

Minutes of a meeting of the Governor's Education & Standards Sub-Committee held on Tuesday 14th June 2022 at 5.30pm via Zoom.

Present: Mr C Hansford Mr N Ruddick
Mr P Buckland Miss R McMann (Clerk)
Mrs T Boving-Foster
Dr J Jenkins
Mr A Worth

SLT present: Mr Dawson

Visitors: none

Quorum per Terms of Reference – 5

Governors in attendance – 6

1. Apologies for absence

Apologies for absence were accepted for Ms Mills (long-term absence, illness), Mr Bauer (work commitments) and Mr Worrall (holiday).

2. Declarations of Interest in Agenda items

There were no declarations of interest.

3. Minutes of the Meeting Held in April 2022

Moat items from this meeting were carried over into the May Full Governors' meeting. It was unanimously agreed that they were a true record and Mrs Boving-Foster will sign these as soon as is practicable.

4. LGBTQ+ Policy

Mr Buckland explained that this was a brand new policy in place to raise the profile in school and he wanted Governors to have the opportunity to ask questions / make any comments. For context there is a LGBTQ+ club – a student and staff member requested a policy for this area, and the school are more than happy to show their support. Mr Martin added that this policy is not only about showing support, but also deals with the day-to-day business if a pupil wants to change their pronoun for instance and thus gives clarity to pupils, staff and parents.

Questions and comments were invited:

- *It appears that this policy depends on Stonewall as a source (NR).* Looked at other schools who have a LGBTQ+ policy in place and they have also used Stonewall (AM).
- *There is not much detail on specifically where to get support (NR).* The details for this does exist. For example, Heads of Year all have a trans - inclusion kit and this is shared with parents if necessary. Personally am happy with the principle of support being available in the policy (AM). *NR agreed with this also.*
- *Is it already the case that LGBTQ is already part of the curriculum in school, even outside of Citizenship, PHSE and RSE, (TBF)?* It is covered in all of the above with work on positive relationships. The LGBTQ+ club have their own noticeboard. It is a theme in the pastoral calendar and will be covered in subjects such as science and history (AM). The book of the week was chosen by the LGBTQ+ club (RD).
- *Suggest that somewhere at the start of the policy it is made clear what LGBTQ+ stands for and not just assume everyone will know but otherwise a great policy (JJ).* It was noted that this would be a good idea on title page and / or under aims section (PB).
- *What is the timescale for review (JJ)?* As this is not a statutory policy, there is not a set timescale so this can be decided (PB).
- *Must be mindful of staff feedback as some were anxious about making a purely accidental mistake with a changed student pronoun, for instance. Thus, must be tolerant in all areas (JJ).* Agreed and this has been picked up on. Staff are given student lists at the start of each term and these include different pronouns where applicable (AM).
- *What is Stonewall (CH)?* School subscribes to this support service and has done so for a long time. It provides access to a pool of resources and advice (AM).
- *As part of the review process, should invite the LGBTQ+ club to make their representations to this committee (NR).*

There was a short discussion around uniform and changing rooms and if the policy was specific enough with its guidelines. Mr Buckland confirmed that the uniform is gender neutral, inclusive of sports kit. Presently, the facilities for changing are adequate but further down the line this could be an issue and will need to be addressed.

As this policy is new and this area is evolving, it was thought best to review this policy on an annual basis in this committee in the June meeting. This will also give the school / committee chance to review if Stonewall is the best resource to subscribe to. It was agreed to write the full title, as opposed to the abbreviated LGBTQ+, at the start of the policy for clarity. Additionally, it was agreed to include in the policy that the members of the LGBTQ+ club will be invited to make their representations at the time of policy reviews. Subject to these inclusions the Governors unanimously agreed to adopt the policy.

5. Data Drop (Year 8)

Mr Dawson reported that unfortunately the data had not been finalised in time for this meeting. It would have been a tight turnaround with the staff deadline

being the 10th June and he is still waiting on two members of staff. This is something which he is working on to review next year.

Dr Jenkins asked if there were any concerns, though she appreciated that the answer may not be too specific until the data is complete. Mr Dawson answered that in Year 8 there are not but there are some issues in Year 9. Specifically, this relates to Music and Languages in that those who are not taking these subjects to GCSE level are not putting much effort into their mocks. A variety of solutions to this are being looked at and the committee will be updated.

It was agreed to keep Data Drops as a standing item on the agendas and some meetings will have a lot of data to review and others will be lighter. Governors were happy with this approach, as they do not want to add any extra pressure on staff.

6. SEND Action Plan Update

Mr Munro did not have any major updates and so did not attend this meeting. In relation to the action plan, Dr Jenkins reported that one Governor had completed the online training since the last round of meetings and she urged that as many Governors as possible do this. In response to a question about this training being mandatory, it was noted that all Governors are now Governors of SEND and also the action plan was approved by all Governors and this is one of the points on it.

Action point: Miss McMann to re-send the online course details to those who have not completed the training.

7. Headteacher's Update, inclusive of the SIP

With regards to the SIP, Mr Buckland reported that most areas are now complete (green). The new Headteacher will be coming in on Monday and will look to start work on a new SIP.

Mr Allen gave an update regarding the status of the Year 12 students who have been trained in mental health. Thirty five students have completed their training and Monday will start a two-pronged system. The students will wear a yellow lanyard to identify them to younger students and there will be lunchtime surgeries, the frequency of which will depend on uptake. It was noted that a complicated flow chart has been put in place in order to protect the Year 12 students from anything sensitive they might listen to.

Exams are going well. The students were acknowledged as being excellent, especially given they have had no experience of public exams. Credit was also given to all staff and invigilators involved in the process.

Staff changes will be reported to the Full Governing Body on 7th July.

Questions and comments were as follows:

- *Please give Year 12 time to run the lunchtime surgeries and not close too early if not initially popular. It is a really good initiative (TBF).*

- *What plans are in place for the training of the successor to mental health (TBF)?* All training resources have been given to Miss Smith and will be going through the action plan with her (AM).
- *Are there any updates from staff welfare meetings and use of break times (TBF)?* There have been no further meetings (PB). Looking at various suggestions to rationalise duty at break time (RD).

There was a short discussion about how exams across all year groups could be reported. Various suggestions were given. It was decided that this information would be useful for all Governors, as is done with GCSE / A-Level results, and that it could be discussed in the first Full Governors meeting in October. In order to make this productive, it was suggested that the headlines from each year group are given with any issues and the plan to address these. The other alternative would be to revert back to a meeting of this committee in September. **Action: Mr Dawson to pick this up with the new Headteacher to determine the best approach.**

In response to a question about non-contact time, Mr Buckland confirmed that as much as he would like to, the school was still not in financially strong enough position to look at this yet with the cost of this estimated to be between £70,000 - £100,000. At the time non-contact time was reduced, Mr Buckland informed staff that if finances became stable and secure, it would be reviewed and as yet the school is not there. Mrs Boving-Foster added that she had addressed this in the last staff meeting.

The date of the next meeting will be confirmed.

The meeting closed at 18.20.