



GOLDEN HILL (short stay) SCHOOL

PUPIL ATTENDANCE, ABSENCE AND EXCLUSIONS SEC COMMITTEE (27.02.2020)

PUPIL ATTENDANCE AND ABSENCE DATA

	R	Y1	Y2	Y3	Y4	Y5	Y6	Total
Autumn 2019	NA	94.00%	93.73%	90.0%	96.04%	96.4%	87.83%	93%
Spring 2020	96.88%	98.4%	92.98%	91.14%	92.83	91.33	85.19%	92.67%

Attendance Percentage	Autumn 2019 No of Pupils	%	Spring 2020 No of Pupils	%
100%	19	36.53%	14	27.45%
95% and above	29	55.77%	29	56.86%
90% and above	41	78.84%	36	70.58%
Below 90 %	11	21.15%	15	29.41

PUPIL EXCLUSION DATA

Autumn 2019	5 x fixed term exclusions totaling 15.5 days.	CDH – 4 days for Physical assault of an adult KW – 4.5 days for Physical assault of a pupil TW – 1 day for Disruptive behavior TW – 4.5 days for Physical assault of a pupil TW – 2 days for Disruptive behavior
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SIGNIFICANT STAFFING ISSUES: SPRING 2020.

Context:-

- There are currently 49 pupils attending Golden Hill. Of these pupils, 21 have Final Education Health and Care Plans (EHC Plans.) Of these pupils, 12 have Final EHC Plans for Specialist provision. These pupils present with significant additional, complex needs, which, in part require additional staffing to provide adequate support and guidance. However, the Band funding for these pupils collectively is insufficient to meet the costs of providing additional TA support, leaving GH to fund these additional supply staff.
- The total SEND Band funding for the spring term 2020 is estimated to be £xxxxxxxxxxxxxxxx, the cost of providing 3 additional TA3s to support GH's permanent staff is £18,900 from January 2020- April 2020.
- Risk assessments undertaken by the SLT are clear that removing the 3 supply TAs would result in significant, increased risk to pupils and staff; impact directly on the educational outcomes of pupils (both SEND and permanently excluded pupils) and overwhelming impact the SLT's ability to discharge their responsibilities within school.
- Email representations have been made to Sally Richardson- Head of Inclusion support (SEND) and Audrey Swann- Head of Alternative Provision to request additional funding to support Golden Hill in providing full time education for the

pupils with Final EHC Plans. To date there has been no reply from Sally Richardson and although Audrey Swann has agreed to raise this issue urgently with Sally, this has failed to result in any communication/ support from the SEND team.

- This leaves GH with a significant dilemma: - To reduce staffing and risk the outcomes identified above or to begin to move towards withdrawing educational provision for the pupils with Final EHC Plans who are requiring such high levels of support.

STAFF ABSENCE REPORT: AUTUMN 2019- SPRING 2020 (10.02.2020)

	Absence Sick Days	Special Leave	Total Lost Days
Autumn 2019			
Teachers	9		9
Non-Teaching staff	1	4	5
Total days lost	10	4	14
	Absence Sick Days	Special Leave	Total Lost Days
Spring 2020			
Teachers	1	1	2
Non-Teaching staff	6		6
Total days lost	7	1	8

Head Teacher comment:-

Staff absence remains low. Early indications are that staff absence in the spring term 2020 will mirror staff absence in the autumn term 2019. All staff absences are recorded and monitored. Those staff approaching trigger points participate in a Return to Work interview with a member of the SLT.

Currently GH pays Staff insurance to cover TAs from the 10th day of absence and Teachers from the 5th day. Annual cost: £.....During this financial year no insurance claims have been made by Golden Hill. This staffing insurance also covers staff maternity pay.

If Teachers are absent from school their classes are covered, in the first instance by TAs (all Golden Hill's are TA3s) The teaching and learning plans are provided by the absent teacher and their implementation overseen by Sarah Barrett.

TAs are awarded an extra 2 hours per day pay for each full day they cover. This ensures the minimum disruption for pupils and represents a considerable financial saving to school.