

From the Chairman of the Governors

Dear Parents,

Welcome to St Gregory's Frog Parent Portal. I hope that you will take the opportunity to make full use of the Portal to better inform you about the progress of your sons and daughters as they travel through their school life.



The Governors have been very keen to see Frog become an interactive and usable resource for all the school community and have invested heavily in Frog and it's development for use at St Gregory's, and we are lucky to have great in-house staff resources who are customising Frog.

The Governors also believe that providing you with current relevant information about your children will help you engage with their learning and encourage them.

For our students too, the Frog Learning Platform, gives them access to learning 24-7 which will enable them to engage in school work and study, when it suits them. And, of course, no more snow days!

You can already through the school website access Governor meeting minutes and much Governor information. We aim to provide a more easily readable overview of St Gregory's in the coming months, so watch this space!

If you have any questions or queries please e-mail us via Mrs Birchard the Clerk to the Governors.

Best regards,

A handwritten signature in blue ink that reads "Tony Moffatt". The signature is written in a cursive style and is underlined with a single blue stroke.

Tony Moffatt
Chairman

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ST GREGORY'S CATHOLIC COMPREHENSIVE SCHOOL

**Governing Body
Academic Year 2010-2011**

FOUNDATION GOVERNORS	STAFF GOVERNORS	LOCAL AUTHORITY GOVERNORS
Mr Tony Moffatt (Chairman)	Mr Stephen Adamson	Rev. Gerald Hovenden
Mr Dorian Cameron	Mr Dave Burgess	vacancy
Mrs Patricia Foley	Ms Katie Donaldson	
Mrs Andrea Hickey	Mrs Di MacAdie	
Mrs Janet Lunn		
Mr Mark Oxley	PARENT GOVERNORS	CLERK
Fr Peter Stodart	Mr Darren Bramley	Mrs Lynn Birchard
Mrs Jo Storr	Mr Chris Harding	
Mr Richard Thomas	Mrs Louise McCarthy	
Mr Mark Walker		
vacancy		

Committee Membership of the Governing Body Academic Year 2010-2011				
CATHOLICITY, COMMUNITY AND CARE.	ADMISSIONS	STAFF	FINANCE, ENVIRONMENT & GENERAL PURPOSES	LEARNING & TEACHING
A Hickey (CH)	A. Moffatt (CH)	J. Lunn (CH)	A. Moffatt (CH)	G. Hovenden (CH)
S. Adamson	S. Adamson	S. Adamson	S. Adamson	K. Donaldson
D. Cameron	D. Burgess	D. Burgess	D. Burgess	J. Lunn
A. Hickey	P. Foley	K. Donaldson	P. Foley	D. MacAdie
G. Hovenden	J. Storr	Fr. Stodart	C. Harding	A. Moffatt
M. Oxley	M. Walker	J. Storr	D. MacAdie	J. Storr
M. Walker		R. Thomas	A. Moffatt	
			R. Thomas	
L Birchard (CL)	L. Birchard (CL)	L. Birchard (CL)	L. Birchard (CL)	L. Birchard (CL)
<i>J-A Byrne</i>	<i>L. Ruch</i>	P. Skoyles	<i>A. Cox</i>	<i>S McQuillan</i>
<i>N Bradbury</i>			<i>S McQuillan</i>	

Special responsibilities:	
LCSP Representative	J. Lunn
Responsible Officer	R. Thomas
Governor For A.E.N.	P. Foley
Governor for Literacy	G. Hovenden
Child Protection, LAC & Safeguarding	P Foley
Governor for Numeracy	J. Lunn
Governor for Training	M. Walker
Governor for Fundraising	D. MacAdie
Gifted and Talented	M. Walker

To meet the Governors and learn more about what we do please have a look on the Governors' website <http://www.stgregs.co.uk/FGB/> or click the 'Governors' tab on the school website.

What do governors do?

Together with the headteacher they set the future direction for the school and decide how the school's budget should be spent. Governing bodies make decisions collectively on matters such as performance targets, school policies and the school's improvement plan.

