



THE CENTRE SCHOOL LOCAL GOVERNANCE COMMITTEE (LGC)

Tuesday 21 September 2021

To be held at 6.00pm

At The Centre School

Membership:

Kathy Notley (Chair); Sue Raven (Principal); Kate Lees; Margaret Sare; Pri Pinnaduwa; Martin Gerrard-Croxon; Stuart Taylor

In attendance:

Clerk: Melanie Basson

Minute Reference	Summary of action required	Responsible	Status
22.06.2021 Item 4	Challenge Partners visit report 14-15 June 2021, to be circulated to rest of the committee	Principal	Complete
22.06.2021 Item 5	TCS School Improvement Plan (SIP) and Self Evaluation (SEF) to be reviewed and presented to the LGC in the autumn term	Principal	Agenda item 8
22.06.2021 Item 6	External safeguarding audit on 22 March 2021, and internal safeguarding audit, on 12 May 2021 reports to be presented to the LGC	Principal/Clerk	Complete
22.06.2021 Item 7	List of useful questions LGC Leads can ask of the Principal, as detailed at the PP webinar to be sent to the Chair	Clerk	Complete
22.06.2021 Item 7	Establish what the arrangements are for the Link Trustee for Cambridgeshire for 2021-22	Clerk	Agenda item 2
22.06.2021 Item 8	TCS LECC Impact statement to be drawn up collaboratively with a view to agreeing a final statement for publishing by the end of this academic year	Principal	TCS to publish
22.06.2021 Item 9	The Chair to attend and report back on the Chairs briefing scheduled for 20 July 2021	Chair	Complete

Agenda

Item	Timings	Subject	Format
1	2 mins	Election of Chair	Clerk
2	2 mins	Introductions and apologies <ul style="list-style-type: none"> • New Link Trustee for Cambs– Julie Bloor 	Oral item - Chair
3	5 mins	Terms of Reference (p3-8) and Scheme of Delegation (no changes)	Papers attached - Clerk
4	2 mins	Minutes (p9-13), action tracker and matters arising Minutes of last meeting on 22 June 2021	Papers attached - Chair
5		Declarations of interest (annual declarations) (p14)	Papers attached - Chair
6	2 mins	TCS membership <ul style="list-style-type: none"> • LECC/LGC status • RS ends term of office • Committee member recruitment • Link Lead roles 	Oral item – Chair
7	15 mins	Principals report and questions: <ul style="list-style-type: none"> • Examination results 2020-21 • Budget 	Oral item - Principal
8	15 mins	School Improvement Plan (SIP) 2021-22 (p15-19)	Papers attached - Principal
9	10 mins	Farm update (P20-21)	Papers attached - Principal
10	2 mins	LGC Link Lead visit <ul style="list-style-type: none"> • Behaviour visit 5 July 2021 - PP 	Papers attached - Chair
11	5 mins	Policies to be reviewed <ul style="list-style-type: none"> • Relationships, Sex Education policy • Safeguarding policy 	Papers attached – MCR
12	5 mins	Annual Safeguarding monitoring report 2020-21	Papers attached - Principal
13	5 mins	Member Training <ul style="list-style-type: none"> • Annual Safeguarding training: <ul style="list-style-type: none"> ○ Child Protection in Education ○ Equality and Diversity ○ Sexual Violence and Harassment between children ○ Prevent Duty– Safeguarding Lead ○ Keeping Children Safe in Education –part 1 	Oral item – Chair
14	2 mins	Future agenda items and confirmation of forthcoming dates <ul style="list-style-type: none"> • Next LGC meeting 16 November 2021 	Oral item - Chair
15	2 mins	Any Other Business	Oral item - Chair
16	5 mins	Part B (Confidential): HR updates Impact statement – confirmation by LGC to be published	Principal

Astrea Local Committees Terms of Reference

With effect from 1st September, 2021.

Introduction

As a charity and company limited by guarantee, the Trust is governed by a board of trustees (the **Board**) who have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and running of the academies maintained by the Trust.

