

THE JOHN OF GAUNT SCHOOL
Minutes of the Student and Community Committee Meeting
Tuesday 13th November 2018

Time: 6 pm
Place: The Hub
Present: Jo Trigg (chair), Pamela Raymond-Heath, Pete Gear, Jordan Mockett, David Whewell, Sarb Gill, Andrew Hawkins, Paul Skipp, Linda Baines, Eleanor Shergold (Clerk)
Advisers: Helen Kerr
Apologies: Debbie Youngs, Andy Williams

| Agenda Item | Actions Agreed | Who |
|-------------|--|---------|
| 13/19 | Raising the profile of the GB - JT will circulate possible options for comment | JT |
| 13/19 | Postcard for governor use - HKE will follow up with BRH | HKE |
| 13/19 | Safeguarding training will take place before the next CLES and S&C | HKE |
| 14/19 | To arrange for student leadership to attend S&C | JT/LBA |
| 15/19 | To feedback to governors on the behaviour policy and request that any concerns are raised in advance of December Board | DW |
| 16/19 | JMO to take a staff briefing on his role as House System Leader | JMO/HKE |
| 17/19 | Attendance policy to be brought back to January S&C | HKE/BRH |

11/19 Apologies

Apologies were agreed and accepted.

12/19 Declaration of Business Interests

Governors were reminded to declare business interests as necessary.

13/19 Minutes and Matters Arising

6/19 - Breakfast club funding requirements - raised at October Board meeting
7/19 - Raising the profile of the GB - JT will circulate possible options for comment
7/19 - Postcard for governor use - HKE will follow up with BRH
8/19 - Safeguarding training will take place before the next CLES and S&C. All governors to read KCSiE Annexe A in addition to Part 1
9/19 - Code of Conduct will be reviewed at next Resources and S&C will review the policy by email. PSK is reviewing Equality Objectives. Parent Code of Conduct will be brought to January S&C. Admissions - consultation arrangements are in place with JOG and CSL. Consultation will end 1st January.

The minutes of 18th September were agreed and signed as an accurate record of the meeting.

LBA arrived at the meeting

14/19 Student Leadership and Student Voice

LBA oversees this area of school life. The starting point this year was to review where things were at as fewer numbers of students were engaged. Assemblies have been taken by P16 and Y11 to promote student leadership across the year groups. The model going forward will have two students from each tutor on the Year Council and two students per year group attending the School Council. This term the focus is on recycling, particularly around the canteen area. Charities that students have chosen to support - Children in Need, the Foodbank and Save the Children. Two Y8 students are involved in Trowbridge Youth Parliament.

Changes to behaviour policy - student leadership will be instrumental in feedback. Post-Christmas LBA would like to raise the profile of student voice on the academic side of JOG. Information on the website needs to be updated. There is work to do going forward.

Governors asked if enthusiasm was generated from the assemblies - LBA said that they were well received. Y11 put together a questionnaire - everyone was offered the opportunity to respond.

P16 students are going to run the Year Council meetings. Student leaders will run the School Council.

Governors asked how best to connect with student leadership. LBA - it would be great if they could come to S&C and the odd SLT meeting.

Action - to arrange for student leadership to attend S&C

JT/LBA

LBA left the meeting

15/19 SIP Update

To create a culture of high expectations that leads to disruption free learning

Behaviour Summary - circulated in advance of the meeting. In applying a consistent behaviour approach within the current policy there are two areas that cause teachers significant concern - students' low level disruption and refusal to follow instructions.

A question was raised re racial/sexist/homophobic incidents, whether this is spread across the categories or skewed. HKE - this tends to reflect immaturity, students who will go for things with the most dramatic/hurtful impact, designed to shock. HKE said that there has been no escalation in comparison to previous years. Behaviour patterns across the year groups discussed. An observation was made that aggression and violence is higher in Y7 than Y10. HKE - this reflects social immaturity. Governors asked if failure to attend detention and restorative meetings is improving. HKE - things have improved with changes to the system. The pastoral team are working on getting people to where they need to be, wherever possible.

A question was raised re refusal to follow instructions, whether this category could be separated further. HKE confirmed that the new system for recording behaviour will allow for this and will be simpler to use. Incidents of no homework was noted to be double for Y11 than other years.

New Behaviour Policy

PSK - the starting point for the new policy has been conversations with staff, students and parents. Behaviour is an emotive subject but it has been consistently raised in conversation and in meetings - staff briefings, year team meetings, DLs, formal/informal conversations with students and governor meetings. Concerns re behaviour is also reflected in the Keep, Change, Grow activity with staff at the beginning of the year.

There is a lot of subjective areas in the current policy and too much low level disruption in class. There is not always clarity in the policy and people do not always have confidence in the structure and that things will be followed up. Behaviour is not out of control, it is low level disruption.

The policy on rewards needs to work hand in hand with the behaviour policy in creating a culture where teachers teach and students learn. Use of praise boards - want students to be striving for positive behaviour. Limitations of the new policy also discussed - the SLA means that it is not possible to permanently exclude students.

The same behaviour will be expected of every student in class, this will mean supporting students in different ways to achieve this. The core role of teachers is to teach. Teams in place around P&P will allow for that to happen.