Governors monitor the impact of policies and oversee the use of the school's budget. They report to parents on the school's achievements and respond to inspection recommendations. They hear appeals from pupils and staff and consider complaints.

Governors provide the headteacher with support and advice, drawing on their knowledge and experience. They ask searching questions and respect the headteacher's position as professional leader of the school.

Governors are linked to, and take special interest in, the following areas:

Area	Link Governors	Subject(s) / Area(s) covered
Communication and Culture	Rev. G Hovenden Mrs A Hickey	English MFL Drama
Creative and Physical Design	Mr A Moffatt Mr D Cameron	Art Music Technology PE
Environmental & Scientific Understanding	Fr P Stodart Mr M Oxley	Science Geography
Ethos and Personal Development	Mrs A Hickey	RE, Citizenship, PSHE History
Numeracy & Enterprise	Mrs J Lunn Mr D Bramley	Maths ICT Business
AEN and Hearing Impaired Resource	Mrs P Foley	AEN Hearing Impaired
Gifted & Talented	Mr M Walker	Gifted & Talented
LAC (Looked After Children) and Child Protection	Mrs P Foley	Looked After Children Child Protection Child Welfare
Administration	Mr R Thomas	Office Finance Library IT Support Admissions Personnel Data/Exams
Catering	Mrs D MacAdie	
Site	Mr C Harding	
Outreach	Miss K Donaldson	Specialist Outreach
Chaplaincy	Fr P Stodart Mr M Oxley	

Governors have a schedule of link visits and report back to the various committees on any actions or observations from their visits.

REPORTS FROM COMMITTEE CHAIRMEN

Catholicity, Care and Community Committee



The Catholicity, Care and Community (CCC) Committee meets three times each year in order to support the implementation of the school aims and mission statement by:

- encouraging and supporting strong links with parishes
- working with staff to further develop the catholicity of the school
- promoting good relationships with parents and the wider community
- reviewing the School Improvement Plan
- reviewing the school dress code
- reviewing and monitoring governors' policies on Behaviour, Collective Worship, Equal Opportunities and Racial Equality, Pastoral Care and Child Protection, Primary/Secondary School Liaison, and Visits and Journeys
- monitoring the Equal Opportunities and Racial Equality Policy
- supporting and administering a discipline panel as required

Mrs Byrne, Lay Chaplain, reports to the CCC Committee some of the events that students have been involved in. Last year the highlight was the Papal visit, which the school was very involved in (two of our students shared the platform with the Pope and the whole school was able to watch via a live link). A Memorial Mass was held in November, which was a beautiful service, and the Advent Carol Service and end of term celebrations are always joyous occasions. More recently there have been very successful Easter celebrations with all students given the opportunity to take part in Reconciliation.

Students in all years are now able to participate in Retreats. 2010/2011 Retreats are:

- Year 7 – Norfolk (included spiritual input) and pilgrimage to Aylesford
- Year 8 – St Vincent's, Whitstable (Diocesan retreat centre) in November
- Year 9 – St Vincent's, Whitstable in May
- Year 10 – St Cassian's centre, Kintbury in March
- Year 11 – St Cassian's Centre, Kintbury in January
- Sixth Form – St Cassian's Centre, Kintbury in November

A tremendous amount of work is done by Mr Bradbury and his team to promote community cohesion. Mr Bradbury attends CCC meetings to let Governors know some of the things which are happening in the community involving St Gregory's students. For example:

- Two Year 10 students working with pupils from St Augustine's Primary School to put on a performance at the Gym and Dance Show in April.
- Ten Year 12-13 students, who are currently on FA Level 1 Course, are working with the local community to promote football. They are organising St.Gregory's Soccer School, which is a 3 Day Soccer Course to be held at St.Gregory's School from Tuesday 31st May-Thursday 2nd June 2011 (10am-2pm).
- Junior Sports Leaders in Year 10 are working to set-up a Years 5/6 Primary School Cluster Tournament - The St Gregory's Catholic Primary Cup will be a one-day football event.