In order to support the effective operation of the Trust and the Academies, the Board has established a number of committees to which it has delegated certain powers and functions. These terms of reference set out the constitution, membership and proceedings of the Trust's local committees.

In summary, the Board has established two different types of committee:

- main Board committees which are established to deal with Trust-wide matters such as Education and Standards; Finance and Budget; People and Remuneration; Audit and Risk Assurance (**Board Committees**); and
- local committees which are established by the Board to support the effective operation of the Academies.

Local Governing Bodies outlined under the articles appointed pursuant to Articles 100-101A and 104 will be known in practice as Local Governance Committees (LGCs).

The Board will review these Terms of References together with the membership of the local committees at least once every twelve months.

These Terms of Reference may only be amended by the Board. The functions, duties and proceedings of LGCs set out in these Terms of Reference shall also be subject to any regulations made by the Board from time to time.

1 Establishing the Committees

The Board has resolved to establish local committees for its Academies each as a separate committee of the Board. A local committee may act in respect of two or more Academies.

For schools in need of a high level of support and direction from the Trust, a Trust Management Board (TMB) will be established and employees of the Trust will be assigned to be included as members. The functions of these Boards will mirror those of the Local Governance Committees (LGCs) though its members will – by virtue of their position within the Trust – exercise greater direction than an LGC.

Local committees have five core accountabilities:

1. To ensure that the vision, ethos and strategic direction of Astrea is maintained within each school.
2. To hold school leaders to account for the educational performance of the schools, the inclusion of all pupils and the offer a knowledge-rich and broadly-based curriculum.
3. To work with the school's leadership and central team to ensure that high standards of safeguarding are maintained.
4. To promote positive parent, community and stakeholder engagement and to drive school-to-school partnerships for improvement within the Trust.
5. To identify, understand and report to Trustees any strategic risks facing the school.

2 Membership

- 2.1 All local committee members are formally appointed by the Trust, including in circumstances where they are elected by a stakeholder body or co-opted by the committee.
- 2.2 The Trust may appoint such independent persons as it deems fit to be members – including the Chair - of Trust Management Boards, provided that the numbers in each category do not exceed those indicated for LGCs.
- 2.3 Each LGC operating in respect of one Academy shall, unless the Board resolves otherwise, have a minimum of five members and a maximum of twelve members.
- 2.4 Each LGC operating in respect of two or more Academies (a “joint LGC”) shall, unless the Board resolve otherwise, have a minimum of seven members and a maximum of fourteen members
- 2.5 The membership of each LGC (each an LGC Member) shall be as follows (unless the Board resolve otherwise):
 - Up to two parent members;
 - Up to two staff members;
 - The Academy Principal;
 - Up to seven persons appointed by the Trust;
- 2.5.1 The membership of each joint LGC shall be as follows (unless the Board resolves otherwise):
 - Up to 1 parent member per Academy
 - Up to 1 staff member per Academy
 - Up to 1 Principal per Academy
 - Additional persons appointed by the Trust so that a minimum membership of 7 is achieved, subject to a maximum of 14

- 2.6 The Trustees shall:
- 2.6.1 determine all matters relating to an election of parent local committee Members, including any question of whether a person is a parent of a registered pupil at an Academy. When a vacancy arises, the Principal(s) will write to all parents at the Academies in question seeking parents to nominate themselves for the vacancy. Nominees will be asked to provide a personal statement identifying their skills and suitability for the role. In the event that the number of suitably experienced nominees equals or is less than the number of vacancies on the LGC, the LGC can choose to appoint all (or any) of those nominated. If there are more nominees than places available, the Principal(s) will write to all parents at the Academies in question asking them to vote for their preferred candidate.
- 2.7 The LGC may co-opt two staff members whose experience, skills and attributes would benefit the committee.
- 2.8 The term of office for any LGC Member appointed on or after 1st September 2021 shall expire on the last day of December, March or August, being the first of these dates to fall four years after a member is appointed, save that this time limit shall not apply to a Principal. Subject to remaining eligible, any member may put themselves forward for re-appointment or re-election (as the case may be). For illustrative purposes, this means that a committee member appointed on 10th October 2021 shall reach the end of his or her term of office on 31st December 2025.

