

Cantell School
Minutes of the Whole Governing Body Meeting
held on Wednesday 17th May 2023

Present:

Harry Kutty (Head)
Glynis Alexander (Chair)
Emma Bradshaw
Julian Bryant
John Draper
John Groves
Peter Hilditch
Nicola Hunt
Deb Sutton (arrived 5.45 p.m.)

In Attendance:

Jonathan Clark (Cantell Connects Lead) (Items 5 & 9)
Ian Creswell (Deputy Headteacher) (Item 6 only)
Dave Gill (Assistant Headteacher) (Items 7 & 8 only)
Michelle Burt (Clerk to Governors)

Apologies:

None

Absent:

Caroline Humphries

63/23 Declaration Pecuniary or Business Interests

Action

There were no declarations of Pecuniary or Business Interests.

64/23 Minutes of the Meeting held on the 15th March 2023

Governors APPROVED the minutes of the meeting held on the 15th March 2023 as a true record of the meeting, which were SIGNED accordingly by the Chair.

65/23 Matters Arising

Governors NOTED that all Matters Arising from the last meeting were either complete or on the agenda.

66/23 Behaviour and Attendance

Ian Creswell presented information on Attendance and Behaviour for the previous two terms.

Attendance

Ian drew Governor's attention to the attendance figures pre, during and post Covid, explaining that attendance for the year to date is really strong at 91%, compared to 90.7% in the autumn term. Ian added that attendance in the last three weeks is at 93%. Ian informed Governors that he is now using a new live dashboard, which shows that Cantell's attendance has moved above national trends, with the national year to date figure at 90.7%. Ian added that there is a two-week lag on the live data, which 70% of schools submit their data to.

Ian informed Governors that SEN attendance is lower than nation, but is adversely affected by 29 students, who all have a clear intervention plan and support to help them improve their attendance and to achieve.

All Year 11 students are currently doing their GCSE exams and once they finish, Ian said he expects a more rapid improvement in the year-to-date attendance – overall trends are looking really good.

Ian explained that all students with 100% attendance receive a star and get entered onto the 100% Attendance Tracker and at the end of the year they get entered into a draw for ten £50 gift vouchers per year group.

The Chair asked what happens if a student is away for no fault of their own. Ian responded that the Year Leaders look at attendance and have the ability to use their discretion and give students a star – the system is really flexible.

A Governor asked what the expectation for Year 11 attendance is – are they expected to be in school if they are not sitting an exam? Dave Gill responded that up to half term they are in full time. After half term they only come in for their exams, or if they have a Masterclass in the afternoon – otherwise they can go home at lunch time.

Ian explained to Governors that having rewards helps students attend – they are however robust with students who say they are not well enough and want to go home. They are encouraged to stay, but it is a delicate balance.

Permanent Exclusions

Ian informed Governors that there have been two Permanent Exclusions so far this academic year, which is significantly lower than other schools in the city, with some having done six or eight. This is achievable because of the L2L provision run by Rhys Fehners, which provides an opportunity for staff to work with challenging students with the aim of getting them back into main stream. Ian added that a permanent exclusion is always a last resort and students at Cantell are supported to stay as long as they can.

External Exclusions

Ian explained that there are always fewer external exclusions in the summer term, as they are used more at the front end of the year to set standards. The number of external exclusions at Cantell are 3% below the national and at Cantell only 4% of students have received an external exclusion, compared to a national figure of 5%. Ian explained that he is expecting the figures to be higher than last year, but it appears that this won't be school specific.

The Chair asked whether there is a breakdown to show what the exclusions are for and whether there is a theme. Ian responded that this is something that he is able to add to his presentation for future meetings. Ian added that the main reason is for disruptive behaviour – students usually go to the Reflection room initially, with an External exclusion if they do not co-operate. Ultimately, it is preferable for students to be in school.

A Governor asked if the categories for external exclusion s are standard. Ian confirmed that they are standard national categories. **The Governor asked if they are the same in all schools.** Ian responded that it is down to the school's interpretation, so it is hard to compare. Ian pointed out the category for prohibited items, which includes vaping.

Internal Exclusions

Ian reported that internal exclusions have carried on in the same pattern as previously and there are significantly less than the post covid period. Standards at Cantell are very high and it is made clear to students and parents that there is a set structure. Ian informed Governors that the most difficult year groups are Year 9 & 10, but it is hoped that as they get older, they will get more sensible.