Other initiatives include:

- Street League Project to keep young people off the streets late at night. This has already been successfully run in Hastings and Brighton. The aim is for St Gregory's Level 1 footballers to set up and run a scheme in Sherwood with the support of the local police and Council.
- St.Gregory students getting involved as volunteers for local projects (e.g. Bliss Café).
- Healthy Schools Project using St.Gregory's Level 1 students to deliver Healthy Living Courses to primary schools across the Tunbridge Wells area.

The Outreach Project at St Philips in Sherwood continues to be strongly supported. It provides PC and Mathematics tuition for local people, and a crèche is available to help young mothers learn skills necessary to return to work.

This year, following consultation with parents, students and staff, Governors introduced a new uniform. This has been very well received and it's a pleasure to see so many smart students in school.

A Discipline Panel meets each term to review exclusions which have occurred since the last report. They also look at trends. An analysis of exclusions over the last 5 years shows a significant drop in the number of exclusions. The school behaviour management system and use of the Inclusion Unit have proved very successful as has the introduction of positive rewards via the commendation system.

Policies reviewed this year by CCC Committee include: Collective Worship Policy, Pastoral Care and Child Protection Policy and RE Curriculum Policy. A Working Group is currently looking into the impact of the Equality Act on The Equal Opportunities and Racial Equality Policy, and all Committees update the Equality Plan (including the Accessibility Plan) on a regular basis.

Mrs Andrea Hickey
Chairman CCC Committee

Learning and Teaching Committee

The Learning and Teaching Committee meets four times each year to monitor and review the school curriculum policy, to set targets and to monitor examination performance, to monitor Additional Educational Needs (AEN) provision and equal opportunities within the curriculum, to manage any curriculum complaints and to monitor the Religious Education curriculum.

The quality of teaching is closely monitored by Governors and the AOL Review Guide is the document issued to all AOLs to show them what standards are required and how to measure them. During Term 2 each AOL was reviewed and Governors discussed the outcomes of the classroom observations in each of the areas. There were a small percentage of inadequate lessons observed and those colleagues have been given support to improve standards (one NQT who failed to meet standards has left). The AOL Reviews are repeated again in Term 4 and Term 6 to monitor progress.

Mr McQuillan reports to Governors at Learning and Teaching Committee meetings and has led several training sessions with Governors to look at examinations results data in detail (RAISEonline, Family3 data, Student Progress Review data etc. Governors have in depth knowledge of the data and how it is used to inform teaching and learning. At a recent T&L meeting they looked at a report summarising Student Progress Reviews which highlighted a core of 20 students who have been targeted for additional support to help them meet their targets.

Recently Governors have been looking at the impact the introduction of the English Baccalaureate (Ebacc) will have upon the school. In recent years Governors have been guided by the Senior Leadership Team and School Improvement Partner to move towards modular courses in some subjects (particularly Science) to improve results and the learning experience for many students. The English Baccalaureate will not include results from these

qualifications when producing the Schools League Tables but will only include A*-C passes in GCSE English (not Literature), Mathematics, MFL (or classical languages), Humanities (History or Geography) and Science (Core and Additional or Single Sciences). The 2010 results would have given St Gregory's a league table score of 18% using the Ebacc instead of the current measure of 5 A*-C GCSE (or equivalent subjects) including English and Mathematics. Only 29% of current Year 11 cohort are studying the right combination of subjects but will not necessarily achieve the A*-C grades necessary. Current Year 10 are following the OCR Science qualification (in place of the Double Science GCSE), so only the 9% who are taking Single Sciences will be eligible for the Ebacc. This will result in a significant drop in the League Tables if Ebacc is the leading factor for comparison. Governors have taken the advise of the SLT and reverted back to GCSE Science courses for most students. Year 9 students are being advised to consider taking the Ebacc subjects as it is thought that some Universities may start to include this in their entry criteria.

Gifted and Talented

A regular report is given to L&T Governors to update them on the activities in place for Gifted and Talented students. There are currently over 250 students on the G&T Register.

Miss Knowles, Gifted and Talented Coordinator, spoke to Governors in April about two initiatives for Year 9 students.