3 Chairs

- 3.1 The term Chair refers to the person appointed under this paragraph as chair of the relevant local committee.
- 3.1.1 the LGC Members shall at the first meeting of each academic year appoint an LGLGC Member to act as Chair of the LGC;
- 3.1.2 the LGC Members will elect a temporary replacement from among the members present at the meeting in the absence of the Chair;
- 3.1.3 the Trust shall appoint the Chair of a TMB.

4 Authority, remit and responsibilities of the local committee

- 4.1 Each local committee shall be responsible for the matters as set out in the Scheme of Delegation and below in Appendix A.
- 4.2 Each local committee is authorised by the Board to:
- 4.2.1 Carry on any activity authorised by these Terms of Reference; and
- 4.2.2 Seek any appropriate information that it properly requires to carry out its role from any senior employee of the Academy and all senior employees shall be directed to co-operate with any request made.
- 4.3 The establishment of any new sub-committees other than ad hoc working groups required to deal with specific issues, must be agreed in advance with the Trust CEO.

5 Proceedings of local committee meetings

- 5.1 The local committee will meet as often as is necessary to fulfil their responsibilities but at least six times a year (unless otherwise resolved by the Board), and to review the frequency of meetings as necessary or on the advice of the Trust.
- 5.2 Meetings attended by three or more full members of the committee shall go ahead. Where fewer than three members attend, the Chair may determine whether the number of members attending a meeting is sufficient for the committee usefully to discharge its responsibilities.
- 5.3 The relevant Principal(s) shall ensure that a clerk is provided to take minutes at meetings of the committee.
- 5.4 Any resolution at a meeting of a LGC must be determined by a majority of the votes of the members present and voting on the matter.
- 5.5 Each committee member present in person shall be entitled to one vote.
- 5.6 Where there is an equal division of votes the Chair shall have a casting vote.
- 5.7 A register of attendance shall be kept for each committee meeting and published annually on the relevant Academy's website.
- 5.8 Local committees may invite attendance at meetings from persons who are not members to assist or advise on a particular matter or range of issues. Any member of the Executive Board may also attend and speak at local committee meetings.
- 5.9 References to the "Chair" shall in the absence of the Chair be deemed to be references to the chair of the relevant committee meeting.

6 Conduct of Committee members

- 6.1 All committee members shall observe at all times the provisions of the Code of Conduct.

7 Members' Interests

- 7.1 Local committee members are required to declare any business or other interests in any item being discussed at a meeting.
- 7.2 Each committee member, if present at a meeting, disclose their interest, withdraw from the meeting and not vote on a matter if:
 - 7.2.1 there may be a conflict – or the appearance of a conflict – between their interests and the interests of any of the Academies or the Trust;
 - 7.2.2 there is reasonable doubt about their ability to act impartially in relation to a matter where a fair hearing is required; or
 - 7.2.3 they have a personal interest (this is where they and/or a close relative will be directly affected by the decision of the committee in relation to that matter) in a matter.

8 Disqualification & Removal of Committee Members

- 8.1 A person shall be ineligible for appointment to a local committee and, if already appointed, shall immediately cease to be a member if the relevant individual:
 - 8.1.1 is or becomes disqualified from holding office under the Trust's Articles of Association;
 - 8.1.2 is or becomes disqualified from holding office as a governor of a school or academy;