Mobile phones will not be banned. There will be safe spaces where students can go and use their phones if needed. Research supports the impact on increased learning time and reduction in bullying where use is restricted.

Feedback from union rep really positive - acknowledgement that it will be really tough and challenging for teachers to begin with.

It will be possible with time for pastoral staff to do therapeutic work rather than current reactive position. There is a small number of really challenging students impacting the behaviour of other students. Absolute clarity in the policy will address this. It was noted that 80% of students have no behaviour points. Better data is needed to put the right intervention processes in place. A supportive rather than punitive package.

Governors asked about the burden of proof regarding behaviour and expressed concern re the potential mismatch of power, teachers having the ultimate authority. If there is opportunity to audit whether this is done fairly and consistently. HKE - explained the systems that underpin procedures - it is possible to drill down to faculties, individual students, times of day, etc. HKE said if anything teachers' authority is currently underused. Teachers are trusted to be professional, but the school does listen to student feedback re exclusions and detentions. A question was raised about the right of appeal re exclusions. PSK - JOG does not have an appeals procedure but there is a complaints policy.

Restorative meetings - there is likely to be an initial spike in the need for restorative meetings. Governors asked how additional support will be provided for staff to manage this increase in workload. PSK - explained how the workload will be shared, with a reducing workload when behaviour is more

settled. Honesty with staff is key. HKE - there is also flexibility - i.e. restorative meeting can be any point during day.

Staff training will take place on the new policy and on managing behaviour. Not a significant emphasis on detention. Detention will take the form of study support. There will be a bank of work, reading and Hegarty maths in addition to teachers working there. Students will have a reflection sheet to complete. Concern was expressed about students catching up on missed coursework.

Initial feedback from staff is positive. Potential for inconsistencies raised. Staff training is key. PSK - it is important for staff to be aware that SLT are looking at supporting the system and consistency - not looking to catch people out, rather moderating consistency.

Governors asked about FTEs - how many students could accumulate in a week and the legal requirement for providing work. The anticipated increase in exclusions was highlighted - Ofsted praised the school for low exclusions. Expectations of SEN students - could be seen as potential move away from inclusiveness. HKE - this would still not exceed national. SEN - supporting students to meet expectations has been discussed with VMA. There will be a significant increase in staff available in detention initially - developing positive understanding, relationships and restorative conversations is important.

PSK - asked governors for feedback. Would rather delay implementation if not crystal clear. Students/parents would need to be informed by the beginning December at latest for 1 Jan start.

Governors were supportive of adopting the policy, recognising that low level disruption needs to be addressed. Feedback given on the importance of getting stakeholder engagement right on rollout - the opportunity for celebration of behaviour change as the next step for JOG in order to be a high performance school.

Policy approved with agreed amendments to be made before going to full board in December.

Action - to feedback to governors and request that any concerns are raised in advance of the meeting DW

PSK and SGI left the meeting.

16/19 House System

JMO has an hour a week allocated to the role of House System Leader. This year he has organised the house system into eight parts. Report circulated at the meeting.

House leaders - students from Y10 and Y11 have put their names forward to be a house leader or deputy house leader. A great opportunity to grow their leadership skills. The report listed the events for the year, three per term. Charity events will be held throughout the year.

KS3 Passports - have been created and promoted in assemblies. This reflects behaviour, attendance and attitude to learning with a foundation or honours graduation. JMO is organising the graduation trips.

House points are allocated - one per teacher per week.

Tutor time challenges are set bi-weekly to be completed in houses. House assemblies take place once every term promoting house values.

Governors asked JMO if he felt that this is adding value - JMO would like to propose that the role is more about developing culture.

Action - HKE asked JMO if he would take a staff briefing re his role

JMO/HKE

17/19 SIP and Safeguarding Update

Increase whole school attendance. Ensure persistent absence and lateness is rare

Safeguarding audit completed. Draft sent to DY, safeguarding governor, for comment. JOG assessed as excellent. Audit sent and submitted.

Online Safety policy - update delayed as LA training was postponed. This is the only action left to be completed from the audit.

Attendance Report circulated in advance of the meeting. Overall attendance is 95.78%. Y10 has big year on year drops due to chronic illness and is 2% down on this time last year. BRH is addressing this.

Key element re improving attendance is the expectation that every morning every tutor group is visited. Then absence phone calls are made. This is time consuming on student development team, the new behaviour policy will also have an impact. HKE/BRH are discussing plans re how to manage the time of transition before improvements are seen.

Attendance policy - governors questioned the wording around 100% attendance as potentially discriminatory against those who are unwell. HKE - the school does differentiate in how it is coded on the register. Governors said that this needs to be reflected in the policy, a paragraph to explain reasonable adjustments.

PSK is looking at South Gloucester's attendance process which picks up on truancy of lessons during the day. This is also a safeguarding concern. There is currently no legal framework for recording this in Wiltshire. PSK is exploring avenues with the LA.

Action - attendance policy to be brought back to next S&C

HKE/BRH

18/19 Policies

As above.

19/19 AOB

There was no further business to discuss.

The meeting closed at 8.10 pm. Date of next S&C meeting Tuesday 22nd January 2019.

Signed: _____ Date: _____