ST BRENDAN'S SIXTH FORM COLLEGE

ST BRENDAN'S CATHOLIC SIXTH FORM COLLEGE

Governors' Ethos Safeguarding Welfare Committee

MINUTES OF MEETING

Wednesday, 14 September 2022 B-Building Board Room 207

In Person and Virtual Meeting MS Office Teams (16:00-18:40 hrs)

GOVERNORS/MEMBERS PRESENT: Professor James Devenney [Chair], Antonia Corrigan, Marian Curran [Principal], Sr Margaret Harlock MBE, Harry Keaveney [5]

ATTENDING: Peter J Harrison [Clerk to Governors], Alexandra Moruzzi [Vice Principal Student Experience Progression], Laura Howe-Haysom [Head of Student Services] (part), Kerry Mullinder [Head of Learning Development & Safeguarding] (part).

APOLOGIES: None

ABSENT Without Apology: None

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 Committee Terms of Reference' - circulated previously

Document [B] - 'St Brendan's Sixth Form College - Governors' Committee List - September 2022' - circulated previously

Document [C] - 'St Brendan's Sixth Form College - Student Recruitment/ Retention/Attendance Report' - circulated previously

Document [D] - 'St Brendan's Sixth Form College - Covid-19 Risk Assessment April 2022' [version 8] - circulated previously

Document [E] - 'St Brendan's Sixth Form College - School Transition Programme' - circulated previously

Document [F] - 'St Brendan's Sixth Form College - College Mission Statement'- circulated previously

Document [G] - 'St Brendan's Sixth Form College - Student Governor Report'- circulated previously

Document [H] - 'St Brendan's Sixth Form College - Student Union Accounts 2021/2022' - circulated previously

Document [I] – 'St Brendan's Sixth Form College – College Transport Report' – circulated previously

Document [J] – 'St Brendan's Sixth Form College – Student Disciplinary Report 2020/2021' – circulated previously

Document [K] - 'St Brendan's Sixth Form College - Student & Parent/ Carer End of Year Summary Report' - circulated previously

Document [L] - 'St Brendan's Sixth Form College - Safeguarding/SEND 2021/2022 Report' - circulated previously

Document [M] – 'St Brendan's Sixth Form College – Safeguarding and Child Protection Policy' – circulated previously

Document [N] – 'St Brendan's Sixth Form College – College Safeguarding Procedures Stages' – circulated previously

Document [O] – 'St Brendan's Sixth Form College – Children In Care 2020/2021 Report' – circulated previously Document [P] – '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 -

'Denominational Inspection Action Plan' By Marian Curran [Principal]

Introduction

The former Section 48 Inspection has now been replaced by the Denominational Inspection conduced, in the case of Catholic education, by the local Diocese. The new inspection regime formally starts in September 2022 within the revised guidelines. St Brendan's Catholic Sixth Form College participated in the pilot programme, and after the visit in 2022 received a verbal interim moderation report, which sets out the criteria the Inspectors considered.

The Role of Governors

There are three key points for Governors to be aware of and to monitor progress and the evidence of evaluation of performance:

- Catholic Life and Mission
- Religious Education
- Collective Worship

In addition, the following points were noted:

- Extending the support from Mangers and Leaders in embedding the language of values for the Staff
- Work with Human Resources on a robust induction for new Staff on Catholic values
- Support from Head of Pedagogy & Professional Development [HOPPI] and the Vice Principal [Curriculum Quality Innovation] in the development of the curriculum and pedagogy in Religion Philosophy Ethics [RPE] and Religious Studies [RS]
- Support for the implementation of a whole College prayer and liturgy strategy for Staff and Students
- Support for a re-development of Chaplaincy to become Student facing
- College Action Plan

Jennine Oldis [Curriculum Manager for Religious Studies, Religion Philosophy Ethics] has drawn up an action plan for the Terms 1 and 2. Currently, a new Job Description for the Chaplain is being prepared in preparation for the recruitment to fill the current vacancy of this Reserved Post. In discussion.