Ian pointed out that physical abuse has gone up slightly, but racial incidents have improved since pre-covid and are down to 22 incidents – which is a real improvement.

There have only been six bullying incidents so far this year and Ian explained that when this behaviour escalated, Year Leaders deal with any verbal or physical abuse.

Action

A Governor asked how Sexual Harassment is monitored. Ian explained that the evidence is brought to the SLT and they interpret whether it is cyber or verbal abuse. **The Governor asked whether there are any limits on what you can deal with in school?** Ian responded that they are able to deal with everything that comes into school and causes upset, or if it becomes a police issue. Most of the time the school will deal with issues and there is no further action – they never turn a blind eye and a lot of it is about re-education. Ian added that this can be seen by the response of Parents and Parent Voice during Ofsted, when they said that there were low instances of this type of behaviour and that if there is, it is dealt with – if anything is reported, it is dealt with.

Sexual Harassment

Ian explained that it is the responsibility of all schools to tackle this type of behaviour. Pre-covid there weren't many instances reported, but the profile has been raised and what might once have been verbal abuse, is now classed as sexual abuse and this is the reason for the increase in the numbers for this type of behaviour. Ian added that Andrew Tate is a key issue at the moment and conversations have been held with students about how to speak and what is not appropriate behaviour. Ian explained that they are keeping a close eye on this.

Ian reported that the total number of incidents resulting in sanction has risen from 5 to 10. A further 6 incidents were reported and had no further action as either not enough evidence or resolved. 11 incidents were reported for issues outside of school or historic, which are being resolved with police input.

A Governor asked whether the school feels that they have enough support from the police. Ian replied yes and in particular with the school's DSL (Designated Safeguarding Lead) who follows things up. It's hard though when there is no further action because there is no proof and it makes it hard to deal with these students in school, but we are doing our best.

A Governor asked whether there are any repeat offenders. Ian said there are repeat offenders who are working with agencies and unfortunately, because the incidents are happening outside school, we have to keep them. **The same Governor asked whether there are any repeat offenders for sexual harassment in school.** Ian confirmed there are, but this is for verbal incidents.

CRE

The Head asked whether Ian was able to provide information on repeat offenders for Governors. Ian agreed to include a column to show repeat offenders in spreadsheet in the future, which he will also include for bullying.

A Governor commented that it is useful to know the targets and that witnesses are coming forward. Ian responded that students receive information on these topics through Lesson A where they discuss all sorts of things – it is about making sure students are aware.

CRE

Racial Abuse

Ian informed Governors that the numbers for racial incidents, which can also be seen by less verbal insults and throw away comments in school. These types of incidents have always been more so with the different groups in school, rather than targeted racial abuse. Ian said that he will also add a repeat offender column to this information. Ian added that a lot of this behaviour comes back to how these students have been brought up and the language they have been exposed to – they have to be re-educated.

Homophobic Abuse

Ian said that again, this is using language and terms because they are young and it is generally from boys to other boys and is an issue that is reported regularly. Ian informed Governors that there have been 12 incidents so far this year, although there has been a real decline in this behaviour. Ian added that this category was previously reported as verbal abuse.

CRE

A Governor asked if it would be possible to include the breakdown shown on the table for Homophobic Abuse (Pejorative language/Physical/Cyber/Targeted) to the table for Racial Abuse, to make the information clearer. Ian agreed to add this information.

67/23 **School of Sanctuary**

The Head introduced Jonathan Clark to Governors, explaining that Jonathan oversees many different areas such as the LGBTQ+ Provision Lead and the Connects Lead and is a powerful advocate for LGBTQ+ in school and is also a lead on Transition. The Head added that Jonathan works with vulnerable groups of students, such as LGBTQ+ and asylum seekers as part of his Connects role.

Jonathan explained that the School of Sanctuary is a network of 400 schools, nurseries and sixth forms that are committed to creating a culture of welcome and inclusion for refugees and people seeking asylum. Cantell initially applied for and were awarded the School of Sanctuary award in 2017-18 and have been asked to renew as it has been five years and to confirm that the processes are still being carried out, which they are and more.

