



AYLESBURY
GRAMMAR SCHOOL

Founded 1598

COMMUNITY & DEVELOPMENT COMMITTEE MEETING

MINUTES: THURSDAY 8 JULY 2021 AT 8AM held via Google Meet due to
Covid-19

PRESENT:

Mr S Winman (Chair)	Mr K Hardern
Mr L Cobley	Ms. J Moore
Mr J Collins	Mr M Sturgeon

IN ATTENDANCE:

Mrs C Cobb	Clerk
Mr G Dallas	Assistant Headteacher
Mr A Fails	Governor Observer
Mr P Jennings	Governor Observer
Mr R Williams	Chair of Governors

APOLOGIES:

Mr C King
Mr Y Odukoya

ACTION

1 NOTIFICATION OF ANY OTHER BUSINESS

No items were tabled under any other business.

2 DECLARATIONS OF INTEREST

Mr Winman declared he is running the leadership programme for Challenge Partners.

3 UPDATE ON DIVERSITY AND INCLUSION

Mrs. Beckley came into the meeting

Mrs. Beckley updated Governors on the work which has been undertaken by the school on diversity and inclusion, as follows:

- Staff have received diversity training on anti-racism
- An action committee has been formed (ACE)
- Recruitment adverts have been reviewed
- There is a programme of speakers for the Sixth Form
- Year 8 are receiving Tutor group talks
- Focused mentoring has been put in place for Year 10, around some poor choices, which have been taken

ACTION

- There is a new suite of personal development resources to challenge students understanding of equality, diversity and inclusion
- Staff have received feedback from ACE on unconscious bias and extra-curricular activities
- Small adjustments have been made to the curriculum and this will be an ongoing process
- There has been student participation in the IBSC global forum
- Research projects have been undertaken by staff

The next steps are to review the impact on the measures taken and decide what are the next steps.

Ms. Moore asked if gender identity should also be reviewed? The Headmaster responded the ACE group have discussed gender identity around positive messaging. Sexual citizenship is a priority for 2021/22 and training has been undertaken by staff, assessing what we do and how we promote positive masculinity.

Mr Collins asked what is being done to publicise the initiatives across parent groups and attracting Governors from minor ethnic groups, particularly given the demographics of Year 7 parents with 54% identifying as from ethnic minorities? Mr Williams responded in the recent Parent Governor elections we encouraged parents from ethnic minorities to come forward. When appointing Appointed Governors we have been focused on the skills set needed and not ethnicity, but this is being considered going forward. Ms. Beckley reported ACE is reviewing if English as an additional language could be a barrier and how we can engage with these people, possibly by including a translator facility on the website.

Mr Jennings asked if there are any micro-aggressions, which exist in some companies, between ethnic minorities? Ms. Beckley said she would take this back to ACE for further discussion.

Mrs Beckley

The Chairman asked Mrs. Beckley, as part of the mid-year review and next steps for ACE, to report back to the Committee on the different BME groups, micro-aggressions and a follow up on sexual diversity and positive masculinity programme.

Mrs Beckley
Agenda

Mrs. Beckley left the meeting

4 UPDATE ON THE GATSBY BENCHMARKS

Mrs. Adams, Mr Flowers and Ms. Mohammed came into the meeting.

Ms. Mohammed and Mr Flowers gave Governors an update on the progress being made on the Gatsby benchmarks. Overall the school is doing well and has reached 100% in benchmarks 1, 2, 4, 5, 90% for benchmark 3, 75% for benchmark 6, 91% for benchmark 7 and 98% for benchmark 8. Mrs. Adams further reported benchmark 8 will achieve 100% shortly, as a Careers Advisor has been appointed.

5 MINUTES AND MATTERS ARISING

5.1 MINUTES

The Minutes of the meeting held on 25 March 2021 having been previously circulated were agreed and signed as a correct record of the meeting.

5.2 ACTIONS TAKEN SINCE THE LAST MEETING

The progress on the actions from the last meeting had been previously circulated, there were no matters arising.

6 TERMS OF REFERENCE

Governors reviewed the terms of reference and agreed they should be recommended to the FGB with the following amendments:

- The Committee would receive an annual report on staff and student welfare and any trends relating to staff absence.
- The Committee would receive an annual report on equality, diversity and inclusivity

7 STRATEGIC PRIORITIES

- **Covid-19 – Monitor and resource welfare and pastoral support** – Due to an increase in positive cases a large number of students are self-isolating, a decision has been taken to cancel all the events in the last two weeks of term. The DfE have recently announced that all students will need to be tested twice when they return to school in September. Heads of Year have supported students extremely well and it is likely that there will be an increase in pastoral issues during 2021/22. The younger Year groups are not as mature as previous cohorts and Years 10 and 12 feel very challenged as they will sit external exams. The Chairman congratulated the Headmaster with all the communications which has been sent out. Governors noted the Covid Committee has not needed to meet this term.
- **Implement a whole school welfare strategy** – Mr Dallas reported the SLT have agreed the overarching strategy, which includes a culture of support for staff and students. The school has received the report from MIND, following a detailed staff survey. Mr Dallas was pleased to report the school has been awarded bronze, an action plan will be drawn up to enable the school to move to the next level. **Ms Moore asked if positive masculinity can be brought into the action plan?** Mr Dallas responded an extensive survey for students will be drawn up to gather the data.
- **Meet the Gatsby benchmarks (for careers) by December 2020** – See minute 4
- **Review of personal Development Curriculum (PSHE and personal development)** – Mr Dallas had previously shared a report which included that personal development sessions were started in September 2019 to support the work being done on developing and nurturing character. The main development for September 2020 was the introduction to provide additional resources to

ACTION

provide more of a focus on equality, diversity and inclusion as well as mental health following an extensive lockdown. The main development for 2021 is the streamlining of the resources for students, following constructive feedback.

- **Develop and implement an Eco-school's strategy** – The flower garden and vegetable garden are both looking very good, it is hoped a successful application for Green flag status will be achieved in the autumn term.
- **Develop and implement a successful coordinated outreach plan** – This is being discussed with Challenge Partners and how we include Special Schools. The school is in discussion with Bucks Council about Frog Education which offers access to a learning portal to help prepare students who attract pupil premium funding for the 11+ test. It has also been recognised due to the pandemic how the most disadvantaged pupils in Year 4, in Aylesbury town centre can be supported with English and maths. Discussions are going to take place with Wycombe High School and a Governor would be welcome to join the meeting.
- **Develop and implement a marketing and communications strategy** – The Chairman congratulated the school and particularly Mrs Cox for the excellent communications strategy. The Headmaster reported a third video is being done on Character and reflects the school really well and will be available on the school website. Mrs Cox is also organising a new book on the history of the school, previous Head's and alumni are being contacted for their perspective on the school.

8 POLICIES FOR REVIEW

There were no policies for review

9 FUTURE AGENDA ITEMS

- Parental engagement – Ms Moore

10 DATE OF NEXT MEETING

18 November 2021

24 March 2022

30 June 2022

Agenda

The meeting ended at 10.00am

Signed.....Date.....