

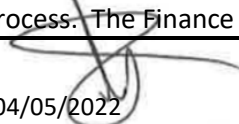


Minutes of the Board of Trustees Meeting held on Tuesday 8 February 2022, 5.15 pm, via Zoom

Present: Brian Message (BM), Chair and Trustee
 Gary Weston (GW), Trustee
 Rebecca Ryan (RR), Trustee
 Jeffrey Matemba (JM), Trustee
 James Nicholson (JN), Trustee
 Chris Meddle (CM), Trustee
 Andrew Goulding (AEG), CEO

In attendance: David McMillan (DRM), Finance Director
 Debbie Warner, Clerk

1.	Apologies
	Apologies were received from Dan Lewis and accepted by Trustees.
2.	Declaration of interests
	No conflicts of interest were declared.
3.	To approve the minutes of the last meeting of 7 December 2021
	The minutes of the meeting of 7 December 2021 were considered to be an accurate account of proceedings and were approved by Trustees.
4.	CEO's Report
	<p>Trustees confirmed that they had received and read the report prior to the meeting. The CEO highlighted key points from his report:</p> <ul style="list-style-type: none"> • Update on student numbers on roll for all the schools in the Trust and once the Trust realises 3,000 students, the Trust will automatically receive capital income. • Unfortunately, all schools across the Trust continue to be affected by staff and student absence due to Covid although numbers are now improving. Comparisons of absence across the county are detailed in the report to provide context of absence. • A recent pay appeal had taken place at Hinchingsbrooke School with the Trust Appeal Panel allowing additional evidence to be taken into consideration which resulted in the member of staff progressing through threshold. • Pupil Premium reviews have taken place in all schools and the CEO was pleased to report that all schools are compliant. • Preparatory work for the introduction of Arbor across the Trust is ongoing. • Acknowledgment of thanks to AET who have offered to carry out a full review of IT services and this will taken place in the next few months. <p><i>Rebecca Ryan joined that meeting at this point.</i></p> <ul style="list-style-type: none"> • Update on the Local Governing Committees: Both Cromwell Academy and GCA are currently conducting a recruitment drive for more governors. • Progress has been made on the proposed merger with the Hertfordshire Trust and another two meetings of the working party have taken place. • The Trust is still on course to academise Spaldwick Primary by 1 April 2022. • A further meeting with the Chair of Trustees of ACES and Bedfordshire Trust has taken place. <p>Questioning/challenge:</p> <ul style="list-style-type: none"> - A Trustee referred to elements of the recent pay appeal which he believed to be unsatisfactory - The CEO advised Trustees that the pay policy will be passed back to the HR committee to review in light of the recent pay appeal <p>ACTION: FURTHER REVISION TO THE PAY POLICY BY HR COMMITTEE</p> <p>Spaldwick Primary School: The CEO advised Trustees that there will be an online meeting with unions as part of the TUPE process. The Finance Director advised that the Trust will receive in the region of £13-14,000 from the DfE for</p>

Signed: 
 Date: 04/05/2022

	<p>the academisation of Spaldwick. He added that the financial recovery package will be dependant on getting the go-ahead for the SEND unit at the Spaldwick site.</p> <p>The CEO reported that unfortunately the Trust was unsuccessful on their bid for a school at Sawtry; this had gone to CMAT. Feedback from the process however was positive.</p> <p>The CEO updated Trustees on progress that had been made by the working party on the Hertfordshire Trust. The CEO had noted several conflicts of interest within the organisation.</p> <p>Further discussion took place regarding any potential issues that may be encountered going forward and the Finance Director was able to update Trustees on the Trust's financial position including condition of school premises and likely costs involved. He added there would also be a need to look at the pay scales as they are different to ACES academies. It was felt that progress continues to go well and on balance discussions should continue. Trustees who are part of the working committee gave their views on the recent meetings and on balance felt the process was moving forward positively.</p> <p>Questioning/challenge:</p> <ul style="list-style-type: none"> - A Trustee asked the Finance Director if there were any areas where savings could be made - The Finance Director felt there was scope for saving on back-office function and there would be a need to look at the budget figures going forward
6.	<p>Approve SENDA Policy</p> <p>The SENDA policy was brought to the full Trustees meeting due to the postponement of the Standards & Innovations Committee Meeting. Rebecca Berton had provided details of any amendment to the policy:</p> <p><i>The SENDA Policy is the overarching SEND guidance for our Trust which the SEND policies for each school originate from. This Policy is updated yearly to ensure it remains up to date in relation to our statutory requirements in this area. There are no major changes to the SENDA Policy this year other than a slight amendment to the expectations within all school policies to refer directly to a Pen Portrait (or equivalent documentation) for each child, which may include setting achievable targets. These should be reviewed regularly using the 'Assess, Plan, Do Review' format. This change is detailed in section 3b of the policy.'</i></p> <p>Trustees approved the policy</p>

Meeting finished at 6.30pm