- It was confirmed that the Diocese had been informed about the Chaplain vacant post
- Meanwhile Jennine Oldis [Curriculum Manager for Religious Studies] and her team are covering the vacancy
- It was noted that this academic year there has been an increase in numbers of Student enrolments from the Catholic Secondary Schools
- It was suggested that increased use of visual aids in the College public spaces might be used to promote the values and reflect the inclusive nature of the Catholic College's ethos and values. Ensuring the new Chaplain is more visible, and possibly based in the Café Max area, while making the Chaplain more accessible to Students should not detract from the use of the College Chapel and adjacent Chaplaincy office which is in a high-profile location in College next to the Library.

The Chair of the Committee thanked the Principal for her presentation in the absence of Jennine Oldis [Curriculum Manager for Religious Studies, Religion Philosophy Ethics] who is on a train g course outside College.

[The briefing ended at 16:30 hrs]

ITEM	ISSUES RAISED IN DISCUSSION	
1. Welcome	1.1 Welcome: The meeting opened with a welcome to this hybrid meeting and with a brief prayer giving thanks for Catholic education and those who devote their work and lives to it.	
	1.2 Apologies: None [0]	
	1.3 Absent Without Apology: None [0]	
	1.4 Quorate: The meeting was declared quorate.	
	NOTE: There were several technical issued which delayed the start of the meeting and provided additional interruptions throughout the MS Office Teams session., but the meeting was quorate throughout.	
	Agenda Order: To facilitate those attending the meeting some items may be taken in a different order than that shown on the agenda. The original order of the Agenda in the Minutes has been maintained for ease of reference in the Minutes record.	
	[Kerry Mullinder [Head of Learning Development & Safeguarding] joined the meeting 16:30 hrs]	
2. Declarations of Interest & Disability Access & Diversity	2.1 Declarations of Interest: Governors confirmed there had been no change.	
3. Committee Business	Document [A] – 'St Brendan's Sixth Form College – Governors' Ethos Safeguarding Committee Terms of Reference' – circulated previously Document [B] – 'St Brendan's Sixth Form College – Governors' Committee List – September 2022' – circulated previously 3.1 Nomination /Election of Committee Chair. The Clerk to Governors noted that the Chair of Governors had offered at the last meeting to act as the temporary Chair of the Committee. The Clerk to Governors invited nominations for the position of Committee Chair. As there were no nominations it was agreed that Professor James Devenney would continue as Chair of the Committee as an interim measure. It was noted that both Sr Margaret Harlock MBE and Antonia Corrigan offered there services if required later. It was agreed that they would speak with Professor James Devenney outside the meeting Action – Sr Margaret Harlock MBE/Antonia Corrigan and James Devenney 3.2 Annual Review of the Committee's Terms of Reference: After a brief discussion it was agreed that	Sr Margaret Harlock MBE/Antonia Corrigan/ James Devenney & Next Agenda