Johnathan explained that the processes include:

- Supporting students and their families who arrive with us seeking sanctuary in the UK. Cantell has a detailed process to support students whether they arrive with their families or are UASC (Unaccompanied Asylum-Seeking Child).
- Training and education opportunities are provided to school staff and management on refugee, asylum and migration issues.
- Demonstrating how the school has embedded the concept of welcome and inclusion, which includes Assemblies, Culture Day and students being encouraged to explore and reflect upon their values and identify.
- Recognition of and participation in the annual Refugee week or other annual/regular celebratory events which highlight the contribution of people seeking sanctuary and migrants to the UK.

Jonathan explained that the next steps is to extend the learning about the experiences of those seeking sanctuary to more subject areas and in the summer term, the School of Sanctuary status will be discussed for the first time at a Parent Voice meeting and how families can support families seeking sanctuary.

A Governor commented that he has noticed that nationally the tone of the debate is very different and personal and he asked if Jonathan if staff are having to adapt the way they talk to parents. Jonathan responded that yes, they have to talk about all the different areas of identity and refugees are just one aspect of this – it is really difficult. The Head added that most parents benefit from being part of the Cantell family and there are examples of children telling their parents about what they are learning in school, but unfortunately what is appearing on social media is a combination of what is out there nationally – hopefully the next generation will stand up.

The Head added that one of the most powerful things is how this is now embedded into the curriculum, which is absolutely fantastic – the work Jonathan is doing with Faculty Leaders is really important.



A Governor asked whether the additions to the curriculum are being driven by the Head and how does it get included. The Head responded that it is organic because of who they are, there is more they can do to make it more powerful. JC commented that when he covers LGBTQ+ and Refugees in the curriculum it is built into the day-to-day fabric of how they do it. **Action**

Another Governor agreed that it is the culture at Cantell and Jonathan really drives this. The Head agreed, adding that they are there to support students to be happy and thrive, although his concerns is that there will be something down the line that may stop this.

68/23 Equalities Policy

The Head introduced the Equalities, commenting that the policy is a minefield to navigate and it great to have Jonathan present as an expert. The Head reminded Governors of the issues they had experienced last year in relation to the policy and outside organisations, which he added gave them the opportunity to revisit the policy and make it stronger.

Jonathan explained that one of the main changes to the policy was to include the language which staff are trying to embed with students. Also included, are requests from student around the words used in the policy in relation gender. Jonathan added that the Equalities Act doesn't include Schools of Sanctuary, but we have gone beyond the Act.

The Chair commented that the new language in the policy makes it more comfortable. She thanked Jonathan for makes things very clear.

A Governor asked about prejudiced bullying, reflecting sexism – could something be added about changing misogynist attitudes. Jonathan responded that they have put things in place to change the behaviour of young men and they have done a lot of work around this issue and he is therefore happy to include something in the policy. **JC to add to policy**

Governors APPROVED the Equalities Policy with the requested amendments.

69/23 Year 11 Update

Dave Gill reported that Year 11 students are current in the midst of their GCSE exams and that the data he is going to present is from Data Collection 2 in March 2023.

Dave presented the headline figures for the English & Maths targets:

7+ English & Maths = 12%

5+ English & Maths = 50%

4+ English & Maths = 65%

Dave commented that they are very pleased with the uplift in English and the prediction is 18%, which is a massive improvement. Dave added that the 50% predicted for 5+ English & Maths is significantly lower than last year, but 4+ is on track and he has no concerns.

Dave commented that English have been doing a significant amount of stuff with students for 5+ particularly around writing, as they were aware of the issues caused by Covid and students not being used to writing with a pen and their issues with stamina.

Dave explained that they have carried out some post-it-note mocks, and creative writing, giving students longer periods of time to do this. Students enjoyed the post-it-

note mocks so much, an extra one was held as students got so much out of it and were able to build on their work in class. Dave added that a lot of work has also been carried out in Lesson A with a key group of students and the quality of work they are predicting is significantly better.

A Governor asked whether this is quality of quantity or both? Dave responded that it is definitely quality. The English team have some good tactics for students to do this and it is well crafted before students get to their exam. Dave added that is thought of more as a piece of coursework that they then take into the exam – Dave said that they are confident that this group will see significant progress.

Dave reported that the Science predictions are great again this year and we will be as strong this year, particular in Physics. **A Governor asked if this is due to a new member of staff.** Dave responded that it's down to a real drive and making the subject something that is tangible for students. The Head commented that there is a new member of staff in science who is highly respected and who is friends with a current member of the team and wanted to move to Cantell – luckily, we had a vacancy.