- On Friday 11th March all Year 9 G&T students attended a Learning Performance seminar day where they were taught how to engage with learning, revision techniques etc. Feedback from students attending the seminar was very good.
- Year 9 students were recently invited to apply to take part in Work Inspiration with BT Profile. Only 22 students were selected locally to take part in this initiative, and all nine who applied from St Gregory's were successful. The students spent 3 days in workshops focussing on different areas of business (finance, marketing etc) and at the end had to 'pitch' a product, which was related to the 2012 Olympics (sponsored by BT), in a 'Dragon's Den' type scenario. The winning group came up with the concept of a Wii game where players take part in the various Olympic events picking up points and gaining additional powers from the various sponsors (e.g Addidas shoes give speed, Lucozade gives energy etc). Of the five students in the winning team three were from St Gregory's. Millie Coe, who was the team leader for the winning team, was invited to a lunch at BT Tower to talk to the Chairman of BT, the Chairman of Save the Children and Dame Ellen MacArthur about her experience on the course.

A Business Initiatives Group has been set up with parents in order to deliver a programme of talks to students to widen their horizons and help them explore other career opportunities. It is also hoped that this can be expanded to provide work experience.

In February 20+ G&T students from Year 10 visited Oxford University where there is good schools liaison with Lincoln and Exeter Colleges. In Year 12 the G&T students are also given the opportunity to visit Cambridge University. This year three Year 13 students applied for and were interviewed for Oxbridge. Cassie Davies was successful and has been offered a place to study English at Lincoln College, Oxford.

Destination of Year 13 Leavers 2010

Bournemouth University - Accounting and Finance

Canterbury Christ Church University – Computing + Photography + Primary Education (Key Stage 1)

Coventry University - Business Marketing

Edinburgh University - Veterinary Medicine & Surgery

Exeter University - Geography

Falmouth College - Fashion & Sportswear design

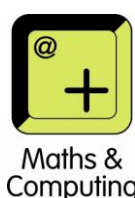
Hadlow College

Heriot-Watt University, Edinburgh - Urban & Regional Planning

Keele University - Chemistry & Forensic Science – 2011 Entry
KIAD
Leeds Metropolitan University - Entertainment Management
London Academy for Music & Dramatic Art -Stage Management & Tech Theatre
London Metropolitan University - Forensic Science
Newcastle University - Chemical Engineering + Surveying and Mapping Science
Oxford Brookes University - Communications, Media & Culture/Psychology - 2011 Entry
Plymouth University - Maritime Business and Maritime Law + Geography - 2011 Entry
Portsmouth University - Digital Forensics
Reading University - Software Engineering (BSc)
Rochester College
Royal College of Music - B. Music (Bassoon)
Southampton Solent University - Event Management
St. Martins College of Art, Foundation Dip in Fine Art
Swansea University - Theoretical Physics
University College for the Creative Arts - Arts & Media + Fashion Promotion + Photo & Media Art
University of Brighton, Biomedical Sciences + Primary Education 5 - 11 with QTS
University of Bristol - Physiological Science – 2011 Entry
University of Derby - Events Management – 2011 Entry
University of East Anglia - Psychology
University of East London - Psychology Extended
University of Gloucestershire - Media Advertising & Communications
University of Greenwich: FdA Creative Industries: P. Arts (Acting)
University of Hull - Criminology
University of London
University of Nottingham - Management Studies
University of Plymouth - Geography - 2011 intake
University of Portsmouth - Engineering and Tech. with Foundation Year – 2011 Entry + History
University of Salford - BSc Audio Technology
University of Sheffield - Civil & Structural Eng + History ad Philosophy – both 2011 Entry
University of St. Andrews - Mediaeval Studies
University of Surrey - Law
University of the West of England - Business in Property – 2011 Entry
University of Westminster - Business Management (Int Bus)
West Kent College - various

Policies reviewed this year by Learning and Teaching Committee include: AEN Policy, Curriculum Policy, Visits and Journeys Policy and RE Curriculum Policy, plus the Learning and Teaching sections of the Equality Plan.