- 8.1.3 is included in the list of teachers or workers considered by the Secretary of State as unsuitable to work with children or young people;
- 8.1.4 is barred from any regulated activity relating to children;
- 8.1.6 is convicted of any criminal offence (other than minor offences under the Road Traffic Acts or the Road Safety Acts for which a fine or non-custodial penalty is imposed or any conviction which is a spent conviction for the purposes of the Rehabilitation of Offenders Act 1974);
- 8.1.7 has been fined for causing a nuisance or disturbance on school/academy premises during the 5 years prior to or since appointment or election as a Committee member;
- 8.1.8 refuses to an application being made to the Disclosure and Barring Services (DBS) for a criminal records check;
- 8.1.9 commits a serious breach of the Trust's Code of Conduct or any standing order or protocol implemented by the Board, as determined by the Trust;
- 8.1.10 is absent without the permission of the committee from all their meetings held within a period of six months;
- 8.1.11 resigns his/her office by notice in writing to the relevant Chair;
- 8.1.12 in the case of a Principal, they cease to be the Principal;
- 8.1.13 their term of office expires and they are not re-appointed.
- 8.2 The Trustees shall have the right at their sole discretion to remove or suspend (on such terms as they see fit) any committee member by written notice to the member and the relevant Chair.
- 8.3 The suspension from employment duties of any committee member who is an employee of the Trust shall have the effect of suspending their membership of the committee.
- 8.4 Any committee member who is subject to a banning order issued by the Principal shall be deemed to be suspended from the committee for the duration of the ban.
- 8.5 The CEO may suspend a local committee member where it is necessary to undertake an investigation into any alleged breach of the Code of Conduct.

9 Reporting Procedures

- 9.1 Within 5 working days of each meeting, the Clerk will produce draft minutes of the meeting;
- 9.2 Within 15 working days of each local committee meeting, the draft minutes will be received by its members and agreed as a final, accurate record of the meeting;
- 9.3 Once ratified at the subsequent meeting of the committee, the final adopted committee minutes will be held by the Central Governance Team and the Academy Office as an official record.
- 9.4 The Chair of the local committee shall meet, or arrange for a deputy to meet, the Link Trustee and will report on the committee's work.
- 9.5 Each committee shall conduct an annual review of its work and shall communicate its finding to the Trust.

Appendix A: Remit and Responsibilities of the local committees

The powers and functions delegated by the Board to the committees are set out in detail in the Trust's Scheme of Delegation as approved by the Board and in summary include the following which should be read in conjunction with the scheme of delegation:

- 1 To ensure that the vision, ethos and strategic direction of Astrea is maintained within each school.
- 2 To hold school leaders to account for the educational performance of the schools, the inclusion of all pupils and the offer a knowledge-rich and broadly-based curriculum.
- 3 To work with the school's leadership and central team to ensure that high standards of safeguarding are maintained.
- 4 To monitor and advise on the running of the Academy in terms of learning, standards, safety and wellbeing. This includes identifying committee members that take on a special link responsibility in the following areas: Safeguarding, SEN, Grants (PP/PE/COVID Catch-up).
- 5 To promote positive parent, community and stakeholder engagement and to drive school-to-school partnerships for improvement within the Trust.
- 6 To support the Academy's senior management staff to deal with parental complaints pursuant to the Trust policy on parental complaints and support Principal(s) in recruitment and selection, grievance and disciplinary processes where appropriate.
- 7 To review the decisions of Principals of other Academies within the Trust in exclusion cases where appropriate and, if requested, recruitment panels.
- 8 To record visits to the Academy/Academies both during school hours (with prior arrangement with the Principal) and for evening events.
- 9 To identify, understand and report to Trustees any strategic risks facing the school. To draw any significant recommendations and matters of concern to the attention of the Trust Board via the Link Trustee.

THE CENTRE SCHOOL
LOCAL EDUCATION & CONSULTATIVE COMMITTEE
MINUTES OF MEETING
22 June 2021 at 6.00pm

COMMITTEE MEMBERS PRESENT:

S Raven (SR) Principal
 Kathy Notley (KN) Chair
 M Gerrard-Croxon (MGC)
 K Lees (KL)
 P Pinnaduwa (PP)
 M Sare (MS)
 R Sare (RS)
 S Taylor (ST)

IN ATTENDANCE: M Basson (MJB) Clerk

ACTION SUMMARY:

