

**GOVERNORS/MEMBERS PRESENT:** Micah Larson [Acting Chair], Marian Curran [Principal], Nkumbe Ekaney QC (part), Ann Fowler, Margaret Harlock, [5]

**ATTENDING:** Phillip Berry [Assistant Principal Finance & Resources], Peter J Harrison [Clerk to Governors], Laura Howe-Haysom [Head of Student Services], Kerry Mullinder [Head of Safeguarding & Learning Development] (part)

**APOLOGIES:** Beckie Hooper, Sonny Richards [Technical issues preventing participation] [2]

**Absent Without Apology:** None [0]

**CIRCULATION:** All Governors, College website      **QUORUM REQUIRED:** 3/6 (Voting Committee members)

Documents Circulated/Tabled\* at Meeting:

- Document [A] – 'St Brendan's Sixth Form College – Governors' Ethos Safeguarding Welfare Committee – Terms of Reference' [Current Version] – circulated previously
- Document [B] – 'St Brendan's Sixth Form College – Governors' Ethos Safeguarding Welfare Committee – Terms of Reference' [Draft Reversion] – circulated previously
- Document [C] – 'St Brendan's Sixth Form College – Student Recruitment/ Retention/Attendance Report' – circulated previously
- Document [D] – 'Bristol Learning City – Covid-19 Interim Safeguarding Guidance Addendum' – circulated previously
- Document [E] – 'St Brendan's Sixth Form College – Covid-19 Risk Assessment September 2020' [version 6] – circulated previously
- Document [F] – 'St Brendan's Sixth Form College – College Transport Report' – circulated previously
- Document [G] – 'St Brendan's Sixth Form College – Student Bursary Report' – circulated previously
- Document [H] – 'St Brendan's Sixth Form College – Student Disciplinary & Appeals Annual Report 2019/2020' – circulated previously
- Document [I] – 'St Brendan's Sixth Form College – Student Attendance Data 2019/2020' – circulated previously
- Document [J] – 'St Brendan's Sixth Form College – Safeguarding Young People and Adults at Risk Policy' [Current version]– circulated previously
- Document [K] – 'St Brendan's Sixth Form College – Safeguarding Young People and d Adults at Risk Policy' [New draft version]– circulated previously
- Document [L] – 'St Brendan's Sixth Form College – Mission Statement' – circulated previously
- Document [M] – 'St Brendan's Sixth Form College – College Concerns Complaints Compliments Policy ' – circulated previously
- Document [N] – 'St Brendan's Sixth Form College – Risk Register Committee Extract ' – circulated previously

**Circulation:** All Governors, Clerk to Governors, Senior Leadership Team, & [College Website after signature].

**Committee Briefing** – [The PowerPoint Presentation has been loaded to the Governors' Area of Sharepoint for the ESW Committee]

*'Counter Extremism & Radicalisation'*  
by Kerry Mullinder [Head of Safeguarding & Learning]

### **Terrorist Attacks**

- New York 9/11
- London
- Westminster Bridge attack
- Manchester bombing
- Parson Green Tube bombing
- Lee Rigby killing in Woolwich
- Ciaran Maxwell- stealing weapons from the army for the IRA
- Nicky Reilly- Giraffe restaurant (Plymouth to Exeter)
- Darren Osborne- Finsbury Park attack

### **Definitions**

**Radicalisation** – refers to the process by which a person comes to support **terrorism** and **extremist** ideologies associated with terrorist groups [Keeping Children Safe in Education, 2019]

**Terrorism** – an action or threat designed to **influence** the government or **intimidate** the public. Its purpose is to advance a **political**, **religious** or **ideological** cause [Terrorism Act 2006]

**Extremism** – the vocal or active **opposition** to our fundamental values, including democracy, the rule of law, **individual liberty** and the **mutual respect** and tolerance of different faiths and beliefs. This also includes calling for the **death** of members of the armed forces. [Keeping Children Safe in Education, 2019]

### **The National Agenda** [CONTEST – The United Kingdom's Strategy for Countering Terrorism – June 2018]

- Prevent
- Pursue
- Protect
- Prepare

**PREVENT Guidance** [The Revised Prevent Duty guidance for Scotland, England and Wales for schools and childcare providers. There is separate guidance for higher and further education]

- Requires schools and colleges to:
- Risk assess;
- Work in partnership with other agencies;
- Have staff training;
- Have IT policies in place.