Rev Gerald Hovenden
Chairman Learning and Teaching Committee



ADMISSIONS COMMITTEE

The Admissions Committee meet in January each year to consider the applications for places in Year 7 for the following September. This is a long process as every application to the school is considered (usually 450+ each year), then ranked according to the school's oversubscription criteria. The ranked list is sent off to the Local Authority who will then match applications to schools and send out offer letters in early March.

The Admissions Committee meet again in May to set the admissions policy for the following year (ensuring that the school co-operates and complies with the Local Authority Admissions Forum within the specified timescales). They check the oversubscription criteria is fair and complies to the latest Admissions Code of Practice. When the Admissions Policy was last updated to allow children of other faiths into the school, other policies (e.g Collective Worship and RE Curriculum) were checked by the Committees responsible for them to ensure compatibility and fairness.

The Admissions Committee also look at statistical analyses of the school's admissions (e.g. religion, ethnicity, prior attainment, SEN or Gifted and Talented etc) and report any findings to the Full Governing Body, as this helps to inform other Committees. Of particular concern to Governors is the fall in applications from Catholic families over recent years. The school has been working closely with our Catholic partner primary schools to see what can be done to reverse this downward trend. Many initiatives are in place and it is hoped that the extensive Gifted and Talented programme at St Gregory's and setting for both English and Mathematics in Year 7 will encourage parents to select St Gregory's as their first option above the local Grammar schools.

The Admissions Committee also advise the headteacher on casual admissions throughout the year and ensure that the Admissions Appeals process is followed correctly in accordance with DfE guidelines.

Mr Tony Moffatt
Chairman Admissions Committee



INVESTORS IN PEOPLE

STAFF COMMITTEE

The Staff Committee meets four times each year to ensure the school policies on staff appointment, pay, conditions and development are regularly reviewed, implemented and monitored and to make appropriate recommendations to the FEGP Committee. Policies reviewed this year by Staff Committee include: Staff Development Policy and Pay, Salaries and Conditions Policy, plus the Staffing sections of the Equality Plan. The Staff Committee are currently working on revisions to the Staff Code of Conduct, Staff Capability Procedure and Staff Sickness and Absence Procedure.

The Staff Committee monitors equal opportunities and ensures that development and training is available for all staff. Mrs Skoyles reports on the huge variety of training available to all staff and Governors are very pleased with the creative way the training budget is used to ensure that all staff have access to good quality professional development.

Mr Adamson reports staff movements. It is the school's policy to provide specialist teachers for all subjects where possible and, when interviewing for new staff if a suitable candidate isn't found Governors will re-advertise a post rather than employ.

Governors are kept informed of any issues concerning staff and consider requests for compassionate leave etc. They are also kept informed of any long term absence due to sickness.

Staff appeals panels are set up, when required, to consider representations from staff on matters of pay and conditions, grievance, capability procedures, sickness and absence.

Mrs Janet Lunn
Chairman Staff Committee

Finance, Environment and General Purposes Committee

The Finance, Environment and General Purposes Committee (FEGP) meets three times each year to ensure the school policies on finance, health, safety, security and environment are regularly reviewed, implemented and monitored.

The FEGP Committee monitor the financial administration of the school and ensure compliance with all financial instructions from the DfE and Local Authority. They ensure that all school funds are audited annually and compliance with the external auditor's management letter following the annual audit. The Responsible Officer (an experienced Governor) does regular asset checks.

The FEGP Committee has a budget working group to propose the requisite budgets for expenditure in the forthcoming financial years and to keep under review the schools actual financial performance compared with the budgeted performance and to take remedial action as necessary.

The FEGP reports on the safety, security, maintenance, refurbishment and development of the school site. A Health and Safety group regularly inspect the school and report to the FEGP any areas of concern. These are logged and passed to the Capital Expenditure Working Group (see below) to be prioritised, if major expenditure is involved, or dealt with by the Site team as part of routine maintenance.

The Capital Expenditure Working Group (CEWG) meet on a regular basis to prioritise refurbishment and all development projects. They put forward proposals for work on the school site and budgets for this work, which are then agreed by the FEGP Committee. The CEWG are currently considering proposals for a major refurbishment of the school front entrance and a new reception area (see School Development below). A tender panel is set up to consider all expenditure above £5,000 to ensure that best value is achieved for the school.