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22.06.2021 Item 4	Challenge Partners visit report 14-15 June 2021, to be circulated to rest of the committee	Principal	
22.06.2021 Item 5	TCS School Improvement Plan (SIP) and Self Evaluation (SEF) to be reviewed and presented to the LECC in the autumn term	Principal	
22.06.2021 Item 6	External safeguarding audit on 22 March 2021, and internal safeguarding audit, on 12 May 2021 reports to be presented to the LECC	Principal/Clerk	
22.06.2021 Item 7	Establish what the arrangements are for the Link Trustee for Cambridgeshire for 2021-22	Clerk	
22.06.2021 Item 8	TCS LECC Impact statement to be drawn up collaboratively with a view to agreeing a final statement for publishing by the end of this academic year	ALL	
22.06.2021 Item 9	The Chair to attend and report back on the Chairs briefing scheduled for 20 July 2021	Chair	

Item	Agenda Item	Action
1	WELCOME BY THE CHAIR AND APOLOGIES FOR ABSENCE There were no apologies for absence. Attendees were welcomed by the Chair.	
2	DECLARATIONS OF INTEREST There were no declarations of pecuniary interests on any agenda item.	

Item	Agenda Item	Action
3	<p>APPROVE THE MINUTES FROM THE PREVIOUS MEETING HELD ON 11 MAY 2021 AND MATTERS ARISING</p> <p>Minutes The minutes of the TCS (The Centre School) Local Education Consultative Committee (LECC) meeting held on 11 May 2021 were electronically ratified by the LECC on 27 May 2021, and adopted as a true and accurate record of the meeting.</p> <p>Matters Arising</p> <p>All items of Matters Arising have been completed.</p> <p>The committee discussed ways to identify potential LECC candidates and were given an update of two potential candidates for whom we are awaiting completed application forms.</p>	
4	<p>PRINCIPALS UPDATE</p> <p>The Principal gave the committee an update of TCS and the following points were highlighted:</p> <p><u>Challenge Partners Consultancy on 14-15th June 2021</u> The Principal shared with the committee, the report from the Challenge Partners visit on 14-15 June 2021. Following the discussions, which were really useful, TCS are going to link EHCP targets to Bromcom and try and use these to measure SEMH progress. At the review, the Principal also talked about progression and is planning to do some work on this with a view to demonstrating how unique TCS curriculum provision is to others. <u>The Principal to send the Challenge Partners report to rest of the committee.</u></p> <p>The Principal explained that TCS school leaders deal with students who are dealing with trauma, and consistent curriculum evidenced how TCS strategies are being followed. The extended curriculum strategy will be published on the school website.</p> <p>The Principal informed the committee that a Trust wide management information system 'Bromcom' will be implemented from September 2021. Ms Shinton has received training how to use the system and reports positive feedback. Safeguarding recording platform 'CPOMS' is to be introduced at TCS from September 2021.</p> <p>Attendance overall is stable and the committee acknowledged TCS student roll numbers. The committee questioned how students who are not attending TCS, are removed from TCS student roll. The Principal reported that it is illegal to remove any student with identified SEN from a school roll. Therefore, in some cases students remain on TCS student roll despite lack of attendance.</p> <p>The newly appointed Regional Educational Director for Cambs, David Thomas will be making his first visit to TCS this Friday.</p> <p>The committee discussed staffing for September and acknowledged the vacant Maths teacher post and identified concerns as to whether a suitable candidate will be found. The Principal is in contact with the Trust to identify suitable candidates to appoint in time for September 2021.</p>	SR