**Vulnerabilities**

- Struggling with a sense of identity
- Becoming distanced from their cultural or religious background
- Questioning their place in society
- Family issues
- Experiencing a traumatic event
- Experiencing racism or discrimination
- Difficulty in interacting socially and lacking empathy
- Difficulty in understanding the consequences of their actions
- Low self-esteem
- Mental ill health
- Learning difficulties/disabilities

**Signs of Radicalisation**

- Being overly secretive about their online viewing or social media
- Expressions of an 'us and them' mentality – a sign of the sense of social isolation.
- Talk of revenge
- Being quick to condemn those who disagree and ignoring views that contradict their own.
- Being overly secretive about their online viewing or social media
- Questioning their faith or identity/sudden unexplained religious conversion
- Downloading or promotion extremist content
- Social isolation or a high number of new friends
- Altered appearance – change in style of dress and/or personal appearance
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**Current Threat Level**

- Substantial [Current]
- The levels of threat:
- Critical
- Severe
- Substantial
- Moderate
- Low

## Channel – Multi Agency Support

- Channel is a **multi-agency** group to **support** individuals vulnerable to radicalisation
- Channel may be appropriate for pupils who are **vulnerable** to being drawn into any form of terrorism
- Channel is about ensuring that vulnerable children and adults of any faith, ethnicity or background **receive support**
- Support provided **could include**:
- Mentoring, diversionary activities such as sport
- Signposting to mainstream services such as education, employment or housing, mental health
- Support is always tailored to specific needs of the individual following assessment by the multi-agency panel.

## What To Do

- Look for the **signs**
- **Listen** to the conversations of children and young people
- Support children and families
- Promote spiritual, moral, social and cultural development along with British Values
- If you have any **concerns** these should be raised with the designated safeguarding lead

The presentation took place in the context of Governors' questions and discussion throughout. The 'key' points in summary:

- No referrals from the College to Channel in recent years
- Four instances have arisen within the College and been followed up
- The impact on the support being offered to Students and Staff in the current Covid-19 situation
- The wider Curriculum involvement being important in all subjects including the Religion Philosophy Ethics [RPE] programme
- 'British Values' are they understood and in the context of a Catholic College where is the overlap, without expecting everyone to become a Christian
- The subject of Catholic ethos and values in the College is on the business agenda for the coming year in conjunction with a potential revision to the current Mission Statement to incorporate the current strap line 'Faith in Learning'

The Governors thanked Kerry Mullinder for her very learned and competent exposition about the topic, and asked her to convey the appreciation of the Committee to her colleagues for the excellent and important work they undertake.

[The briefing ended at 16:35 hrs]

ITEM	ISSUES RAISED IN DISCUSSION	AGREED ACTION
<b>1. Welcome</b>	<p>1.1 <i>Welcome</i>: The Acting Chair opened the meeting by welcoming everyone to this Virtual Meeting during the Covid-19 pandemic emergency, and the Principal led with a brief prayer</p> <p>1.2 <i>Apologies</i>: Beckie Hooper, Sonny Richards [Technical issues preventing participation] [2]</p> <p>1.3 <i>Absent Without Apology</i>: None [0]</p> <p>1.4 <i>Quorate</i>: The meeting was declared quorate. There were some individual technical interruptions but the meeting remained quorate throughout</p> <p>NOTE: <i>Agenda Order</i>. To facilitate those attending the meeting some items were taken in a different order than that shown on the agenda. The original order of the Agenda has been maintained for ease of reference in the Minutes record.</p>	
<b>2. Declarations of Interest &amp; Disability Access &amp; Diversity</b>	<p>2.1 <i>Declarations of Interest</i>: Governors confirmed there had been no change. The Clerk to Governors reminded the Committee that a number of written declarations for 2020/2021 are still outstanding, also the Governor's Declaration Code of Conduct form, both of which need to be returned to the Clerk as soon as possible</p>	Next Agenda & Any Governor
<b>3. Committee Business</b>	<p>Document [A] – ‘<i>St Brendan's Sixth Form College – Governors' Ethos Safeguarding Welfare Committee – Terms of Reference</i>’ [Current Version] – circulated previously</p> <p>Document [B] – ‘<i>St Brendan's Sixth Form College – Governors' Ethos Safeguarding Welfare Committee – Terms of Reference</i>’ [Draft Reversion] – circulated previously</p> <p>3.1 <i>Annual Review of the Committee's Terms of Reference</i> [Minutes Jun § 5.1]: There was some discussion about the ongoing redrafting of the Framework of Governance document, which contains the Terms of Reference for the various Governors' Committees. The question arose, about which of the Governors' Committees was responsible for reviewing the Denominational Inspection process and the overall evaluation of the Catholic life and ethos in the College. Some of these points will be considered in the Spirituality Report when delivered at a future meeting. Committee Chairs to follow up.</p>	Beckie Hooper & Micah Larson & Clerk to Governors