Policies reviewed this year by FEGP Committee include: Finance Policy, the Financial Management System, Health, Safety, Security and Environment Policy, plus the accessibility sections of the Equality Plan.

Mr Tony Moffatt
Chairman Finance, Environment and General Purposes Committee

SCHOOL DEVELOPMENT

The St Gregory's Development Fund is made up of contributions from all families in the school. Recently this money, and other money received through grants, has been used towards

Multi Use Games Area (MUGA)	North Building Windows and front elevations	Dining Hall and Kitchen
		
Cost £144,000	Cost £190,000*	Cost £156,000

*approximately £95,000 was received from Southwark Diocese to help towards these costs

Next Projects

New Front Entrance and Reception
 North Building Toilets
 Creation of an IT suite in the North Building

Work taking place this summer:-

- The cricket wicket, which was lost when the MUGA was built, will be replaced at a cost of £7,319
- £10,000 is being spent to upgrade the school heating as part of a continuous plan
- MUGA lighting (await planning permission) will cost £30,000, but will generate income from lettings once it is installed.
- £18,000 will be spent on exterior/interior painting to generally smarten up the school.
- Carpeting in the South building will be replaced (£20,000)
- Removing a wall in N16 to enlarge the Drama area (£10,000)
- Some refurbishment of the Art rooms (to be specified) - £15,000
- Lighting of the North corridors and South Building stairwell - £10,000
- Repairs to blinds in the 6th Form Centre - £1,397

Total contribution from the Development Fund: £356,000

How the money is raised - School Development Fund

All parents of St Gregory's students are asked to sign a Standing Order and Gift Aid form for contributions to St Gregory's Development Fund. The average payment from parents is around £10 per month and we would ask you to contribute for a period of at least five years. This is the most effective way for individuals to give their support because the cost of a gift is spread over a number of years. A long-term commitment of this nature will help the Governors to predict future income with a high degree of certainty. If, in addition, you could sign the Gift Aid form every £1 you donate is worth an additional 25p to school.

Your support is very much appreciated!

FUNDRAISING

Governors hold an annual Auction of Promises, which last year raised an additional £1,400 for the PTA Christmas Fair.

100 Club

The 100 Club will commence from 1st January 2012. It will be launched at this year's Christmas Fair.

Parents will be invited to pay £5 each month for a potential win of 40% of the monthly income. There will be an annual draw (at the Christmas Fair) of 10% of the annual income, available to all parents who have contributed the full £60 annual fee for their number.

Example:

100 parents contribute £5 per month – monthly draw £200 prize money

100 parents contribute £60 per year (i.e. £5 per month) – annual draw £600 prize

Parents can increase their chances of winning by buying more numbers. There will be no restriction on the numbers of entries each family can purchase. The Club will not be restricted to 100 people, it will be open to all families and staff.

For further information please contact Lynn Birchard 01892 527444 ext 137.

PTA Events

The St Gregory's PTA organises events throughout the School year with a dual aim of fund raising for those "extras" to enrich the pupils' school life; and to build links between the School and the families within it. Our main events are the Christmas and Summer Fairs and this year we have also held a very successful Bollywood Night and termly discos for the lower years in the School; in the past other events organised have included a Race Night, a Burns Night and Quiz Evenings.

With the money raised recently we have been able to help with the refurbishment of the dining area by buying new tables and chairs, purchase a new kiln for the Art Department, provide the School garden with tools and plants and donate towards the camping equipment needed for pupils taking part in the Duke of Edinburgh Award Scheme; this year we are raising money for the PE Department to install a fitness trail on the field.

We hold meetings about 3 times a term – they are informal and new members are always welcome, as are any new ideas for events and fundraising. More details can be found on the School website or by contacting us at friends@sgschool.org.uk

Our next event is the Summer Fair on Saturday June 25th 3-5.30pm and it would be good to see as many new and existing parents there as possible.

