

Chair of Governors Update

16 March 2023

Dear Colleagues,

We are delighted to share this update with you. We include the [video](#), [slides](#) and headlines from last week's virtual forum, together with further relevant announcements and educational reports. We also signpost you to our virtual training opportunities, all of which we trust will support your crucial work in governing our schools.

Sincerely,

Governance Services

The

Our updates provide summary headlines from our virtual forum, reference to other announcements and reports, and signposts to governor training. These are presented under 5 key themes:

1. **Promoting Equalities: with focus on Equity, Diversity & Inclusion**
2. **Enabling achievement**
3. **Assuring provision for Pupils with SEND**
4. **Sustainable school systems**
5. **Safeguarding, wellbeing and pastoral provision**

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Future Dates of Hackney Governors Virtual Forum (5 to 6:00pm):

- Thursday 2nd February 2023
- Thursday 16th March 2023
- Thursday 18th May 2023
- Thursday 29th June 2023

We remind you of our previous [updates and tools](#), our [Governors Training Programme for 2022/23](#) and our [Governance Services offer](#), all designed to assist the crucial work you do. We encourage you to share this update with board members and your wider networks, who can [subscribe here](#) to be included in our future communications.

Education Director's Update

Update on Estates Strategy - Jason Marantz Assistant Director,
School Standards & Improvement

Key Notes from Governors Forum

Jason Marantz, Assistant Director, School Standards & Improvement shared major issues currently facing the education system nationally and locally. These include:

- There has been a decline in the birthrate across London.
- There is a significant surplus of places in primary schools in many London boroughs.
- In Hackney there is a surplus of 634 places or 22% in Reception.

- There are predicted to be an additional 400 EHCPs a year in Hackney until at least 2026
- The Borough has a four point strategy:
 - The creation of sufficient additional in borough special school places
 - Partnership working with mainstream primary schools whose rolls are falling to seek viable solutions
 - Partnership working with mainstream secondary schools over the coming five academic years whose numbers are likely to be below PANs over the period 2022- 2027
 - A long term sustainable use plan for all education sites inside the borough.

1. Promoting Equalities: with focus on Equity, Diversity & Inclusion

Relevant Announcements and Reports

- The HR team has written inclusive staff development and career progression and inclusive recruitment and selection for schools.
- At Hackney we are on a journey to become an actively anti-racist council so we felt that it's imperative to mark the week in the calendar. This year's theme is It'sEveryone'sBusiness, and we're asking all Childrens and Education and Adults to:
 - Understand
 - Take time to educate yourself about active anti-racism, especially if you do not have lived experience of racial trauma.
 - Listen to Children and Education Podcasts recorded with BACP
 - Watch the Video from Cllr Bramble and Dr Shola Mos-Shogbamimu at the Anti-Racist Praxis Conference
 - Explore our Anti-Racism Learning Resources

Guidance on Handling Strike Action

- Following the announcement of strike action by teacher members of the National Education Union, the Department for Education (DfE) has updated its guidance on handling strike action, which explains the law on trade disputes and picketing: The guidance says that headteachers are expected to take all reasonable steps to keep the school open for as many pupils as possible. Headteachers should consult with their whole governing board before deciding whether to close, however given the urgent nature of the issue, consultation with the chair is acceptable.

HR Update on Strike Action

- One in four teachers leave the profession within three years
- There have been four strike days, one in February and three in March.
- Most Hackney schools have been affected by the strikes to some degree
- HR has provided advice about picket lines and other aspects of the strike.
- They have provided template letters.
- The website has been updated with details of school closures.
- For teachers the DfE recommendation is a 3% rise with a minimum £34,502 in inner london.
- For support staff the offer is a £1925 increase from April 2023 with a range of 3.8% - 9.4%
- Governor training is available from HR .
- HR staff will attend disciplinary and sickness meetings and spend half an hour before the meetings briefing governors.
- Support is available for governors serving on the Headteacher's Review panel.