4. Minutes Previous Meeting	4.1 <i>Minutes of Previous Meeting</i> [17 June 2020]: The Minutes were agreed to be a true and accurate record and were passed for electronic signature and publication on the web.	Clerk to Governors																				
5. Actions Review [Agenda not itemised]	5. <i>None Identified:</i>																					
6. Matters Arising	6.1 <i>None Identified:</i>																					
7. Principal’s Report	<p>Document [C] – ‘<i>St Brendan’s Sixth Form College – Student Recruitment/ Retention/Attendance Report</i>’ – circulated previously Document [D] – ‘<i>Bristol Learning City – Covid-19 Interim Safeguarding Guidance Addendum</i>’ – circulated previously Document [E] – ‘<i>St Brendan’s Sixth Form College – Covid-19 Risk Assessment September 2020</i>’ [version 6] – circulated previously</p> <p>7.1 <i>Student Recruitment 2020/2021</i>: The Principal reported that the most recent figures show the total number of Students enrolled is now 2098 [target 2048]. It is now more important than ever that we work to retain them though this difficult time of transition during the Covid-19 pandemic, and ensure the best outcome for each Student.</p> <table><tr><th colspan="4">Student Recruitment – September 2020</th></tr><tr><th></th><th>2020/2021</th><th>2019/2020</th><th>2018/2019</th></tr><tr><td>Applied</td><td>2537</td><td>2437</td><td>2435</td></tr><tr><td>Offered</td><td>2253</td><td>2146</td><td>2109</td></tr><tr><td>Accepted</td><td>2073</td><td>1987</td><td>1989</td></tr></table> <p>The Committee noted the report.</p> <p>7.2 <i>Covid-19 Risk Assessment Open College Report</i>: The Principal gave a verbal report about the current working of the College. The prepared contingency planning and procedures for the pandemic are in place, and working well. The College has established a ‘blended programme’ with Year 12 in one week, and Year 13 in College the next, with remote teaching and learning and support being offered for Students not in College, including, those isolating for any reason. One Student has been identified as a confirmed Covid-19 case, and the College after consultation with</p>	Student Recruitment – September 2020					2020/2021	2019/2020	2018/2019	Applied	2537	2437	2435	Offered	2253	2146	2109	Accepted	2073	1987	1989	Principal & Next Agenda
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<p><b>Principal's Report</b> [Continued...]</p>	<p>Public Health England sent 103 Students home to isolate along with seven Staff. The College has now been advised that the infection was not contracted in College but by means of community transmission at the home of the Student.</p> <p>The Committee then discussed the ongoing evolving situation. The Principal explained that the College's Covid-19 Risk Assessment document is constantly being revised in the light of experience and each Monday the College Covid-19 Group meet to review it and the operation of the procedures in place. The following points emerged in discussion:</p> <ul style="list-style-type: none"> <li>▪ Improved seating plan arrangements for individual subject classes to assist identification of potential contacts if necessary</li> <li>▪ Review of additional Public Health England guidance</li> <li>▪ Improved communications with Staff, Students and Parents</li> <li>▪ Creation of a Covid-19 Budget heading to track on the necessary additional costs incurred, already expenditure exceeds £100,000, and is unfunded</li> <li>▪ The priority is keeping Staff/Students/Visitors safe and ensuring that good quality education can be delivered in these circumstances</li> </ul> <p>The Committee noted the report.</p> <p><i>7.3 Safeguarding Student/Staff Welfare:</i> The Head of Support Services and the Head of Safeguarding &amp; Learning Development jointly reported:</p> <ul style="list-style-type: none"> <li>▪ Issues of Mental Health will feature in the later report [Minute § 9.2]</li> <li>▪ The influx of Safeguarding files from Year 12 Students' previous education establishments are very varied in quality and content, and in the current situation where the usual former face to face meeting took place with Students, now more difficult to address remotely</li> <li>▪ Even given our familiarity with Year13 Students and their cases, the impact of the lockdown in the Spring/Summer and the need to work on the telephone rather than in person much of the time is also challenging</li> <li>▪ The effect of the pandemic situation is unlikely to be resolved any time soon</li> <li>▪ The views of Staff are being sought with a view to determining what additional support may needed to be put in place</li> </ul> <p>The Committee noted the report.</p>	