On Friday September 30th we are holding a social evening specifically aimed at welcoming new parents to the School. There will be a barbecue and live music provided by pupils - more details will be sent out nearer the time.

If you are interested in finding out more about the Friends of St Gregory's or our events please contact Sally Robbins on 07855 407523

LIST OF POLICIES REVIEWED BY THE GOVERNING BODY

<u>Ref.</u>	<u>Policy or Procedure</u>	<u>Policy Reviewed</u>	<u>FGB Approval</u>	<u>Next Review</u>
A0.11	Decision Planner		Dec 07	
B1.02	Health, Safety, Security and Environment Policy	Feb 10	Mar 10	Feb 12
B1.03	Finance Policy	Feb 10	Mar 10	Feb 11
B1.04	Financial Management System	Feb 08	May 08	May 10
B1.05	Health & Safety Management System	Feb 09	Mar 09	
B1.07	Freedom of Information Publication Scheme		July 09	
B1.08	Records Management Procedure		July 09	
B1.09	Whole School Food Guidelines	July 07	n/a	
B2.01	Curriculum Policy	Nov 09	Dec 09	Nov 10
B2.02	Equality Plan	ongoing	Mar 10	
B2.03	Education for Personal Relationships	May 10	July 10	Jan 11
B2.04	Religious Education Curriculum Policy	May 10	July 10	May 12
B2.05	AEN Policy	Jan 10	Mar 10	Jan 11
B2.06	Visits & Journeys	Mar 08	July 08	July 10
B2.10	Curriculum Complaints Procedure	Jun 08	July 08	
B2.11	Examinations Procedure	Nov 07	Dec 07	April 09
B3.01	Pastoral Care and Child Protection Policy	Nov 09	Dec 09	Nov 10
B3.02	Behaviour Policy	Jun 09	Mar 10	Jun 11
B3.03	Collective Worship Policy	Nov 08	Dec 08	Nov 10
B3.04	Equal Opportunities and Racial Equality Policy	Jan 10	Mar 10	Jan 12
B3.05	Agreement of Conduct	Nov 04	n/a	
B3.06	Home/School Agreement	Nov 04	n/a	
B3.07	Primary / Secondary Liaison Policy	Nov 09	Dec 09	Nov 11
B4.01	Exclusion Procedure	Jan 10	Mar 10	Nov 11
B5.01	CES Staff Discipline Procedure	Nov 08	n/a	
B5.02	CES Staff Capability Procedure	Nov 08	n/a	current
B5.03	CES Staff Grievance Procedure	Nov 08	n/a	
B5.04	CES Staff Sickness Absence Procedure	Nov 08	n/a	current
B5.06	Performance Management Policy	Nov 09	Mar 10	Nov 10
B5.07	Perf. Management for Head & SLT Procedure	Jun 10	Jul 10	
B5.08	Performance Management Procedure	June 07	July 07	
B5.09	Staff Appointments Procedure	Mar 09	Dec 09	
B5.10	Staff Development Policy	Nov 09	Dec 09	Nov 10
B5.11	Induction Procedure		n/a	
B5.12	Openness and Honesty Policy	Mar 09	July 09	Mar 11
B5.13	Pay, Salaries and Conditions Policy	Mar 10	July 10	Mar 12
B5.13a	KCC Pay & Rewards (amended)	Jan 06	March 06	
B5.14	Employment Protection Policy	Mar 10	July 10	Mar 12
B5.15	Non Statutory Complaints Policy	Jan 10	Mar 10	Jan 12
B5.16	Non Statutory Complaints Procedure	Jan 10	Mar 10	Jan 12
B5.17	Staff Discipline & Grievance Policy	Mar 09		current
B5.18	Staff Code of Conduct	Mar 09		current
B5.19	Staff Code of Conduct Guidelines	June 08	July 08	current
B5.20	Local Government Pension Scheme Policy	Nov 06	Dec 06	
B5.21	Staff Well Being	May 08	n/a	
B.5.22	Staff Leave of Absence and Cover		July 09	current
B6.02	Admissions Policy 2012			May 11