Governor Training - hosted virtually

Wednesday 17 May, 17:00 - 19:00 [How can we improve the outcomes for those children most at risk of exclusion?](#)

2. Enabling achievement

Relevant Announcements and Reports

EYFS

- The EYFS profile is based on teachers assessing the standard children have reached at the EYFS stage.
There have been changes with previous years making comparison difficult.
- In July 2022 Hackney was above the London and National average with 68.5% achieving a good level of development.
Hackney was ranked 28th among all English local authorities, which is far higher than previous years.
- In private, voluntary and independent settings in Hackney the results are lower than in state funded schools.
Children from disadvantaged backgrounds are performing significantly better in Hackney than nationally.
- On the whole, children from ethnic minorities are performing better in Hackney than those nationally.

Key Stage 1

- Results for Hackney in reading compare well with national figures and are near the top of local authority results.
- Indian boys have not performed as well in Hackney as nationally in writing and maths. The reasons for this are being examined.
- Other groups in Hackney perform better than the national average.

Key Stage 2

- Children in Hackney performed better than nationally in 2022, the only local authority to do so.
- Out of 150 local authorities Hackney is :
 - 4th in Writing.
 - 16th in Reading
 - 19th in Maths
 - Disadvantaged Hackney children are performing well.
- Performance of children with EHCP is higher in Hackney than the national average.
- In all subjects combined, Indian children are performing less well than nationally.
- Other groups are performing better than nationally.
- Work is taking place to encourage schools to support and learn from each other.

Secondary Schools

- For GCSE English and Maths, the results for 2022 in Hackney are likely to exceed the national average by 4 or 5 points.
- There have been improvements compared with 2019:
- 11 schools improving at standard pass
- 13 schools improving at strong pass
- African, Indian and mixed heritage children perform less well in Hackney than nationally in English and Maths.

Governor Training - hosted virtually

Thursday 20 April, 17:00 - 19:00 [How do Governing Boards observe Key Stage 2 test \(SATS\) administration to assure best practice?](#)

3. Assuring Provision for Pupils with SEND

SEND Strategy 2022-2025

Hackney has launched a new SEND Strategy 2022-25. We would like to thank all partners who have worked with us to produce this.

The Strategy has been co-produced with a wide range of key stakeholders across Hackney including: Families, young people, schools and settings. The overall aim of the Strategy is to provide detail on Hackney's current approach to SEND, and to set key priority areas for the coming years.

Hackney has a vision to provide an excellent, inclusive and equitable local experience for all Hackney children and young people with SEND. We want all our children and young people to have access to the right support at the right time from local services and to be able to travel easily to a great inclusive local school which engages with their neighbourhood parent/carer community. We want all our children and young people to be in schools and to access services which fairly reflect the diversity of the Hackney community.

The four main priorities in the Strategy will ensure that the above vision is progressed for our children and young people and are as follows:

- Priority One - Outstanding Provision and Services
- Priority Two - An Earlier Response
- Priority Three - Preparing for Adulthood
- Priority Four - Joining up our Services

Relevant Announcements and Reports

SEND Inspection

Ofsted published its new [SEND Inspection framework & handbook on 29 November 2022](#).

The framework outlines a new inspection model which will include full inspections, monitoring inspections, engagement meetings and area SEND thematic visits. Inspections will be unannounced and will be undertaken by Ofsted and the Care Quality Commission (CQC) inspectors who will look at:

- The experiences and outcomes of children and young people with SEND; and
- How local area partners work together to plan, evaluate and develop the SEND system.

Inspection outcomes will be published and will determine the timing and type of further inspection arrangements within the framework.

The framework sets out that inspectors will meet with children & young people, parents & carers and practitioners offsite during week 2 and onsite during week 3. This is likely to include education professionals in multi-agency tracking meetings as well as sampling visits to providers & services across education, health and care to review the experiences of Hackney resident children & young people (including those at SEN Support). During these sampling visits, inspectors may include meeting children & young people and, if appropriate, scrutinising files and talking to practitioners.