Committee Business [Continued]	no amendment was necessary to the Terms of Reference only recently reviewed and adopted by the Board of Governors. However, it was noted that several terms used in the document no longer reflect the titles used operationally in the College. Alexandra Moruzzi [Vice Principal Student Experience Progression] offered to review the document and recommend some updates for the next meeting. Action – Alexandra Moruzzi [Vice Principal Student Experience Progression] 3.3 Nomination Linked Safeguarding/SEN Governors: The Committee Chair will consider the allocation of Governors' roles and review these with the Governors' Strategy Search Remuneration Committee next week and review the matter with this Committee at the next meeting. In the meantime, the Chair of Governors will fulfil these important roles. Action – Professor James Devenney 3.4 Governors' Committee Business Diary 2022/2023: The Clerk to Governors reminded the Committee that the Board of Governors had adopted the Governors' Business Diary 2022/2023 at the meeting in	Alexandra Moruzzi [Vice Principal Student Experience Progression] & Next Agenda Professor James Devenney & Next Agenda
	July. The proposed dates for the meetings of this Committee being today, and Wednesday, 8 February 2023 Wednesday, 10 May 2023 The Committee noted 3.5 Committee Briefing Next Meeting: The only suggestion made was 'Social and Cultural Life in College' might be a suitable topic. It was agreed that The Committee Chair and Principal would discuss this suggestion and decide for the next meeting. Action – Professor James Devenney/ Marian Current & Clerk to Governors	Professor James Devenney/ Marian Current & Clerk to Governors & Next Agenda
4. Minutes Previous Meeting	Previous 4.1 Minutes of Previous Meeting [11 May 2022]: The Minutes were then agreed to be a true and accurate record and were passed for signature and publication on the web. Action – Clerk to Governors	
5. Actions Review [Agenda not itemised]	 5.1 Committee Recruitment [Minutes May § 3.1]: Confirmed completed and ongoing. 5.2 College Collective Worship and Liturgy Policy 2022/2023 [Minutes May § 11.1]: Confirmed completed. 5.3 College Admissions Policy [Minutes May § 11.2]: Confirmed completed. [Laura Howe-Haysom [Head of Student Services] joined the meeting 16:35 hrs] 	
6. Matters Arising	6.1 None Identified:	

7. Principal's Report

Document [C] - 'St Brendan's Sixth Form College - Student Recruitment/ Retention/Attendance Report' circulated previously

Document [D] - 'St Brendan's Sixth Form College - Covid-19 Risk Assessment April 2022' [version 8] - circulated previously

7.1. Student Recruitment Retention 2021/2022 Report: The Principal reported:

Student Recruitment – September 2022 [same periods]			
	2022/2023	2021/2022	2020/2021
Applied	2573	2513	2688
Offered	2254	2129	2123
Accepted	2074	1966	1963

Principal & Next Agenda

The target set was 2020, but several offers have not been taken up, some 36 Students who enrolled have since decided to leave to return to their former schools. Various factors may have influenced the outcome. But overall, it has been a strong recruitment year, and most probably supported by the in-year work with potential applicants and the personal interviews completed at enrolment. The Committee expressed its thanks to the Staff involved as it has been a positive factor on College recruitment and no doubt of benefit to the Students.

The Committee noted the report.

Action – Principal

7.2 Student Retention 2022/2023: The Principal reported that the current figure of 98.9% overall is a positive. And additional analysis will take place as the year proceeds. The 3Y1 group including the Access Level 3 [AL3] Students will merit close attention as this was the group for whom Attendance in 2021/2022 was falling despite the additional steps taken by the College to sustain attendance.

The Committee noted the report.

Action - Principal

7.3 Student Attendance 2022/2023: As above.

The Committee noted the report.

7.4 Covid-19 Risk Assessment Open College Report [Update]: The Principal explained that the current procedures are those originally adopted in April 2022 and may remain unchanged pending any developments in the pandemic cycle as winter approaches.

The Committee noted the report.

Action – Principal – to review and update as necessary

Principal & Next Agenda

8. College Business

Document [E] – 'St Brendan's Sixth Form College –School Transition Programme' – circulated previously Document [F] – 'St Brendan's Sixth Form College – College Mission Statement' – circulated previously

- 8.1 Enrichment Bristol Education Partnership [Update] [Minutes May § 8.1]: The Principal reported that this is an ongoing area intended to provide support for Student progression as they move to their future in employment or education. The College offers support to those aspiring to higher education or in some case to those hoping to gain places at Oxford/Cambridge Universities or other Russel Group universities. The College is also working with the Bristol Education Partnership [BEP]. [The Bristol Education Partnership was set up in 2019 with the aim of broadening young people's experience of education, opening new opportunities and overcoming disadvantage. It is a collaborative arrangement involving six state secondary schools, seven independent schools, St Brendan's Sixth Catholic Form College, University of Bristol, University of the West of England, and Bristol City Council. Working together we want to enrich education and improve outcomes for children and young people in the city] The Committee noted the report.
- 8.2 Year Eleven Transition Programme [Update] [Minutes May § 8.2]: The Vice Principal [Student Experience Progression] presented the report detailing the work done in the summer term in neighbouring schools to develop links with Year 10 and Year 11 pupils. In events held in the College the then Year 12 Students were on site to meet the visit and conduct them around the site and at the various 'taster' events held during the two days. Analysis of the enrolment numbers in 2022/2023 compared with the previous year it does seem that the Transition programme has had a positive impact.