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<p><b>8. Student Matters</b></p>	<p>Document [F] – ‘St Brendan’s Sixth Form College – College Transport Report’ – circulated previously  Document [G] – ‘St Brendan’s Sixth Form College – Student Bursary Report’ – circulated previously  Document [H] – ‘St Brendan’s Sixth Form College – Student Disciplinary &amp; Appeals Annual Report 2019/2020’ – circulated previously  Document [I] – ‘St Brendan’s Sixth Form College – Student Attendance Data 2019/2020’ – circulated previously</p> <p>8.1 <i>Student Bursary/College Transport Report</i>: The Assistant Principal Finance &amp; Resources reported:</p> <p>8.1.1 Transport – Three years ago following the unreliable service offered by the previous contractor, the work was put out to tender again. For the last two years the new contractor has provided good service. Following the analysis of Student users’ place of residence the number of routes was consolidated from seven to four. In addition, a new FirstBus™ route was initiated, which carries seventy-five Students currently from a geographical area not currently enjoying a public transport option. An attractive option for Students as a FirstBus Season Ticket allows the Student to use the FirstBus services in the region at any time and without limit. The cost of College transport to Students has been reduced to £77 per month from the former £82 monthly.</p> <p>In 2019/202 the total cost to the College was £113,620, and after taking account of receipts the College is subsidising Student travel by £40,279. For 2020/2021 the numbers of Students using the service has risen, but the costs for the College have been reduced.  The Committee noted the report</p> <p>8.1.2 College Bursary Report – The Assistant Principal [Finance &amp; Resources] reported that due to the Covid-19 lockdown and closure of the College on 23 March 2020, the 2019/2020 year in terms of the Bursary Fund and support for Students is very different. The pandemic affected transport and the provision of Free School Meals [FSM] to those eligible. The College is allocated £2.41 for each College day per each meal, but to ensure a good nutritional meal and drink can be chosen by the Student the College tops this sum up to £3.75. The biometric [finger scan] system is very discrete for Students to use.</p> <p>On addition, the College expended £22k on additional laptops to enable local remote working. The College maintained the same threshold of Student eligibility but costs have fallen overall.</p> <p>For 2020/2021 it may be a very different scene depending on the impact of the end of the Governments’ furlough scheme and the level of unemployment affecting Student home income. Covid-19 conditions also have an impact upon Student Attendance.  The Committee noted the report.</p>	
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<p><b>Student Matters</b> [Continued...]</p>	<p>8.2 <i>Student Disciplinary &amp; Appeals Annual Report 2019/2020</i>: The Head of Support Services reported that in previous years the College has been concerned about the management of the over representation of Black Asian Minority Ethnic [BAME] Students recorded in the Disciplinary procedures. With the intention of addressing the issue last year the Disciplinary Policy and the Attendance Policy were separated and managed in a fresh way. The 2019/2020 report is the first year of operation, somewhat disrupted by the Covid-19 shutdown.</p> <p>8.2.1 Student Attendance – The declining overall College Attendance is now prioritised for early action, with all Students being treated equally with early intervention in the event of non-attendance. Positive behaviour management is in operation. The evidence indicates that those Students with the lowest attendance achieve much lower than expected outcomes. Disappointingly, BAME Students are still over represented in the Attendance monitoring process.</p> <p>Stage ONE warnings were issued – 416  Stage TWO – of these 143 were escalated  Stage THREE – 56 Students were then escalated to this stage  It seems that the Stage One process was a sufficient deterrent for 64% of those Students. But it is clear that as a Student is escalated, the effect diminishes.  Disappointingly, BAME Students are over represented in the Attendance Monitoring Process, with overall College Attendance average at 89.9%, and BAME Students achieving 88%. The data for this 2019/2020 year ends abruptly at the shutdown in March 2020.</p> <p>The full data is recorded and enables the analysis across the Curriculum and by Year groups and Levels. Governors discussed a number of issues:</p> <ul style="list-style-type: none"> <li>▪ The possibility that the public examinations might be postponed or delayed again in 2021, with the need for internal examinations or a re-use of the Centre Assessment Grades [CAG] procedure, and therefore, the raising of the profile of Teacher assessment and the College's own Key Assessment Grade [KAG] procedures used to monitor progress and inform each Student. The adage 'Every Lesson Counts' is being used to counter the tendency on the part of some Students to leave revising until the last minute.</li> <li>▪ Attention is being given to the 'catchup' transition Students in Year 12</li> <li>▪ A particular focus is being put upon the small number of Year 13 Students who failed to engage with on-line remote learning after the March shutdown, and who then did not respond to emails or telephone contacts</li> </ul>	