Item	Agenda Item	Action
	<p>The Principal reported that student outcomes are looking positive and on track.</p> <p>The Principal reported that TCS financial position is on track. The LECC acknowledged that TCS are awaiting SEN funding from the Local Authority for student placements. The LECC were reassured that TCS will however continue to welcome students requiring the unique education provision TCS can provide.</p> <p>The Principal was thanked for her report.</p>	
5	<p>SCHOOL IMPROVEMENT PLAN (SIP) 2020-21 AND SEF 2020-21</p> <p>The Principal reported that identified actions outlined in the SIP are all on track.</p> <p>The LECC were pleased to hear that work experience opportunities are picking up for students.</p> <p>The LECC acknowledge that the attendance target for TCS to achieve 90% for all TCS students is ambitious, but will continue to record actions how TCS are tackling this.</p> <p>The Principal reported that overall behaviour is good, and identified that a small percentage of students account for most significant concerns regarding behaviour.</p> <p><u>TCS SIP and SEF will be reviewed and presented to the LECC in the autumn term.</u></p>	SR
6	<p>SAFEGUARDING AUDITS – 22 MARCH 2021 & 12 MAY 2021 REPORTS</p> <p>TCS external safeguarding audit on 22 March 2021, and internal safeguarding audit, on 12 May 2021 took place and we await the reports, which the <u>Principal will send to the Clerk for circulation to the LECC in due course.</u></p>	SR
7	<p>LECC LINK LEAD VISITS</p> <p>The LECC acknowledged that visits to TCS have been affected by COVID restrictions and endeavour to resume visits in person from September 2021. If this is not possible, LECC Leads will arrange virtual contacts with their respective SLT member with a view to review objectives outlined in the SIP.</p> <p>The committee were invited to join governance webinars, and acknowledged those attended by TCS LECC members.</p> <p>The presentation slides have been or will be circulated to all LECC members for information:</p> <p>28th April -Developments at Astrea 4th May - Understanding the Data: Secondary 12th May - Exclusion Review Panels 28th May - PP and the disadvantage gap 7th June - Preparing for Ofsted</p>	

Item	Agenda Item	Action
	The LECC acknowledged the absence of a Trustee Link for Cambridgeshire this academic year. <u>Clerk to inform the committee of Link Trustee arrangements for the next academic year.</u>	Clerk
8	<p>TCS LECC SELF EVALUATION AND IMPACT STATEMENT</p> <p>The Clerk reminded the committee of its work as recorded in this past academic years LECC minutes and LECC members were invited to discuss. With a view to collaborate and carry out a self-evaluation of the work of the LECC, and to produce TCS LECC impact statement for this academic year, 2020-21.</p> <p><u>The Clerk was asked to draft the impact statement based on discussions and circulate it to LECC members for review. All members to feedback with a view to agreeing a final statement for publishing by the end of this academic year.</u></p>	Clerk ALL
9	<p>CHAIRS UPDATE</p> <p><u>The Chair informed the committee that the next Chairs briefing is scheduled to take place on 20 July 2021, and is planning to attend and will report back to the LECC in due course.</u></p>	KN
10	<p>TCS LECC MEETING DATES 2021-22</p> <p><u>The committee agreed TCS LECC meeting dates for the next academic year, 2021-22:</u></p> <p>21 September 2021 16 November 2021 18 January 2022 8 March 2022 10 May 2022 21 June 2022</p> <p>All meetings are scheduled to take place on a Tuesday from 6.00pm at TCS.</p>	
11	<p>Farm</p> <p>The Principal reported that the farm has been approved and will report further progress in due course.</p>	
12	<p>FUTURE AGENDA ITEMS:</p> <ul style="list-style-type: none"> • New SIP/SEF • Link LECC roles • LECC Membership 	
13	<p>ANY OTHER BUSINESS</p> <p>There were no items of any other business.</p>	
14	<p>DATE AND TIME OF NEXT MEETING</p>	

Item	Agenda Item	Action
	The next LECC meeting is scheduled to take place on 21 September 2021, at The Centre School.	

The meeting closed at 7.35pm

The LECC agreed the above to be a true and accurate record of the meeting on: 15 July 2021