In discussion the Committee commented:

 That the focus on the existing feeder school is to be commended, but might the College also look to developing links with Schools in Bath and Keynsham

The Committee was also advised that new Statutory Guidance is expected shortly which will define the Education Advice and Guidance requirements and this may prevent some schools currently denying access to the College from continuing to do so, as they will have an obligation to offer pupils access to advice and information.

The Committee noted the report.

- 8.3 Denominational Inspection Action Plan standing item [Update] [Minutes May § 7.2]: Covered in the initial briefing above.
- 8.4 College Mission Statement Annual Review: The Principal explained the Mission Statement may need to be reviewed in the light of any amendments to be made to the Strategic Plan. These involve the Religion Philosophy Ethics Programme, and the increasing emphasis on 'sustainability'.

The Committee noted the report.

The Vice Principal [Student Experience Progression] & Next Agenda

9. Student Matters

Document [H] – 'St Brendan's Sixth Form College – Student Union Accounts 2021/2022' – circulated previously Document [I] – 'St Brendan's Sixth Form College – College Transport Report' – circulated previously Document [J] – 'St Brendan's Sixth Form College – Student Disciplinary Report 2020/2021' – circulated previously Document [K] – 'St Brendan's Sixth Form College – Student & Parent/ Carer End of Year Summary Report' – circulated previously

9.1 Student Governor Report: The Student Governor presented his report, which was taken as read. He added some points to highlight aspects of the report content:

- Students tend to disregard the Religion Philosophy Ethics programme [RPE] for a variety of reasons. Much of this, it is suggested, might be due to 'perception' possibly without changing the content of the programme and considering how it is presented would be beneficial
- Consultation is ongoing with the college about the utilisation of spaces in the College for the use of Students, including those with disability

The Committee noted the report with thanks.

9.2 Student Union Accounts 2021/2022 – adoption [Update] [Minutes May § 9.2]: The Vice Principal [Student Experience Progression] presented the Student Union Account and stated this had been prepared by the College finance team.

There was some discussion in the Committee about the events listed where there was no corresponding entry for income, in addition it appeared that there had been no charity fund raising, which is unusual. It was explained that the monies raised in charity events is passed through the College accounts to the charity concerned and doesn't feature in the Student Union accounts for that reason.

Proposal

'That Governors' Ethos Safeguarding Welfare Committee adopt the

"St Brendan's Catholic Sixth Form College Student Union Accounts 2021/2022".

Proposer: Marian Curran

Seconded: Professor James Devenney

For: 5 Against: 0 Abstained: 0

The business was adopted.

Having voted the Accounts, there was a question relating to expenditure on events eg PRIDE where it appeared there was no corresponding entry for income to set against the expenditure. The Committee was assured that all income is verified by the College Finance team.

Student Governor & Next Agenda

Student Matters [Continued...]

9.3 Student Bursary Report: There was no report, so this item of business was carried to the next meeting.

The Committee noted the position.

Action - Vice Principal [Student Experience Progression]

9.4 College Transport Report: The Vice Principal [Student Experience Progression] presented the report. It highlights that due to the Covid-19 pandemic and other factors it was a difficult period for transport companies. A shortage of drivers and rising fuel prices, and although the college offered financial support to the coach operators, this was not accepted. Happily, the transport services to Students were preserved throughout although more public services by FirstBus™ were affected, leading to disruption for some Students trying to attend College.

