

You spoke: We listened...

Issue raised	Action or clarification
Ensuring students are supported against bullying (included issues related to the protected characteristics)	<p>The College procedures and policies are robust and when applied should address issues that arise between students. The College relies on information being reported at an early stage to be able to do this work:</p> <ul style="list-style-type: none"> - The College has redesigned the language (2021/2022) of how to address this and routinely reminds students of the need to Recognise/Report/Respond. In 2022/23 leaders will work with student leaders to encourage accessible ways of reporting. - Staff are reminded to recognise and log “unkind words” and “unkind actions” so that issues can be dealt with at an early stage. - Logs of unkindness or bullying are sanctioned and escalated if repeated. Students who have experienced bullying are supported to ensure their self-esteem is supported to recover. - Ongoing work around online safety addresses safe practices and reporting misconduct. - Where procedures are not followed or inconsistently followed this has been addressed and corrected. - Work in 2021-2022 made clear through assemblies and tutor time discussion the importance of the protected characteristics and the danger of “banter”, this previously included swift responses to national events (e.g. BLM, Sarah Everard and Everyone’s Invited) and will be frequently revisited in 2022-23. - Ongoing work was started in 2020-21 on addressing and reducing/removing colonialism in the curriculum. This has also included student voice and consultation. - Training for staff on unconscious bias and support for students of colour through peer mentoring was developed in 2021-2022 and will be extended in 2022-23. - Student leadership worked in different ways on this matter in 2021-22: Values Leaders, College Council and HTV. This will continue in 2022-23. - The Values Leaders and Student Council will be working in 2022-23 on the Anti-Bullying Policy and the Equality Objectives (among a range of other matters) with College Leaders to ensure the student perspective is at the heart of the actions agreed.

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Ensuring fair application of the uniform policy	<p>If any school policy is not upheld then all policies potentially become vulnerable to being compromised - uniform is no different to this. However:</p> <ul style="list-style-type: none"> - It is important that the gender-neutral uniform policy is applied in ways that are fair and consistent. Whilst different items will go through fashions at different times that students attempt to adapt, it is the item that should be addressed not the student. Previously this has included: trousers, socks and shoes. - In 2021-22 further to discussion with the student council tailored shorts were added to be policy for all students and subsequently agreed to be able to be worn all year round. - In 2022 a decision was agreed with a student working group and parent representation to remove inconsistency about length of skirts and shorts by ensuring “knee length” was the guidance rather than any specific measurement. <p>To improve application of this agreement in 2022-23:</p> <ul style="list-style-type: none"> - No parent will be financially compromised through unavoidable barriers to correct uniform, the College will provide support to ensure consistency. - The college will ensure consistent application so students/parents don’t receive mixed messages. - The college will ensure students are treated respectfully and sensitively to addressing issues of apparent non-compliance, seeking to work with parents to resolve any barriers. - Where examples of these approaches are believed not to be in place staff and parents will work together to address and resolve issues.
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Ensuring positive staff/student communication	<p>The College has a long track record of warm and supportive relationships. This has been noted by repeated Ofsted inspections as well as regular external and parent visitors. Both staff and students have the right to be spoken to honestly and respectfully. Both staff and students equally must be able to have discussions about aspects they have got wrong or that could be improved. No student or member of staff should be shouted, sworn at or abused.</p> <p>Clarity in 2022-23 will be further developed around:</p> <ul style="list-style-type: none"> - Understanding that being advised a mistake has been made is not the same thing as being told off. - A firm voice, expressing disapproval, is not the same as being shouted at. - Where a student feels this has happened to them it should be raised with a trusted person at the time of the event and it will be dealt with sympathetically to investigate. Student voice will be involved in determining mechanisms for ensuring this.

	<ul style="list-style-type: none"> - Where a member of staff feels this has happened it should be logged on the college reporting system, and raised with the pastoral system or line manager. <p>In 2022-23 the College will also be exploring the underlying anxiety in young people post-pandemic which can mean well intentioned conversations are interpreted more seriously than they might be. Confidence workshops and well-being work will focus on student self-esteem, being open to self-reflection and being empowered to be able to speak about how they feel and perceive situations.</p>
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Mental Health and Well-being support	<p>Due to the impact of austerity funding on schools and local authorities the funding for additional services beyond the core provision has become very difficult. Since 2020, access to services outside College has become hard to secure at a time during and post the pandemic when young people feel increasing anxiety and may need support.</p> <p>Whilst the College cannot provide professional expertise at the level of the external agencies the following has been implemented to enhance knowledge, skills and practice:</p> <ul style="list-style-type: none"> - Pastoral Managers have received additional training by Young Minds, CAMHs and other well-being organisations in supporting young people on a range of issues including anxiety, bereavement and self-esteem. This is an ongoing provision and available at any time linked to the needs of the year group. - A thorough package of input: assemblies, tutor time materials, resources and social time activities are provided to enhance understanding and strategies for young people to understand and manage their well-being - In 2022-23 a new member of staff was appointed for Safeguarding and Well-Being to add capacity to the pastoral team and enhance the internal support available to young people. - In 2022-23 Heads of Year have been allocated slightly more non-teaching time to support them in their role. - The College has invested capital funding in 2022-23 to redevelop what was known as Student Support Centre (SSC) - renamed "The Hub" - in order to provide additional scope for therapeutic approaches to behaviour or to provide a space for additional individualised support. This is a bespoke resource and would be communicated as part of a planned approach involving the student, parents and staff.