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<p><b>Student Matters</b> [Continued...]</p>	<p>8.2.2 Student Discipline – The change of policy and procedures has brought a better focus on disciplinary issues, with a better targeted approach and monitoring of the outcomes. The Committee noted the report.</p> <p>8.3 <i>Student &amp; Parent/Carer Survey</i> [Update] [Minutes Jun § 8.1.1]: The Head of Support Services gave a verbal report enumerating a number of issues with their corresponding percentage scores. Some 429 Students responded to the survey, with 70% being White British, further evidence to suggest that BAME Students did not engage as the College might wish. Some sample figures [Last year in parenthesis]:</p> <ul style="list-style-type: none"> <li>▪ Overall Satisfied 86% [81%]</li> <li>▪ Students are Respected 97%</li> <li>▪ How College responds to Student issues 88% [80%]</li> <li>▪ Do you know what ‘British Values’ are? 30% don’t know or don’t understand</li> <li>▪ Do you know what ‘PREVENT’ is? 35% of Students said they don’t know or don’t understand</li> <li>▪ Do you feel safe? 96%</li> </ul> <p>Other parts of the survey address such issues as:</p> <ul style="list-style-type: none"> <li>▪ Managing the standard of academic work inside/outside College</li> <li>▪ Transport to and from College</li> <li>▪ Social space in College</li> <li>▪ Teacher absences</li> </ul> <p>The Committee asked a number of questions relating to these matters, with particular focus on the recurring issue of Student concerns about the absence of Teachers from lessons. The Committee was informed that Staff who are calling in sick or for any reason, are required to do so by 8:30 in the morning. The problem arises that typically a Student may already have left home and be on the way to College by that time and the notification of absence may therefore not reach the Student in time. The Students already have work set, and have assignments to work on, and in addition, online teaching and learning is also available for those working remotely or in College. The industrial action by Teaching staff in 2019/2020 complicated the matter further as the College following the industrial regulations was prevented from warning Students in advance.</p> <p>The Committee was informed that the Interim Head of HR is undertaking some work to strengthen the management of the Staff absence procedures.</p> <p>In conclusion, the Head of Support Services stated that the overall survey was positive in nature. The Committee noted the report.</p>	
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<b>Student Matters</b> <b>[Continued...]</b>	<p>8.4 <i>Student Governor Report</i>: It was reported that the Student body has now conducted its annual election of the Student Council for 2020/2021, again a process delayed and disrupted by the Covid-19 provisions. Two Students will now be invited to attend the next meeting of the Board of Governors on Thursday, 15 October for formal appointment.</p>	<p>Next Agenda</p>
<b>9. Safeguarding and PREVENT Strategy</b>	<p>Document [J] – ‘St Brendan’s Sixth Form College – Safeguarding Young People and Adults at Risk Policy’ [Current version]– circulated previously  Document [K] – ‘St Brendan’s Sixth Form College – Safeguarding Young People and d Adults at Risk Policy’ [New draft version]– circulated previously</p> <p>9.1 Safeguarding/SEND – [Standing Agenda Item]: The Head of Safeguarding &amp; Learning Development reported verbally:</p> <ul style="list-style-type: none"> <li>▪ Special Educational Needs Disability [SEND] Students – 72 Students in 2019/2020, of whom:</li> <li>▪ Higher Needs Funding [HNF] – 52</li> <li>▪ Educational Health Care Plan [EHP] – 20</li> <li>▪ Safeguarding numbers – 49 cases prior to Covid-19, rising rapidly to 103 cases with a variety of causes including 7 cases of alleged domestic abuse</li> <li>▪ ‘Referrals’ in the following months of 2020:</li> <li>▪ May – 29</li> <li>▪ June – 14</li> <li>▪ July – 1</li> <li>▪ August – 8</li> <li>▪ September – 66</li> </ul> <p>There was a rise in all categories of referral this year, with the consequent increased pressure on the Support Staff also without the more personal face to face contact in person in most cases.  The Committee noted the report.</p> <p style="text-align: right;">[Nkumbe Ekaney QC left the meeting 17:55hrs]</p> <p>9.2 <i>Safeguarding/Child Protection Policy Annual Review</i>: The Head of Safeguarding &amp; Learning Development explained that the Government guidance and model procedures and policy changed in September 2020. Some of amendments are so numerous that rather than update the existing policy adopted in 2019, it was felt better to draft the policy anew. Copies of both documents have been circulated for comparison.</p>	

