

MINUTES – PUPIL AND PERSONNEL SUB-COMMITTEE MEETING 3 JUNE 2009

Present : J Brake, A Dabbs, A Jeffrey, F Polnyj, L Proctor, S Uden, A Day,
I Macsporrnan, D Macintosh, T Jones

1. Staff absence -

Ian Macsporrnan presented a report on monitoring systems and policy for staff absence. Any individual issues/trends are addressed by Ian and Trevor, following advice from our HR provider. Next stage is to benchmark these figures against other schools.

2. Drugs Education update –

Debbie Macintosh presented a report. The PSHE curriculum includes drugs education for all year groups. Also, the LA runs a workshop with Y9. Next stage is to improve staff training, and to involve the police in helping us give a firm no drugs message. This has been arranged for the autumn term. More detailed training will be given to a designated team of senior staff and Heads of House. More intensive support will be available for identified likely users. It was suggested that information for parents would be helpful.

3. Student Attendance -

Alistair Day presented a report. Overall attendance has improved from 2006-07 and 2007-08. This is the result of a concerted and structured approach. In particular, there has been an interventionist approach with Y11, to maintain positive attitudes and attendance.

4. Exclusions –

Alistair Day presented a report. The number of exclusions is higher than last year, but still significantly lower than in 2006-07. The majority of these were Y11, and a reflection of the difficulties in managing the behaviour of a significant minority of that cohort. However, the success of our intervention and support strategies are also reflected in a number of potential excludees not being on the list. Only one student was permanently excluded.

5. Behaviour for Learning Policy –

This is currently being reviewed. A staff consultation took place in May, in light of the guidance in the Steer report into behaviour in schools. There will be a student consultation this term and clear guidelines in place for September.

6. The Equality Policy -

has been created and previously shared. The next stage is to complete an action plan. We have a duty to actively promote equality, and evaluate impact.

7. Child Protection

The policy was shared to keep Governors up to date with current practice. It has been approved by the LA as an example of good practice. All necessary training has taken place.

8. Leadership Team –

Roles – these are being amended for 2008-09. The curriculum/pastoral deputy roles are changing to provide a Head of KS3 and a Head of KS4, both of whom can drive achievement and performance across the cohort. Some alterations to other LT job descriptions were also outlined. An enhanced “Data for Achievement Manager” role has also been developed.