Astrea Local Governance Statutory Information: THE CENTRE SCHOOL 2021-22

First Name	Last Name	Appointed	Term End Date	Attendance 2020/21	Employment, Appointments and Directorships	Non-profit Membership	Astrea Connections	Other Education Appointments
Sue	Raven	01.06.17		6/6	Centre School Principal	N/A	N/A	N/A
Kathy	Notley	01.06.17	31.05.25	5/6	Centre School LECC member	N/A	N/A	N/A
Martin	Gerrard-Croxon	01.06.17	31.05.25	5/6	Centre School LECC staff member	N/A	N/A	N/A
Stuart	Taylor	29.09.20	28.09.24	6/6	Centre School LECC staff member	N/A	N/A	N/A
Kate	Lees	26.03.19	25.03.23	6/6	Centre School LECC member Employment: Church Minister	N/A	N/A	N/A
Roger	Sare	03.06.19	02.06.23	6/6	Centre School LECC parent member	N/A	N/A	N/A
Margaret	Sare	03.06.19	02.06.23	6/6	Centre School LECC parent member	N/A	N/A	N/A
Pri	Pinnaduwa	01.07.20	30.06.24	6/6	Centre School LECC member Employment: RAND Europe	Form the Future – Non Executive Director Chartered Institute Personnel and Development - Member	N/A	Audit & Compliance Committee member, Anglia Ruskin University

No committee members declared interests in the following categories: Related Party Transactions; Gifts and Hospitality; Contractual Interests; Shareholdings and Investments.

School Improvement Plan – Gold Standards

Headline

The Centre School aims to ensure that all students have access to a quality education which gives them the skills needed and develops their independence and resilience to prepare them for the next steps in their lives.

In order to do this, we will: -

- Develop a Gold Standard Centre School skills-based programme for all ages building on the good practice that already exists. The programme will have both internal and external accreditation built into it.
- The intent of the programme is to offer a positive educational experience with evidence that captures the unique functions and successes of the school. We will show progress through pathways that are academic, vocational and personal.
- The Centre School certification will be built upon the very best practice so that it is recognised by providers of FE, Apprenticeships and Employment. Crucially it will showcase progress in the key areas of resilience, engagement and relationships.

Intent	Implementation	Impact
<p>1. To develop a Gold Star Award for students.</p>	<ul style="list-style-type: none"> The award will cover all aspects of school life and will be in place by December 2021. Students will build components towards the award throughout school. <p>Initial lead Sue Raven</p>	<ul style="list-style-type: none"> Students will be aware of what they are working towards and what gaps they will need to cover in order to achieve a Gold Award. (House Teams to monitor) Employers/Colleges will be made aware of the award and its components.
<p>2. To add to BTEC /Gateway Level 1 qualifications leading to our own 1.5 qualification in BTEC/Gateway subjects.</p>	<ul style="list-style-type: none"> BTEC staff will begin to develop units building in essential work placements and work with employers. Staff will share thoughts and ideas in regular meetings. <p>Lead Stu Taylor</p>	<ul style="list-style-type: none"> Students will be able to build on Level 1 qualifications thus showing progress. Employability will become a key part of this award. Employers will be part of the accreditation process.
<p>3. To build SEMH measures of engagement, resilience and relationships into the award programme. These aspects will become an essential</p>	<ul style="list-style-type: none"> To come to a school understanding of engagement, resilience and relationships and how working on these skills will impact upon students' lives. To work with staff to ensure that the point score for the Extended Curriculum is appropriately recorded. 	<ul style="list-style-type: none"> Students will be prepared for the next stages of their lives. Recording will show a reduction in incidents and poor behaviour and refusal to engage, both for individuals and across the school.

<p>component of Gold Star accreditation.</p>	<ul style="list-style-type: none"> To work with staff to ensure that they are building the above into lesson point scores. <p>Initial lead Sue Raven then House Heads</p>	<ul style="list-style-type: none"> Point scores will continue to show improved behaviour in lessons.
<p>4. All students in Years 11,12 and 13 to participate in work experience as part of the Gold Award Programme.</p>	<ul style="list-style-type: none"> Work experience to become a key part of the vocational programme. It can take a variety of forms e.g. block, one day per week, taster days, etc. Evidence to be provided in photographic and written form, plus a report from the employer. <p>BTEC staff to lead</p>	<ul style="list-style-type: none"> Participation will improve life chances, underpin learning in school and students will have an understanding of vocational opportunities open to them. Employers will be part of the accreditation process.
<p>5. To develop a 5 year plan to get the farm up and running and built into the curriculum.</p>	<ul style="list-style-type: none"> Build on the visits we have participated in to other schools. Write a 5-year plan so that we can go to potential funders. Work on a fund-raising plan. Use the Extended Curriculum to get things into place from September 2021 and to involve students in the future development of the farm. <p>Lead Chris Dunkley</p>	<ul style="list-style-type: none"> The first stage of the farm plan will be implemented. There will be an impact on the practical skills we can offer and also on Mental Health and well-being.
<p>6. To bid for funding to establish a life-skills centre in the Atrium.</p>	<ul style="list-style-type: none"> Secure funding so that we can convert part of a large room to a 'flat' where students can learn essential life skills. These skills will be a component of the award programme e.g. budget and shop for a simple meal, cook and serve to visitors, washing, ironing etc. <p>Lead Sue Raven and Tony Quinn</p>	<ul style="list-style-type: none"> Local people invited to lunch will have experienced The Centre School whilst students will have learnt valuable life skills. Students will have a clear understanding of independent living and accompanying life skills.

