

# AYLESBURY GRAMMAR SCHOOL

## COMMUNITY & DEVELOPMENT COMMITTEE MEETING MINUTES: THURSDAY 18 MARCH 2020 AT 8AM



<b>PRESENT:</b>	Mr S Winman Mr J Collins Mr K Hardern Mr C King	Ms J Moore Mr Y Odukoya Mr M Sturgeon
<b>IN ATTENDANCE:</b>	Mrs C Cobb Mr G Dallas Mr N Gibbs Mr R Williams	Clerk Assistant Headteacher Observer Chairman of Governors
<b>APOLOGIES:</b>	Mr L Cobley	Apologies received and accepted

		ACTION
1	<b>NOTIFICATION OF ANY OTHER BUSINESS</b>  The following item was tabled under any other business: <ul style="list-style-type: none"><li>Coronavirus update</li></ul>	
2	<b>DECLARATIONS OF INTEREST</b>  SW declared that he is delivering the Challenge Partners leadership programme.	
3	<b>MINUTES AND MATTERS ARISING</b>	
3.1	<b>MINUTES</b>  The Minutes of the meeting held on 14 November 2019 having been previously circulated were agreed and signed as a correct record of the meeting.	
3.2	<b>ACTIONS ARISING FROM THE PREVIOUS MEETING</b>  An update on the actions from the previous meeting had been previously circulated. Arising from the actions: <b>Training on Google Classroom</b> – This is taking place and will continue to be so to support teachers. <b>China initiative</b> – The Headmaster agreed to maintain a watching brief but given the current situation with a worldwide pandemic this would be put on hold for the foreseeable future. <b>Staff appointments</b> – The Headmaster reported he had reviewed the staff checklist and Mr Williams agreed to review the Single Central Record. <b>Whistleblowing policy</b> – The Headmaster reported posters have not been put up in the staffroom to draw staff attention to the Whistleblowing policy, when the Employment manual has been completed (all HR policies are currently being reviewed) the Whistleblowing policy would be included in the circulation to staff <b>Review of School policies</b> – Mr Collins reported he would review all policies to ensure the terminology and layout is consistent.	Mr Williams          Mr Collins

## MATTERS ARISING FROM THE FGB MEETING 24 JANUARY 2020

- **Fundraising** – *“The Chairman of Governors asked the Committee to consider fund raising in more detail, as benchmarking data is showing a number of schools are doing this more successfully”* **Governors delegated this to Ms Moore to further discuss with the Development Director as part of the work currently being undertaken with the Development Director and bring back a report to the next meeting.**
- **Diversity** – *“The Headmaster reported this is going to be discussed by the SLT and recommendations will be taken to the Community and Development Committee for further discussion”* – The Headmaster reported the SLT have reviewed the diversity of the whole school by Year group, population, in catchment and out of catchment. Overall the trends are showing the pupil population does not match the local population. The data is also showing the value of a grammar school education is higher in certain communities. Pakistani is the highest ethnic minority, which was not surprising. The data also shows the white British group is ever decreasing. In Year 7 the Indian group is 18.9% which is significantly higher than any other grouping. The school population is reflecting the national demographics but not the local community and it does demonstrate the school is very rich in multi-culture which allows this to be celebrated. Going forward the SLT are already considering engagement with different communities and how this can be achieved effectively, it is proving quite hard to engage with families who live a long way from the school. The behaviour data was also reviewed and there is an increase in poor behaviour from black ethnic minority groupings, the SLT will continue to keep this under review and also consider how the curriculum and PSHE can be adapted to provide education and support. The Headmaster further reported the staff body reflects the local community and this was expected. **Mr Hardern asked for consideration to be given on how we are failing white British students from gaining a place at AGS, if data was reversed Governors would be questioning why we are not more culturally diverse.** The Headmaster responded the wider issue is why white British students in the local area are failing and he hoped with some local primary schools engaging with Challenge Partners this may be addressed. White British girls and boys in the local community are the lowest attainers but Aylesbury Vale also has some very large areas of deprivation, which would affect attainment and the aspirations of some of the people who live in high areas of deprivation is lower than others and there is not necessarily the desire to improve. **Ms Moore reported on the presentation she had seen Mr Singh give to primary school parents and three out of nine parents said they had not considered a grammar school before they had heard the presentation, it demonstrates how powerful and far reaching the presentations are. Ms Moore further suggested a review of socio-economic groupings was carried out to ensure the school is engaging with all groupings. Mr Odukoya asked if the local community has been enriched because of the diversity of the pupils at AGS and is it possible to measure the impact this is having on the community?** The Headmaster responded it is difficult to be able to measure the impact. Engagement with families and the community is very important and is always a focus, the demographics of Aylesbury are similar to High Wycombe and there may be an opportunity to further consider this with The Royal Grammar School. **The Chairman requested the SLT to produce a paper identifying the issue at hand and opportunities to**

Ms Moore  
Agenda

## ACTION

Headmaster  
Agenda

impact on the numbers including timeframes. It should align with our vision and ethos and will come back to the next meeting.

