



COLLATED ACTIONS SINCE ALLEGATIONS FIRST REPORTED

- College leadership teams meet on a regular basis to discuss new actions and evaluate those already in place.
- A joint-College student working party was set up, which created a Student Charter. This charter, shared with the wider College communities (students, parents, staff, governors), clearly outlined what our senior students felt were the right behaviours for the young people in our Colleges to adhere to, in order to help effect the positive change of culture. This charter has been signed by sixth form students at both Colleges. This working party will meet termly going forward to review the charter and present findings to the Leadership in both Colleges.
- A joint JCG/VCJ Student Council meeting was held during the summer term 2021 to discuss wider issues. Ideas discussed included activities where students from both Colleges could work together, For example: escape room, maths challenges or science investigations. Due to Covid restrictions, this had to pause, but a meeting has now been scheduled for 15th November.
- Year 7 joint-school PSHE lessons have been timetabled for 2021-22, to allow young people from both Colleges to work together positively from a young age in secondary education.
- Heads of PSHE from both colleges liaising regarding lesson content. This is to include UK Feminista materials.
- Peer mentoring across both Colleges to be developed through the Autumn Term 2021.
- All Year 7-9 parents were invited and could attend the Joint School Digital Awareness Seminar in May 2021. This was funded by the Parents Associations and will be repeated annually.
- Home-School agreements to reflect updated policies and expectations.
- All staff attended training led by Hannah Wilson around Diversity, Equity and Inclusion. This was held at separate Colleges due to Covid restrictions.
- A Diversity, Equity and Inclusion policy is being created for intended completion by the end of 2021.
- Increased start and end of school shared senior staff duties in place across both school sites.
- CYPES Safeguarding Reviews due in Autumn Term 2021.
- Report a Concern buttons in place on both school websites, managed by pastoral staff.
- Action plans produced, updated regularly by senior staff and communicated to all colleagues.
- Regular whole school assemblies and separate Parent Information Evenings for every year group. New 2021-22 strategic plan communicated by Headteacher, with strong focus on culture of kindness and zero tolerance on discriminatory language.

- Appointment of Head of Culture and Ethos Senior Teacher and Head of Student Support Senior Teacher – resourcing, support and training available to staff
- Updated Ethos and Culture Policy – clear new approach to rewards and sanctions and training focusing on zero tolerance on discriminatory language (Assist Strategy, daily detentions, early engagement with parents). Communicated through assemblies and tutor times.
- Update of Safeguarding and Child Protection Policy Autumn 2021 to include peer on peer abuse
- Senior leaders visited both JCG and Beaulieu in Autumn Term 2021 to check up on progress and meet key sixth form staff / DSLs.
- Designated space is now set aside in the Sixth Form centre solely for the use of JCG and Beaulieu students, to make them feel more welcome to the College
- Y12 training session on the issue held in July. Student led assemblies, with external agencies support, in October 2021
- A student language survey was completed, to help better understand the extent of concerning language use in various parts of the College campus. These results were shared with all students via assemblies and behaviour policy updates were developed based on the feedback.
- Further staff INSET by Head of Student Voice and Senior Teacher – Ethos and Culture on issues of inclusivity, language and behaviour during Battle of Britain INSET.
- Self-referral and parent referral options to College Counsellor now embedded in Weekly Newsletter
- We have established a strong commitment to Rights Respecting Schools Charter and embedding Article 2. We have celebrated diversity in Assemblies, received training as a staff, continued our zero-tolerance approach discriminatory language, celebrated Pride Week. The UN Steering Group, led by students, will continue to inform our ongoing approach.