Hackney's SEND provision was last inspected in November 2017 and we, therefore, anticipate a full inspection of our arrangements across education, health and care early on in the cycle. Schools & settings will have an important role to play in the inspection and we encourage you to read the inspection framework and handbook ahead of an inspection being announced.

We will also place SEND Inspection briefings on agendas for various school based forums and meetings.

Governor Training - hosted virtually

Tuesday 16 May, 09:00 - 11:00 [How do we ensure the development of emotional, mental health and wellbeing of children?](#)

Thursday 15 June, 09:00 - 11:00 [How do we ensure an inclusive approach for children with Special Educational Needs and Disabilities \(SEND\)?](#)

4. Sustainable School Systems

Disability Access Fund

The Disability Access Fund (DAF) can help schools make their settings accessible to children with special needs. The funding can help providers make reasonable adjustments to their settings.

Schools can use the funding, for example, to purchase specialist equipment or seek specialist training that would help meet the child's needs. Three and four year olds are eligible for DAF funding, if they meet the following criteria:

- the child receives child disability living allowance (DLA); and
- the child receives 3 and 4 year old funded early education.

Schools are responsible for identifying eligible children, and will need to obtain confirmation that the child is eligible before contacting Hackney Education Schools' Finance team to verify the child's DAF status. Any children confirmed as eligible will then need to be recorded as eligible in the January school census.

Relevant Announcements and Reports

- <https://www.education-today.co.uk/fuelling-learning-with-magic-breakfast/>
- <https://www.education-today.co.uk/achieving-sustainability-and-value-for-money-through-technology-procurement/>

Governor Training - hosted virtually

Thursday 4 May, 17:00 - 19:00 [How to make the right strategic financial choices for your school?](#)

5. Safeguarding, Wellbeing and Pastoral Provision

Relevant Announcements and Reports

Safer Schools Police Officer Protocol - Hackney Addendum - Parent Engagement Session

Following the issues highlighted by the Child Q review the police took forward a review of the Safer Schools Police Officer protocols.

In September 2022, Hackney Education organised a pupil engagement session on the Hackney addendum so secondary school pupils could provide feedback, and raise concerns and queries about the document / protocol. The session was a success and the police took into consideration the feedback from the pupils.

Two face to face sessions have been scheduled for parents of secondary school pupils in Hackney, to review the addendum and provide their feedback as well. Parents are invited to attend one session:

- Tuesday, 18 April 4:00 – 5:30 pm at The Urswick School
- Wednesday, 26 April 4:00 – 5:30 pm at City of London Academy, Shoreditch.

The sessions will be led by Paul Senior, Director of Education, Debra Robinson, Diversity and Inclusion Systems Lead as well as Police Inspector James Melton and Sergeant Rafi Joney. We kindly urge all head teachers of secondary schools to share this letter with parents / carers to sign up to the workshop.

PSHE Education and Safeguarding

The Department for Education (DfE) recognised PSHE education's importance to safeguarding when introducing statutory RSHE in 2020, providing the rationale that: 'Given the increasing concerns around child sexual abuse and exploitation and the growing risks associated with growing up in a digital world, there is a particularly compelling case to act in relation to pupil safety'.

This is because the evidence is clear regarding the role of PSHE Education in keeping children safe and supporting them to seek help when necessary. The PSHE Association has highlighted some of this evidence in a new PSHE education and safeguarding briefing alongside key considerations for ensuring safe, effective practice (these include the need for regular curriculum time, trained teachers and ensuring age and developmentally appropriate provision).

The briefing also links to useful guidance – including a new guide from the centre of expertise on child sexual abuse (CSA) that will help inform effective responses from schools to concerns about harmful sexual behaviour as well as their research and guidance on safeguarding risks associated with online pornography.

From the PSHE Association, 29th March 2023.

For further information, please contact Helena Burke for secondary schools at helena.burke@hackney.gov.uk and Claire Tregear for primary schools at claire.tregear@hackney.gov.uk

Governor Training - hosted virtually

Wednesday 17 May, 17:00 - 19:00 [How can we improve the outcomes for those children most at risk of exclusion?](#)