Dave reported that they are also very confident that Foundation subjects will all achieve significant results.

Dave explained that the Progress 8 figures this year come with a caveat due to the uneven impact of the pandemic on the 2021/22 performance data and the fact that there has been no P8 or SATs for two years. Students are making half a grade more than national, but the DfE are saying that grades should be back to the same average grades as in 2019, although students will probably not be as strong because of the pandemic.

The Chair commented that she understands that the SAT's reading paper is not good this year, will this have an effect? Dave responded that in their opinion, as long as a student can read and write, they can access the curriculum – SATs don't give them any indication of what students have done at primary.

The Staff Governor asked if there is likely to be a shift in percentage from progress to attainment. The Head responded that he hopes not, P8 has its followers, but it's the fastest way of measuring at the moment.

Dave informed Governors that Year 11 have started their exams with RE, Science, Biology is on Monday and English Language today. Students have come out really positive and happy and there is a really nice feeling in Year 11.

A Governor asked does it seem better or worse than other years. Dave responded that it is better – today's English paper was very fair and reasonable and when there are good papers you can feel the student's confidence grow. Dave added that the students that aren't in for their exams have never attended – all the students that should be here are here.

The Chair commented that this is all very positive and Governors have faith in school staff and the students.

70/23 Edulink

Dave presented some information on Edulink, which is a portal linked to SIMs, which is the current school system. SIMs is not very user friendly for staff to use and Edulink is a different way for staff to interface with SIMs. Dave commented that it is a really simple system which they are now trialling.

The Staff Governor commented that just after half term, he was part of a trial, with the view to providing it for all staff to use in September. The Staff Governor added that the system will cut the workload for people and make life easier. Action

A Governor asked if the system is expensive. Dave responded that it costs £2 per student, per year. It is based on the number of students in a school, but provides a significant number of other functions that should save around £2000 and staff time, which is invaluable. The Head agreed that the drive is about staff workload and wellbeing, but also the key priority – students and parents.

A Governor asked whether other schools are using Edulink and whether they are getting on with it. Dave responded that other school are using Edulink and the good thing about the system is that it is pretty intuitive and straight forward. Dave added that they have been bouncing ideas around with other schools and the company that provide it are keep to help us.

The same Governor asked if it works well on phones – he has worked with systems and this seems fantastic. Dave responded that this is putting a modern slant on an old system – it does what it does really well.

A Governor asked if they had looked at any systems other than SIMs. Dave responded that they have decided to stick with SIMS, because there would be a lot of transferring of information – this is the right move for now.

A Governor commented that anything that makes the most of staff time and is more efficient is good.

The Chair commented that it will be interesting to see how this develops over the next few years. The Head responded that any feedback will be shared with Governors.

71/23 Finance Committee – 12th May 2023

a) Report of Finance Committee Meeting – 12th July 2023

The Chair of the Finance Committee reported that they had looked at the following during their meeting:

- Review of the accounts for April 2022 – March 2023 and it was NOTED that income is on target.
- The School Business Manager explained about the PFI contract and in particular Mitie carrying out a three-year reconciliation of gas and electric, which has taken £158,000 from the budget that wasn't expected. The Head and the SBM informed Governors that they are looking into this.

The Head commented that this money was held back – this should have been reconciled annually and as a result it has been raised with Southampton City Council as it was not fair or reasonable to take this money with no notice. There should have been some consultation or negotiation. The Head added that the LA Governor has agreed to take this feedback to the LA.

The Chair of the Committee informed Governors that because of the good planning of the SBM and the additional take up of Free School Meals, there has been a rise in income, which should be applauded. This extra income has meant that there will still be a surplus and although not as good as previous year, they are still looking at a surplus going into next year.

- Budget: April 2023 – March 2024. The Chair of Committee explained that although the budget will be in surplus this year and next, there a lot of additional costs expected, such as the reconciliation of building costs from Mitie and funds for staff to buy equipment. The SBM is always prudent and prompt with the budget. The Head outlined the rise in costs from Mitie.

A Governor asked if these predicted costs from Mitie are fixed. The Head confirmed that they are and that they are bench marked for five year and unfortunately will not be affected by any drop in fuel prices.

