



AYLESBURY
GRAMMAR SCHOOL
Founded 1598

COMMUNITY & DEVELOPMENT COMMITTEE MEETING

MINUTES: Thursday 17 March 2022 AT 8am held in the Boardroom

PRESENT:

Mr S Winman (Chair)	Mrs C Hart
Mr L Cobley	Mr K Hardern
Mr J Collins	Mr M Sturgeon (Headmaster)
Mr Gibbs	

IN ATTENDANCE:

Mrs C Cobb	Clerk
Mr G Dallas	Assistant Headteacher
Mr R Williams	Chair of Governors

APOLOGIES:

Mr T Hall	Ms. J Moore
Mr P Jennings	Mr Y Odukoya

ACTION

1 PRESENTATION FROM MS DONNA MILES ON RECRUITMENT PROCESSES

Ms Miles explained the whole recruitment process for teachers and support staff. **Mr Hardern asked if jobs are offered before references are received?** Ms Miles confirmed jobs are offered subject to satisfactory references being received, all relevant papers are taken at the point of interview, nobody can start without the correct documentation being seen by the school. There are exceptional circumstances, when a department needs somebody as soon as possible, a risk assessment is carried out by the Headmaster before they start. **Mr Collins asked if we actively encourage applications from ethnic minorities?** Ms Miles responded ethnicity and where a job advert is seen data is maintained as this enables us to target future adverts. Mr Williams reported he carries out a review of the single central record in hard and soft copy when he has a termly meeting with Ms Miles. Ms Miles reported the Headmaster also carried out a random test on the SCR each month.

2 PRESENTATION FROM MS WILSON ON COLLABORATION WITH AHS AND YEAR 9 INCLUSION QUESTIONNAIRE

Mrs Wilson reported on the work going on between the two schools on positive respectful relationships. One outcome from the Year 9 focus group is to set up a chess club. Year 10 have also set up a focus group and agreed to have a bench ball club and MFL speaking group. There has been a very positive shift of the two schools working together. The Head boys and AHS Cabinet have carried out joint

assemblies and also meet to consider the environment and eco issues. Mr Hardern suggested Year 12 collaborating for Young Enterprise; Mr Gibbs reported there are a number of PE initiatives to include joint triathlon, badminton, and athletics; Mr Cobley reported he is working with the AHS Development Governor to carry out a joint training session and the Chair and Vice Chairs of both schools meet twice annually.

3 PRESENTATION FROM MS BECKLEY ON EQUALITY, DIVERSITY, AND INCLUSION

Mrs Beckley reported on positive sexual citizenship and positive masculinity. A conference to include both AGS Head boys and AHS Cabinet with key staff looking at uncomfortable questions. It was an informal meeting as part of the research project Rachel Jackson is carrying out on behalf of the International Boys School Coalition, on what it means to be male. A speaker has been invited to talk to Year 12 on emotional vulnerability. Personal development sessions also include gender stereotyping.

There is an Action Committee for equality for both students and staff. The staff Committee meets fortnightly and discuss ways to improve to include correctly pronouncing students and staff names. Year 7 have completed data on how to pronounce their names and this provides an opportunity to discuss the meaning and importance of names. The Student Action group is Student Voice and all groups are given the opportunity to express and share their views on EDI. Mr Williams requested a Student Ambassador gives a presentation to Governors and report on the progress they are making. Mr Williams further suggested the alumni who contacted the school as part of the Black Lives matter movement receive feedback on the work the school is carrying on EDI.

Headmaster
Agenda

A review of the curriculum has taken place on how BME students are reflected. Heads of Departments discuss and plan their curriculum accordingly, the purpose is to be purposeful and not forensic.

Ms Wilson reported a whole school survey has been carried out and one outcome is around celebrating diversity and cultural celebrations, which will be discussed by the Action Committee and how the profile of diversity can be raised.

4 NOTIFICATION OF ANY OTHER BUSINESS

No items were tabled under any other business.

5 DECLARATIONS OF INTEREST

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

ACTION

6 MINUTES AND MATTERS ARISING

6.1 MINUTES

The Minutes of the meeting held on 18 November 2021 having been previously circulated were agreed and signed as a correct record of the meeting.

6.2 ACTIONS TAKEN SINCE THE LAST MEETING

The progress on the actions from the last meeting had been previously circulated, arising from the actions:

Reducing carbon footprint – The Headmaster reported there is inclusion within the premises masterplan to have a photovoltaic survey carried out to measure the carbon footprint, the school is currently trying to identify who can provide this service. **The Chair requested an update comes back to the next meeting.**

Headmaster
Agenda

7 STRATEGIC PRIORITIES

Mr Dallas had previously circulated an update on the progress being made on the strategic priorities:

- Further implementation of whole school welfare strategy
- Pastoral curriculum
- Develop safeguarding and citizenship – positive sexual citizenship and positive masculinity
- Create a professional learning pathway with associated developments
- Develop and implement an enhanced outreach plan and offer – Mr Dallas further reported outreach is challenging due to Covid measures being in place in Special Schools. Typically, 40-50 students support a Special School for 90 minutes each per week and they are unable to at present. In reach will be taking place for Year 4 and 5 students, who will come into AGS and experience subjects they are not currently doing in their primary schools, it is a very positive experience for these pupils.
- Further develop and enhance our Eco school's provision

8 REVIEW OF RISK REGISTER (pertaining to the Committee)

Governors asked if anything should be included on the risk register around Russian and Ukrainian students? The Headmaster responded these students have been identified and they are being monitored along with all Eastern European students to ensure their needs are being met.

9 GOVERNOR ENGAGEMENT CALENDAR

Mrs Hart had previously shared all school events. Governors requested prompts for events to enable Governors to book and attend.

Mrs Hart

10 MARKETING AND DEVELOPMENT

ACTION

The Development Director came into the meeting and updated Governors on School development, marketing and the three KPI's on population, reputation, and engagement. Governors noted 81% of the incoming Year 7 starting in September are coming from primary schools within catchment, which is a significant increase. 150 external applications have been received for sixth form, which is the highest ever. Governors congratulated the Headmaster and all staff on this tremendous achievement.

A stewardship programme is being run and a lot of work is being undertaken with the alumni to identify high net worth donors for future projects.

Governors requested further information came back to the next meeting on social media and the results from the Parent survey.

Agenda

11 POLICIES FOR REVIEW

Governors reviewed and agreed the following policies should be recommended to the FGB for approval:

Behaviour policy – Mr Hardern requested visibility of sanctions and rewards are shared in the Headmaster's report to the FGB, so that trends can be identified.

Headmaster

Staff Welfare policy – Governors noted the school is completing the Wellbe programme, which is for schools only and is also completing the MIND programme which includes a number of different organisations. Mr Gibbs agreed to attend the staff welfare groups meetings, as a Governor.

Mr Gibbs

12 DATE OF NEXT MEETING

30 June 2022

The meeting ended at 10am

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