Recent announcements by FirstBus™ of the intention to cancel some service routes and change timetables of others, is likely to impact on pupils attending Schools in South Bristol and the College. Representations are being made to the authorities to rectify the situation. The impact is also likely to hit the passengers travelling from the Keynsham area, already a transport problem area, where the intention is to cancel services and redirect the routes of others.

The Committee noted the position.

9.5 Student Disciplinary & Appeals Annual Report 2021/2022: The Head of Student Services reported and explained the procedures adopted to implement the College Attendance Policy through five stages starting with the Attendance Warning and escalating to Permanent Exclusion.

Comparison of the figures for the recent years indicate that the years affected directly by the Covid-19 disruption are abnormal, but concerningly 2021/2022 indicates a higher percentage of interventions for poor attendance, than in 2018/2019 the last 'normal' academic year.

Summing up regarding behaviour warnings:

Stage	Student Numbers
1	188
2	61
3	22
4	17

There were 20 Permanent Exclusions [12 female, 8 males, 14 BAME]. Of these 6 were for violence against

Vice Principal [Student Experience Progression] Governor & Next Agenda

Student Matters [Continued...]

others off-site, including the use of weapons, but the majority were failure to respond to warnings, vaping in College, or using abusive language to Teaching Staff.

In addition, there have been issues with non-Students accessing the College site, so Students and visitors are directed to always wear their lanyards. Various rewards and other strategies are adopted to support Student compliance. Recent adjustments to the College Timetable may facilitate some of the issues relating to Attendance.

The Committee discussed these issues seeking clarification in some areas, and some issues were noted:

- Consistency of Teacher interventions in these matters
- The possibility of more frequent rewards and praise. Students appreciate the Gift Cards
- Staff diversity doesn't mirror that of the Student cohort and may be a factor
- No significant variations in events between Y12/Y13, as it appears that peer groups have a greater impact on the events

The Committee noted the position and expressed its gratitude to Staff in this important area of the College life.

9.6 Student & Parent/Carer Survey Report: The Head of Student Services remined the Committee that the pattern and style of the survey has been changed with some previous questions removed and some added, including questions on skills, personal development, and enrichment. These changes are intended to show the impact that is made, and the areas the College needs to focus upon and develop. There has also been a focus upon specific groups in the College Access to Level 3 [ATL3], and Black Asian Minority Ethnic [BAME] students having been under-represented in previous responses.

In 2022, in summary:

- Fewer Students completed the survey
- While 14% of Students felt 'strongly' that the College communications are effective there were a several varying, and contradictory comments
- College support provision and Staff were commented upon in positive manner
- High percentage of Students felt safe on campus and were positive about friendships made in College
- Concern was reported about concerns with the inconsistent support and communication with University & Colleges Admissions Service [UCAS]

In discussion, the Committee explored some of the actions being taken by the College to address these issues:

Student Matters [Continued]	 Inconsistent treatment by Teaching Staff – it was noted that in the case specified by the respondent, there was only one Teacher involved, and the Student concerned also had a low attendance in College – so I may not have been a generalised comment. That said, the College will be looking at the consistence of treatment by Teaching Staff regarding Attendance, Behaviour, and other issues involving Student communications The UCAS issue will also be reviewed, and the problem identified The Committee noted the Report. Action – Head of Student Services 	Head of Student Services
10. Safeguarding and PREVENT Strategy	Action – Head of Student Services	

Safeguarding and PREVENT Strategy [Continued...]

- The Higher Needs Funding process is due for completion in October 2022 even for the Students already attending College
- College access to Collaborative Assessment and Management of Suicidality [CAMS] is under pressure due to the number of referrals across the City

There have already this Term been 19 referrals to the Safeguarding team. In addition, following contact with previous Schools/Academies 70 Students with 'at risk' Safeguarding status. The Higher Needs Funding will be reported at the next meeting.

Action - Head of Learning Development & Safeguarding

The Board of Governors needs to ensure that all Governors have completed the mandatory safeguarding training and adopt the revised Safeguarding Policy.