- Three Year Budget. The Chair of the Committee commented that the Three-Year budget is always difficult because it is difficult to predict what will happen in three years' time. The bottom line is that there will be a surplus for Years 1 and 2, but a deficit in Year 3, although there is a caveat to this. The Chair of the Committee added that the deficit isn't big, but there are always unknowns and as a result the SBM always builds things into the budget in preparation. There is no point in cutting back to avoid a surplus, but it is good for the LA to see that things are tight.

There are concerns about the additional costs, although it is normal to go into a deficit on the third year. The concern however, is about the lack of growth in income caused by the slow down in student numbers. The SBM is not panicking, but Governors need to know that the predicted deficit and lack of growth in income

- SFVS (Schools Financial Value Standards). The Committee Chair reported that he looked at the SFVS with the SBM and as a result could confirm that the checks and balances for the school are ok.
- Charging & Remissions Policy – there were a few minor changes to the policy but nothing significant and as a result the Committee RECOMMENDED it to the Whole Governing Body for APPROVAL. Governors therefore AGREED to APPROVE the Charging & Remissions Policy.

The Chair asked about the drop in numbers coming through the primary sector and how long it will be before this reaches secondary. Another Governor responded that this would probably be four years, although they have already started to see it in the primary sector with a drop to inform entry. The Head added that the forecast for secondary is 2028 and it is therefore important that Cantell continues to be the school of choice.

The Chair commented that the fact that Cantell has a lot of children from overseas, this might stand us in good stead. The Head responded that we are full and in fact have gone over PAN to help the LA – they will not be taking any more children as they don't want to compromise anything by becoming a super-size school.

A Governor commented that he had recently been on a training course on Finance through Hampshire County Council and he is aware that they are keeping an eye on lots of schools who are in deficit. There is also a view that a lot of schools are struggling with costs and having to be prudent. The Governor added that none of these problems appear to be unique to Cantell, but we appear to be doing quite well.

The Chair of the Committee finished by saying that the Three-Year Budget is following the same pattern as previously and the general picture of the school is that it is doing well, but under pressure and that we are not sitting on a huge surplus of money.

a) Report of Staffing Committee Meeting – 12th May 2023

The Chair of the Staffing Committee reported that the meeting was pretty straight forward. The Committee looked at:

- Complaints – the Head talked the Committee through the complaints over the last few months. There were very few and they were all resolved. The Committee were confident that this didn't reflect a difficult or serious situation.
- Health & Safety report. H&S is taken very seriously and there were no big concerns reported. The SBM talked the Committee through the report.
- Sickness – this is still quite high, but not as a result of Covid. The intervention level is coming down, so causes can be looked at as soon as possible before it becomes an issue. Sickness levels are around the national average. The Head commented that the SBM had told him that 2 ½ million people are working through health issues – this is a huge problem at the moment.
- Starters and Leavers – Governors had noted the starters and leavers reported and the fact that none of the teachers who had left had gone to other schools – which is very powerful.

A Governor commented that there were a few leavers who said they were leaving teaching, but none that said that Cantell had put them off teaching.

The Chair of the Committee commented that he had noticed from the Creative Arts team, that there is an issue around retention and recruitment and as a result, he will be working with them

- Exit Interviews – the Chair of the Committee commented that he had raised previously the number of staff who get an interview, but he can see that this isn't always possible. There is a really honest approach to Exit Interview, but some people don't have anything to say other than being very complimentary about the Head and SLT.
- TA Recruitment – this is a national problem, with the Chair of the Committee said he is happy to bring up with the council.

The Chair of the Committee commented that everything reported was normal and productive and nice to hear about – it is clear that people are looked after by the SLT.

The Staff Governor asked about Year 9 and 10 being difficult year groups and how hard pressed the Year Leaders have been and how are they being supported. The Head responded that the Year Leaders are being supported really well by their Line Manager and he himself meets with them once a month. They don't talk about work, but what is going on in the lives, which they all enjoy. It is a tough job, with Year 9 being the most challenging year group. Students have suffered from the pandemic and they don't seem to be able to cope with things they should be able to.

The Head added that they are trying to educate them, but the problem is having those conversations with parents and although complaints are low, parents will ring with issues.

The Head informed Governors that the Year Leaders get to go and do their planning together, which is really important and they are also treated to a cream tea or a spa day, which is really important for them and equally for the Faculty Leaders.