<p><b>Safeguarding and PREVENT Strategy</b> [Continued...]</p>	<p>Governors noted that the new version, as drafted, is some 43 pages in length, and not an easy read for Governors to digest. Of particular concern, was where the distinction might lay between the operational matters and procedures that College Staff must know, understand, and use in practice, as distinct from the all-important strategic endorsement of the overall Safeguarding/ Prevent Policy required of the Board of Governors, or indeed of Governors individually. There was a very lengthy heartfelt discussion about this issue, with the following points being made:</p> <ul style="list-style-type: none"> <li>▪ Not all Governors would be expected to grasp the finer details of the College Financial Statements, but when voting to adopt the Annual Financial Statements, Governors are satisfied by the assurance given by the College's Assistant Principal [Finance &amp; Resources], and the Internal and External Auditors employed to give that assurance. Might not that principle be applied to the subject of Safeguarding?</li> <li>▪ There might be a risk that individual Governors would 'nod through' their approval and vote for the policy without grasping its implication for them individually</li> <li>▪ The Board of Governors acts as a corporate body, rather than as a set of individuals</li> <li>▪ One member of the Committee felt that as it stands it would not be appropriate to give approval to a document, which is not understood and fully appreciated, and proposed to abstain if the matter is put to the vote in the Committee</li> <li>▪ The suggestion was made that it might be possible for a shorter version of the policy to be prepared containing the essential legal requirements, and leaving aside the procedural matters, which largely are not the concern of all the Governors individually, while recognising that the Nominated Safeguarding Governor does have additional duties and responsibilities</li> <li>▪ The view was expressed that the model template must be used, and that the responsibility falls on everyone at St Brendan's Catholic Sixth Form College to 'safeguard and promote the welfare of children and young adults'. In particular, the Designated Safeguarding Lead [DSL] has a statutory role in the Safeguarding and PREVENT agenda</li> <li>▪ It was made clear that this discussion does not imply any criticism of the Designated Safeguarding Lead, who is highly competent and respected by Governors and Staff alike</li> <li>▪ It was noted that the responsibilities of the Board of Governors is set out in the policy itself [Page 11 § 8]. The Board of Governors will ensure that:</li> </ul>	
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<p><b>Safeguarding and PREVENT Strategy</b> [Continued...]</p>	<ul style="list-style-type: none"> <li>○ They comply with their duties under legislation;</li> <li>○ •The College has a safeguarding policy in accordance with the procedures of Bristol Safeguarding Partnership;</li> <li>○ The College has key policies in place to cover: <ul style="list-style-type: none"> <li>▪ - Positive Behaviour Management</li> <li>▪ - Staff Code of Conduct</li> <li>▪ - Attendance</li> </ul> </li> <li>○ That the college (where possible) has more than one emergency contact telephone number recorded for each student and this is checked on a regular basis;</li> <li>○ •An appropriately trained Designated Teacher is appointed to promote the educational achievement for looked after children, those children who have left care through adoption, special guardianships or child care orders or were adopted from state care outside England and Wales and to work with the Virtual School Head</li> <li>○ The college operates “safer recruitment” procedures and ensures that appropriate checks are carried out on all new staff and relevant volunteers</li> <li>○ St Brendan's Sixth Form College Human Resources team will maintain a Single Central Record of relevant pre-employment checks as per Regulations detailed in (KCSIE 2020)</li> <li>○ •A member of the college’s senior leadership team is appointed as the DSL</li> <li>○ The Principal and all other staff who work with children undertake regular safeguarding training;</li> <li>○ Temporary staff and volunteers are made aware of the college’s arrangements for safeguarding and child protection and their responsibilities; and a proportionate risk based approach is used regarding the level of information provided to them.</li> <li>○ The college remedies any deficiencies or weaknesses brought to its attention without delay;</li> <li>○ The college has procedures for dealing with allegations of abuse against staff/volunteers;</li> <li>○ The Local Governing Board reviews its safeguarding policies/procedures annually or as required due to changes in statutory guidance;</li> </ul>	