- **Report from Archie Rainbow (Year 11 student)**- Archie Rainbow came into the meeting to talk to Governors about what he had learnt following a long fixed term exclusion he had received. Please see attached report. **The Chairman thanked him for an excellent report and congratulated him on sharing the lessons he had learnt at the Year 10 information evening. The impact had been overwhelming positive both on students and parents. Archie Rainbow left the meeting.**

### 5 UPDATE ON PERSONAL DEVELOPMENT

Mr Dallas reported on behalf of Mr Singh. Personal development is run alongside PSHCEE and incorporates target setting for academics, co-curricular and house events. The next stage is to include parents on the process, a whole programme has been drawn up and will be shared with Governors on Google Drive.

Mr Dallas

### 6 WEBSITE UPDATE

The Headmaster reported the new website is live and there is a process in school for carrying out updates. **Mr Hardern asked who is responsible for Governor updates?** The Headmaster responded he is in discussion with the Chairman of Governors on updating Governor profiles. **Ms Moore agreed to streamline the profiles.**

Ms Moore

### 7 STRATEGIC PRIORITIES

The Headmaster reported on the strategic priorities for the Committee as follows:

- **Implement a Middle Leaders programme** – There is an external programme being undertaken with Challenge Partners, the feedback has been excellent and the numbers wishing to participate has increased, the feedback from partner schools is also very good. Internally Mr Singh is reviewing the needs and finding solutions using a buddies, mentoring etc
- **Develop a School welfare strategy** – Mr Dallas reported he is regularly meeting with a small group of staff and the School has signed up with the MIND index which will start on 1 April 2020, it lasts for one year and a toolkit and telephone support is included. The Challenge Partners hub is also looking at a wellbeing checklist to see how schools in the hub can support each other. A strategy document is being drawn up and will be presented to Governors once completed.
- **Explore potential partnerships with local and international education providers** – It is hoped Challenge Partners will grow in 2020/21, a meeting took place recently inviting a number of different schools and a number of them expressed an interest in joining. The Headmaster further reported he had recently attended the International Boys School Coalition board meeting and is the only English school represented on the board, the needs of AGS are aligned with the IBSC.
- **Create a marketing strategy and social media presence for the school** – The Headmaster expressed huge thanks to Ms Moore for all the work she was doing with the school on this as things have significantly moved on. **Ms Moore reported a marketing analysis has been developed and presented to small groups of parents, SLT, Governors, Challenge Partners and prospective parents. Currently work is being undertaken to review the marketing challenges for AGS. Six platforms have been identified to market the school based on the**

vision and ethos, three are currently being tested. A further update will be given to Governors on 28 March. Once the strategy has been agreed communications across the platforms will be reviewed to ensure they are consistent with each other. The third stage is the implementation stage, there will be a review of all marketing materials again to ensure there is consistency. Ms Moore agreed to report back to the next meeting on further updates.

Ms Moore

## 8 UPDATE FROM COMMUNITIES

Mr Dallas reported as follows:

**Pupil premium strategy** – Mr Dallas had previously circulated the pupil premium strategy document. Governors noted pupils who attract pupil premium funding had out performed their peers.

**Higher Education destinations** – A report on higher education destinations including where disadvantaged students go to after they leave AGS, was previously circulated. Governors were pleased to note the diversity of where students go onto.

**Parent Survey results** – Mr Dallas reported the Ofsted Parentview questions had been used and the collated results were very positive, especially around bullying

**ECO team** – The School has received the ECO bronze award and are now moving onto the silver award, one student has designed a garden in a space on the school site not utilised at all, and the PTA have agreed to financially support him.

**Educational visits report** – Governors noted a lot of trips are run at zero or very low cost to parents, making them accessible to all students, there are also a few very high value trips.

## 9 UPDATE ON SCHOOL DEVELOPMENT PLAN

The Headmaster had previously circulated an update on the progress being made. **Ms Moore agreed to update CD9 to reflect the work which is being carried out on marketing.**

Ms Moore

## 10 POLICIES

Governors discussed and agreed a sub-committee should be formed, to include Mr Collins, Mr Odukoya, Headmaster and Ms Miles to review the HR policies and make a recommendation for approval at the next FGB meeting.

Mr Collins,  
Mr Odukoya,  
Headmaster

## 11 ANY OTHER BUSINESS

### 11.1 CORONAVIRUS UPDATE

The Headmaster reported the school is currently running on all Year groups being in school, Year 13 are allowed to leave if they have no lessons. In unprecedented times staff have been fantastic and are really pulling together. Eleven members of staff are currently self-isolating and this number is increasing daily. The plan is to keep the school open as long as possible, to keep life “normal” particularly for Years 11 and 13 who are needless to say very anxious about their GCSE and A level exams. Ofqual have not yet made an announcement on how exams will be managed. On 17 March 140 students were absent. Going forward consideration is being give to the most disadvantaged students and how they can be supported in the event of a school closure.

**ACTION**

The Chairman thanked the Headmaster and all staff for what they are doing in these very difficult times.

**12 DATE OF NEXT MEETING (to start at 8am)**

**Thursday 2 July 2020 (please note change of date)**

The meeting closed at 10.05am

Signed ..... Date .....  
CHAIRMAN