A Governor commented that they spoke previously about the Mental Health Post Lead. The Head said that they now have a Deputy Designated Safeguarding Lead, but haven't been able to appoint to the Mental Health role. It is very difficult in the public sector right now and although they worked with senior colleagues in the NHS, it was always a difficult task. **Action**

A Governor asked about Complaints and whether there is a way the Head doesn't have to do all this himself. The Head responded that there is an understanding that some parents will never be satisfied, no matter what you do and as a result he created a template letter for Year Leaders to send to parents outlining what has been provided for their child, which will be sent when they get to the point where they cannot do any more.

A Governor commented that there is another branch to this – vexatious complaints. The Head agreed saying that all the complaints Governors have heard about are formal complaints, but they also receive ad hoc complaints almost on a daily basis. The Head added that they don't want to go down the vexatious route because of the strong relationships they have with families.

73/23 **Governor Status/Link Roles**

a) Governor Appointments

The Chair confirmed that Emma Bradshaw had agreed to fill the Co-opted Governor vacancy, which Governors had APPROVED by email. Emma therefore was appointed as a Co-opted Governor for a four-year term of office from the 17th March 2023 to the 16th March 2027.

As a result, this means that John Groves took the Parent Governor vacancy, of which parents have been informed.

The Chair congratulated Emma and John on their new Governor roles

b) New Governor Link Roles

Emma Bradshaw agreed to become the Link Governor for Maths & Computing and John Groves for Science.

The Chair reminded Governors to make sure they contact the Faculty Leaders of their Link areas after half term, to arrange a visit.

All

The Chair said that she had sent her thanks to the staff involved.

74/23 **Governor Reappointment**

Governors AGREED to reappoint Peter Hilditch for a further four-year term of office from the 1st July 2023 to 30th June 2027.

The Head commented that Peter has been a Governor and Vice Chair for a long time and the fact that he has agreed to stay on is proof of what an excellent and valuable Governor he is.

75/23 **Midsummer Night's Dream School Production**

A Governor commented that he came in for the Cantell production the other evening and it was fabulous, he encouraged Governors to attend student production as the show the best of us.

Another Governor commented that he was absolutely blown away by the production and was there on the first night. The Head added that the production is going on the road to Stratford – there were some really anxious Year 7 students, but once they got on stage, they really blossomed.

The Chair said that there is some real talent at Cantell – the Head agreed, adding that we also have the right staff to enhance these performances.

76/23 Headteacher Update

The Head informed Governors that the term has started really well and they are really pleased with Year 11, who are now in exams – it feels very positive. Staff coped really well through sickness and on the INSET day, staff were given the time to work in their areas.

SLT have been out on Planning days, and it is useful for Governors to know that there is no change in direction, just tightening up in some areas, which will be really welcomed by staff.

The Head informed Governors that they will keep on doing what they are doing, but it is worth noting that Ofsted will be back within two years.

77/23 Any Other Business

a) School Business Manager Retirement

The Chair of the Finance Committee informed Governors that it was announced at the last Finance Committee meeting that Keith Pinney, the School Business Manager, who has done a fantastic job and has been a brilliant School Business Manager will be retiring in September.

The Chair of the Finance Committee added that the way Keith has dealt with school finances is due to the culture of the school, but it is Keith who has driven this culture and he is a big part of it.

Governors asked for their thanks to Keith to be recorded.

A Governor asked how the School Business Managers role will be filled. The Head explained that they have gone out to an agency to manage the recruitment process, which closes on Friday, with interviews being held next week. The Head invited John Draper as Vice Chair of the Trust and Peter Hilditch as Finance Governor to be involved.

78/23 Date of Next Meeting

Wednesday 5th July 2023, 5.30 p.m.

That concluded the business of the meeting. The meeting closed at 7.50 p.m.

Page No	Minute Number	Item	By Whom	By When
3.	66/23	Ian Creswell to add a column to his Attendance & Behaviour reports for future meetings to show repeat offenders for: <ul style="list-style-type: none"> • Sexual Harassment • Bullying • Racial Abuse 	Ian Creswell	Next meeting B&A info is presented.



4.	66/23	Include a breakdown in the Attendance & Behaviour report under Homophobic Abuse to include <ul style="list-style-type: none"> • Pejorative language • Physical • Cyber • Targeted 	Ian Creswell	Next Meeting B&A info is presented
5	68/23	Include reference to changing misogynist attitudes to the Equalities Policy.	Johnathan Clark	Complete
10.	73/23 b)	Governors to contact their Link Faculty Leader to arrange a visit to school.	All	Before the end of term.