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<p><b>Safeguarding and PREVENT Strategy</b> [Continued...]</p>	<ul style="list-style-type: none"> <li>○ A nominated governor is appointed with a specific brief for safeguarding and child protection and will liaise with the Principal and DSL. The role is strategic rather than operational – they will not be involved in concerns about individual students;</li> <li>○ The Nominated Governor will liaise with the Principal and the DSL to produce an annual report for governors and review the annual 175 safeguarding audit for the local authority;</li> <li>○ The Chair of Governors, is responsible for liaising with the local authority and other partner agencies in the event of allegations of abuse being made against the Principal</li> <li>○ The college will contribute to multi-agency working in line with statutory guidance (see Working Together to Safeguard Children 2018);</li> <li>○ Appropriate filters and monitoring systems are in place to support work online, but these should not act as an unreasonable restriction.</li> </ul> <p>In the end, the Committee agreed to vote accordingly:</p> <p><u>Proposal</u></p> <p><i>‘That the Governors’ Ethos Safeguarding Welfare Committee, agrees to recommend to the Board of Governors that it adopt the “St Brendan’s Sixth Form College – Safeguarding Young People and Adults at Risk Policy”.</i></p> <p>Proposed: Marian Curran Seconder: Micah Larson</p> <p style="text-align: right;">For: 3 Against: 0 Abstention: 1</p> <p>The Proposal was adopted. [NOTE – The abstention relates to a new Foundation Governor pending appointment and therefore not eligible to vote]</p> <p><i>9.3 Children In Care 2019/2020 Annual Report:</i> The Head of Safeguarding &amp; Learning Development explained that as the Public Examinations had been cancelled in the summer there was no data to compile the customary report.</p> <p>In 2019/2020 The College had 11 Children in Care [CIC] or whom 5 left during the years for a variety of reasons. This year there are 15 CIC Students, coming from a wide variety of Local Authorities, including</p>	
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<b>Safeguarding and PREVENT Strategy</b> [Continued...]	<p>Swansea, each of whom have their own ways of working and differing procedures. It is taking a while to get to know and understand all these varied local practices.</p> <p>The Committee noted the report.</p>	
<b>10. College Business</b>	<p style="text-align: center;">Document [L] – ‘<i>St Brendan’s Sixth Form College – Mission Statement</i>’ – circulated previously</p> <p><b>10.1 College Mission Statement Annual Review:</b> The Principal explained that the Mission Statement had been previewed earlier this year but the Diocese now expects all Schools and Colleges to renew their Mission Statements in September each year, so to comply it is being processed a second time and adopted by the Board of Governors at the next meeting.</p> <p>The Committee was also advised that in the coming months it is intended that there should be an examination of the essential mission of the College and potentially some amending to the wording, with the possible incorporation of the current College ‘strap line’ <b>Faith</b> in Learning’. The purpose of this exercise is in part to involve Staff and ensure that the vision and ethos of this Catholic College is embedded across all areas of College life and the curriculum.</p> <p>The Committee was unanimous in recommending the current version of the mission Statement to the Board of Governors for adoption.</p> <p><b>10.2 Learner Voice Strategy Annual Review:</b> The Head of Support Services reported verbally that further work needed to be done to accommodate the changes to the running of the College with the introduction of the ‘blended curriculum’ and the timetable changes brought in as a consequence of the Covid-19 restrictions. To be considered further at the next meeting.</p> <p>Committee noted the report.</p> <p><b>10.3 Special Education Needs Disability</b> [Update] [Minutes Jun 10.1.3]: The Assistant Principal [Finance &amp; Resources] explained this item relates to the dispute with two Local Authorities in regard to unpaid Higher Needs Funding for 2019/2020. As reported at the last meeting, negotiations have been in progress and the issue is resolved.</p> <p>Committee noted the report.</p>	<p>Head of Support Services &amp; Next Agenda</p>