In discussion, Governors asked for more details about the issues. Many of the self-assessment mental health matters revolve around:

- Self-confidence or resilience
- Eating disorder
- Social pressures
- Appearance
- Self-harm

The numbers compare with the experiences reported by other Schools/Academies across Bristol, and it is clear the numbers are higher than in the years prior to the Covid-19 pandemic

- 10.1.2 Safeguarding Network Briefing *Summary Changes*: The Head of Learning Development & Safeguarding provided a document showing the changes to the Safeguarding Network made to accompany the revision in the Keeping Children Safe in Education regulations.
- 10.1.3 Safeguarding/Child Protection Policy Annual Review: The Head of Learning Development & Safeguarding presented the revised version of the 'St Brendan's Catholic Sixth Form College Safeguarding and Child Protection Policy' for adoption.

Head of Learning Development & Safeguarding & Next Agenda

Safeguarding and PREVENT Strategy [Continued...]

Proposal

'That Governors' Ethos Safeguarding Welfare Committee adopt the

"St Brendan's Catholic Sixth Form College Safeguarding and Child Protection Policy"".

Proposer: Professor James Devenney

Seconded: Marian Curran

For: 5 Against: 0 Abstained: 0

The policy was adopted. The Principal to implement.

The Committee noted the outstanding work being done by the Student Support Team across the College and the wider community supporting the Students and asked that this appreciation be passed to the members of the Staff involved.

The Committee noted the report.

Action – Principal

10.2 Children In Care 2021/2022 Annual Report: The Head of Learning Development & Safeguarding reported there were 12 Students classified as Children In Care at the start of the academic year 2021/2022. Some withdrew from College for a variety of individual reasons. Overall, there were 13 CIC Students, supported by various Local Authorities:

- 12 female and 1 male
- 7 BAME
- 6 White British
- All receive Priority 1 payments that are used for travel, materials, trips, and monthly payments
- One to One mentoring and academic support, access to the welfare support and academic coaching, priority careers advice.
- Minimum of Pupil Educational Plan [PEP] meetings attended by relevant multi-agency professionals and carers.

The report details the individual anonymised assessment of the support and educational progression for each Student. Their overall academic performance was below that of the College as a whole. This was largely due to the difficulty of engaging with these Students during the Covid-19 shutdowns and the periods of remote teaching and learning, which affected this group of Students more than most. On the positive side, there were some very good outcomes and results for some Students in this group.

The Committee noted the report.

Principal

11. Policy Reviews	11.1 None Identified: Note [Minute § 10.1.3] above	
12. Risk Review	Document [P] – 'St Brendan's Sixth Form College – Risk Register Committee extract' – circulated previously 12.1 Risk Register Review [Update] [Minutes Jun § 11.1]: The Principal explained the Risk Register was revised in June 2022. Each of the identified risk items have an original assessment of risk which is coloured RED/AMBER/GREEN depending on the level of risk. The control actions are then shown, and the item scored again to provide a residual risk also coloured. Additional actions to be taken and the dates for completion are then shown. The Committee then reviewed the Residual Risk AMBER items: Substitute 1.1	Next Agenda & Standing Item
13. Any Other Business [Not notified]	13.1 Report to Board of Governors: The following items were identified to bring before the Board of Governors: Denomination Inspection Action Plan College Safeguarding Policy Adoption College Transport Report The Committee Chair to report to the Board of Governors. Action – Committee Chair.	
14. Correspondence	14.1 None	
15. Next Meeting	15.1 Date of Next Meeting: Wednesday, 8 February 2023 at 16:00. [To be confirmed]	
Minutes drafted	Minutes prepared: Friday, 16 September 2022 Peter J Harrison [Clerk to Governors]	

Minutes Agreed	Minutes agreed as true and accurate record – Date: Wednesday, 8 February 2023		
	Meegant Hanlord Signed:	Committee Chair	