

4. Update on Nottingham's actions in response to the Children's Society 2016 Report on children's well-being

Charlotte Malik, West 8 Partnership EIP Manager, had previously spoken to EIB regarding the Childhood Wellbeing report.

In Nottingham schools wellbeing is good overall, with high levels of happiness in primary aged children, including happiness with their school. Young people are less happy at secondary school; girls in secondary school are particularly unhappy.

There has been successful action in Bilborough including boys-only assemblies and girls-only sports clubs. Further consultation will follow; girls have said they want to be 'called names' less, want to feel comfortable, and want more security without having their bags looked through by peers; to address this last issue lockers have been installed in some schools which previously did not have them. A Kindness Campaign is being launched and sessions are being run for children who have witnessed domestic violence.

A presentation of findings has been delivered to Public Health, the NCVS Youth Provider Network and the Secondary School Deputy Heads group. Engagement has taken place with the city's Primary Parliament including an event on Safe Lives, Positive Neighbourhoods which was attended by 30 schools and 120 year 5 and 6 pupils over two days.

A video is available, entitled [Children See, Children Do](#) to make parents, carers and other adults consider their behaviour in front of children. It was suggested a similar video could be filmed in Nottingham.

The wellbeing of girls is still a cause for concern, as is the safety of children and young people. Future work will include supporting transition and more single-sex sessions. There are also plans to try to influence the curriculum to offer a wider range of subjects; the costs of this could be reduced if schools work together to deliver.

NCN has introduced 'Girls into Construction'; the college works with certain schools and the Central Learning Partnership, but might be able to work with additional schools.

EIB members asked for information about the success of interventions and activities in a few months' time. The Board thought pupils in Secondary Schools could receive copies of the report to evidence how their behaviours affect their peers.

It was suggested links should be made with Sport, Outdoor Learning and Adventure Services at the City Council, and with the Opportunity Notts programme.

DG would like regular updates on the impact and data and asked EF to share the presentation with the notes.

ACTION: EF to share the presentation with the notes of the meeting

5. Implementing the EIB strategic plan

Update on the EIB strategic lead appointment

DA left the meeting.

The EIB Strategic Lead post was not appointed to, a paper was tabled at the meeting detailing an alternative which would see David Anstead retained for two days per week and a colleague from Nottingham City Council supporting DA for 28 hours per week. Discussion followed, after which the Board accepted the proposal.

DA re-joined the meeting.

Options appraisal for appointing strand leads

A paper was shared with the agenda to look at the options for recruiting temporary staff on secondment to act as leads for the EIB's priority activity strands. It was confirmed the strand leads can come from any organisation, not just those represented on the board. The proposal was accepted.

EIB budget statement

A budget monitoring sheet was shared with the agenda. The budget was noted; DG asked that any queries should be directed to EF.

JT left the meeting.

6. Recruitment and retention strand

Recruitment and Retention Strategy

It was noted there is predicted to be a rise in the number of pupils needing school places, but robust data is not yet available for the local area. Secondary schools nationally are struggling to recruit middle leaders and maths and physics teachers. The more new teachers a school has, the less able they are to support NQTs to complete their training which exacerbates the problem.

A presentation was delivered outlining the short, medium and long-term priorities for the Recruitment and Retention Consultant who is now in post on a temporary secondment.

Short term

- Establish baseline data and statistics for Nottingham compared to national figures
- An EIB partnership strand plan will be put together, support was requested from members
- Ongoing support for Live/Work/Play, #NottmLovesGrads and #NottmLovesTeachers activity
- Proactive recruitment for harder to recruit to subjects, links with teacher training organisations
- Scoping grants and making links with local businesses including Boots and E-on.

Medium term

- 'Return to teaching' campaign, looking at barriers to people returning to teaching after a break
- Schools focus groups with NQTs and experienced teachers to get feedback
- Pastoral enhancement for teachers' wellbeing
- Look at possibilities around overseas teachers in English speaking countries with oversupply of staff
- 'Workplace rewards scheme' for teachers.

Longer term

- CPD ladder and linking with the Workload Charter
- Looking at the Apprenticeship Levy and possibilities for degree-level courses into teaching
- Establishing a City Supply Teachers' Pool.

It was suggested the supply teacher pool could include a set of standards set by the Board to ensure quality.

DG offered to go back to Lord Adonis to develop apprenticeship activity.

ACTION: EF to share the presentation with the notes of the meeting

EIB agreed to:

- Nominate a contact/lead person to FC
- Give FC any best practice ideas around recruitment and retention
- Email good news stories to FC relating to education in Nottingham
- Let FC know of upcoming events to link into.

Proposal from the Workload Reduction Sub-group

Sally Pearce from the National Association of Head Teachers and Sheena Wheatley from the National Union of Teachers in Nottingham have been involved in developing and seeking approval from members for the Fair Workload Agreement, which was circulated with the agenda.

It is a tool for staff and schools to use to set parameters for a work-life balance for teachers and school staff. Workload is one of the main factors making people leave the teaching profession and preventing people from returning to it. The agreement seeks to ensure teachers work smarter whilst ensuring work is completed in a timelier manner.

The charter will be launched on 16 September, with all city heads invited and EIB members attending to introduce it. Ofsted will also be present at the launch.

The Board endorsed the proposal for the 'Fair Workload Agreement' between Head Teachers and their staff.

7. Small Steps, Big Changes

Jane Todd, Independent Chair of Small Steps, Big Changes (SSBC), and Luke Murray, Partnership Manager, discussed its work. The programme is working to make children school-ready in four city wards, Aspley, Bulwell, Arboretum and St. Ann's; this represents 25% of all births in Nottingham. Ensuring children are adequately prepared for school and on a level equivalent to their peers outside Nottingham will ensure they progress better through school.

SSBC is a ten-year programme; work with families takes place from pregnancy to a child's fourth birthday.

The focus of activity relevant to EIB is:

- Communication and language
- Nutrition
- Social and Emotional Change

The programme looks to build adult capacity and capability to support children in order to improve children's outcomes; this includes the importance of parental influence.

The programme links with the Imagination Library to enable children to get a free book each month until their fifth birthday.

There are also links with the Triple P parenting programme which is open to parents who wish to attend.

EIB members can contact Jane or Luke for further information and support.

ACTION: EF to share the presentation with the notes of the meeting

8. Items to note

The revised Terms of Reference for the Board were accepted and will be reviewed annually.

Board expenditure for analysis of assessment data by Nottingham City Council's Data Analysis and Insight for School Improvement (DAISI) services was approved.

9. Any other Business

DG confirmed EF will no longer be supporting the Education Improvement Board's work due to moving to a new role within Nottingham City Council; DG thanked her for her support. EF will hand this work over to Jennifer Hardy before the next Board meeting and Jennifer will become the primary point of contact for EIB members from this point onwards.

Summary of actions:

- DG to take forward 'business group' proposal
- EF to share the Childhood Wellbeing presentation with the notes of the meeting
- EIB to note and undertake actions relating to Recruitment and Retention work
- EF to share the Recruitment and Retention presentation with the notes of the meeting
- EF to share the Small Steps, Big Changes presentation with the notes of the meeting

Meeting closed at 12.30pm.