<p>7. To ensure that the SRE policy is fully implemented and adhered to.</p>	<ul style="list-style-type: none"> • Parents/carers and students will be reminded of, or be made aware of, the policy and ensuring that there is agreed understanding of acceptable behaviour, not only within context of school but also with the community. • The curriculum will ensure that students understand the policy, why it exists and what is not acceptable behaviour. <p>Lead Martin Croxon</p>	<ul style="list-style-type: none"> • Inappropriate comments and behaviour will be reduced, and students will gain a better understanding of this issue. • The school will find ways of accessing and evidencing that students are learning from the curriculum.
<p>8. Expand our Post 16 offer to meet a variety of need and develop traineeship programmes.</p>	<ul style="list-style-type: none"> • We need to develop exciting opportunities from September 2022, particularly around placements and progression within placements. • The development of traineeship programmes will be explored. <p>Lead Barry Griffiths and Sue Lester</p>	<ul style="list-style-type: none"> • Students will be able to further develop during Years 12 and 13 using different programmes and offers.

Ongoing developments that will need to be built into training programmes etc: -

1. Bromcom/Cpoms introduced September 2021
2. QTS/QTLS programme to continue
3. Reading/Basic Skills training to continue
4. Build up and enhance the staff team
5. Coaching programme with Ivor to continue
6. Trauma Informed Schools training to continue
7. Attendance

THE CENTRE SCHOOL FARM PLAN

<i>DATE</i>	<i>PLANS</i>	<i>COSTS</i>
Sept 2021-Dec 2021	<ul style="list-style-type: none"> • Water (Anglian Water) • Additional materials for fencing and gate • Container for equipment – security • Account to be set up with Mole Valley – The Trust need to complete paperwork for this • Fencing being completed by contractor • Hedge line cleared • Stables and shelters to be replaced 	<ul style="list-style-type: none"> • Quote being sought. Paperwork done • £2670 • £3300 • £5500 • £1000 • To be decided what we need
<u>In 6 months time</u>	<ul style="list-style-type: none"> • Poly tunnel we have been given put up and sown • Growing areas 1 and 2 to be prepared • Tools and equipment purchased in order to complete this work. Including clothing • Farm Management Team of staff and students to be in place • Move the pony • Chicken run in place and secure 	<ul style="list-style-type: none"> • £1000 approx. for compost etc. • Estimate £5000. Look for charitable funders to bid to for this

	<ul style="list-style-type: none"> • Chickens, ducks, sheep, goats 	<ul style="list-style-type: none"> • To be built up over time
In 12 months time	<ul style="list-style-type: none"> • 2 more poly tunnels up • Flowers being grown • Some produce ready • Eggs being sold • Open day planned (siblings/Primary schools?) • Offer small group sessions to other schools • Develop forest school type resources/provision • Owl boxes and bees • Staffing to be sorted – handyman? 	<ul style="list-style-type: none"> • <u>Approx. £2500</u> • <u>To be costed</u>
In 2 years time	<ul style="list-style-type: none"> • More growing areas in place • Expertise being built within the staff team • Veg boxes for sale • Links with COWA/work placements/traineeships 	