<p><b>11. Policy Reviews</b></p>	<p>Document [M] – ‘<i>St Brendan’s Sixth Form College – College Concerns Complaints Compliments Policy</i>’ – circulated previously</p> <p>11.1 <i>College Concerns Complaints Compliments Policy</i>: The Principal explained that the policy had been updated to incorporate the positive recommendations at the Equalities Tribunal last year, and some recommendations made by the Education Skills Funding Agency [ESFA].</p> <p>The chief amendments relate to:</p> <ul style="list-style-type: none"> <li>▪ The timely and correct capture of information at each stage of an enquiry</li> <li>▪ The introduction of a set of templates for use in the process</li> <li>▪ A clearer indication at each stage of the Nominated Officer to whom the report should be made</li> </ul> <p>In discussion it was agreed that this was one of the policies that could be revised or adopted by the Governors’ Ethos Safeguarding Welfare Committee without referral to the Board of Governors.</p> <p><u>Proposal</u></p> <p style="text-align: center;"><i>‘That the Governors’ Ethos Safeguarding Welfare Committee, adopt the “St Brendan’s Sixth Form College – College Concerns Complaints Compliments Policy”.’</i></p> <p>Proposed: Marian Curran Seconder: Margaret Harlock</p> <p style="text-align: right;">For: 3 Against: 0 Abstention: 1</p> <p>The Proposal was adopted. [NOTE – The abstention relates to a new Foundation Governor pending appointment and therefore not eligible to vote] The policy will be subjected to it next review in 2023. The Head of Support Services and the Principal to implement.</p>	<p>Head of Support Services &amp; Principal</p>
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<b>15. Next Meeting</b>	15.1 <i>Date of Next Meeting:</i> Wednesday, 10 February 2021 at 16:00. [To be confirmed]	Clerk/ All Governors
<b>Minutes drafted</b>	Minutes prepared: Saturday, 3 October 2020  Peter J Harrison [Clerk to Governors]	
<b>Minutes Agreed</b>	Minutes agreed as true and accurate record – Date: <b>Wednesday, 10 February 2021</b>    Signed: _____ Committee Chair	