




Documents circulated prior to the meeting	<p><u>CEO</u></p> <p> CEO report Directors 6.2.25.pdf</p> <p><u>Finance</u></p> <p> TSSMAT - Period 4 2025-26 Summary.docx</p> <p><u>Previous minutes</u></p> <p> Copy of Copy of MINUTES Directors 5th Dec 2025</p>
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
(Please note many of the items are cleared off in the CEO report and will not take the allotted time)

Attendees

AB - Angela Burns Chair of Far
PH - Peter Halifax Chair of Directors
CG - Charlene Gethin
JB - Jacqui Bowman
SS - Sophie Skelton
CH - Caroline Humphries
BB - Becci Breedon



Apologies

MHC

	Time	Agenda Item Title	Agenda Item Lead	Associated documents and action required
1	8.00AM start - 5 minutes	Welcome / reflection	CEO	We invite you to join and reflect quietly on your intentions in this meeting, your own thoughts and reflections, if you do not wish to.
2	5 minutes	Membership	CEO	<p> Copy of Members and Directors terms of of...</p> <p>Ab reappointed Feb 2026. No further up coming end dates to note across / but discussed recruitment as per FAR agenda also minuted. JS - resignation detail w/c 2nd Feb and recorded in 06.02.25 FAR / Directors board minutes, recruitment drive to minute. Advertise on indeed / other avenues details discussed.</p>
3	5 minutes	Apologies	Clerk Clerk	MHC - accepted.
4	5 minutes	Pecuniary Interest, Statements of Assurance	ALL Clerk Clerk	https://docs.google.com/forms/d/e/1FAIpQLSfagK DknkHL6rWKujPK47ZTw7QRnvTwRQ9ImXaRUzN WETmvw/viewform
5	15 minutes	Minutes from last meeting Actions	Chair/CEO ALL Chair Clerk	<p>Minute / signed.</p> <p>All updated below as FAR minutes.</p> <p>(Away day actions or full directors meeting (captured on away day agenda) confirm all complete / tick off. Please confirm any carry overs.</p> <p><u>Actions arising</u> -Add interest figure from bank account at the end of finance report / separate figure - SC. Complete for next time / remove.</p>

				<p>-Action full far - central team reward and recognition. Ongoing.</p> <p>-PH confirmed in full directors to probe further for spinal increase, financial modelling and central model also. CEO discussion / views to take into account and as a sub board / full board. Ongoing.</p>
6	15 minutes	<p>Feedback from CEO report on Outcomes - School Standards / Teaching and Learning / Curriculum / Quality of education / Attendance / Behaviour and Attitudes / Personal development / Christian Distinctiveness / general school context</p>	CEO	<p><u>-Local area information</u> / new schools in the area covered up coming opening detail etc.</p> <p>-Marketing detail given across 7 schools / MAT. Procedure of social media and posts etc given to share.</p> <p>-Meeting with Justin detail given.</p> <p>-Disc profile - SLT team meeting away day detail given. PH commented on this. Continue to use the profiles / support working relationships going forward.</p> <p>-Tim Culson meeting detail given.</p>
7	15 minutes	<p>Finance</p> <p>Reserves</p> <p>Relevant CEO sections</p> <p>Risk management / Data protection</p> <p>Risk register</p>	<p>SCo</p> <p>CEO</p> <p>JB</p>	<p><u>-CBS solar panel</u> grant April 26 (ongoing) support (away day slot) Covered away day. CBS to update.</p> <p>-SC led finance highlights ahead of budget detail given, surplus per school detail given, top slice split detail discussed.</p> <p>-End of year prediction given.</p> <p>-Key notes, £ extra funding detail given for mentoring and free breakfast club pilot, LA income, SEN income detail given, other income detail given.</p> <p>-Interest figures given</p> <p>-Cash balance given / cash flow.</p> <p>-Staffing costs given / timing detail given in relation.</p> <p>-Premises budget given.</p> <p>-Action marketing school level / MAT, local knowledge / further awareness drive, SS to push forward. (robust conversation was had.)</p> <p>-Additional classroom contingency questioned by PH - SC gave detail, heating of classroom also discussed. All agreed nice environment.</p> <p><u>-Risk register</u> as FAR agenda. All aware as per LGC meetings attended per link Director.</p> <p>-N/A risk management and data protection covered else where.</p> <p>-Audit internal confirmed / changed and agreed.</p>
8	15 minutes	<p>People Development and Management</p>	CEO	<p>Covered in FAR - HR updates given / detail.</p>

		Includes: Human Resources, Recruitment and Retention, CPD, Capacity and Succession planning, Wellbeing, Partnerships, Exit Interviews		-Catering procedures detailed / also recruitment detail given. Further conversation CEO / JB after meeting. -Pulse surveys complete / response level, detail given....CH questioned the current pulse review of the questions on the survey, phrases and possible changes. Action.
9	15 minutes	Organisational Development and Management / Vision, Culture Ethos / Christian Distinctiveness / Growth, IT, Estates	CEO	-SS gave letter drafts / detail examples, to various contacts, support for wording asked and given / DIOCESE / DfE. CEO confirmed additional wording needed for additional new join schools and how would you clear the deficit / in comparison of LA etc / challenges and processes faced. Reference to previous MP written to (LA levy detail given, SC confirmed national funding model detail given and move towards / possible time frame.) Action follow up (into one point of support for schools.) CEO / SS.
10	15 minutes	Leadership Development and management (Leadership and Governance)	CEO	
11	5 minutes	Policy Updates Revised guidance	JB	<u>Policies all ratified</u> As per FAR (in Ceo report also) Draft Policies folder stored / Mat admin google versions / Policies folder final version. <ul style="list-style-type: none"> ☰ Copy of Data Protection v5 Jan 2... ☰ DRAFT Copy of Grievance Policy ... ☰ Draft Admissions Policy All Saint... ☰ DRAFT Admissions Policy An 202... ☰ Draft Admissions Policy Mary Ho... ☰ DRAFT Admissions Policy RC 202... ☰ DRAFT Admissions Policy SM 20... ☰ DRAFT Admissions Policy St And... ☰ DRAFT Admissions Policy TH 202...
12	5 minutes	Review information / recommendations from LGCs to the board.	CG	Anson - Request for greater information regarding pupil funding and percentage increase per school. Monitor Risk Register and impact of falling pupil numbers (National). Completed / part of top slice. AB gave LGC further insights etc. SM - Policies listed above confirmed. TH - To discuss TAS meeting working / process purpose of LGC attendance, but not necessarily needed? (BB was present in LGC) Addressed / Ceo completed. Process explained, the detail is done for curriculum etc prior to LGC meetings. RC - To note top slice % and discussion put forward to Director away day 26th Jan 2026 (SC had worked a set % split across all schools, further discussion and to feedback) Ongoing work completing / SC next steps. SA - Grade 3 box for desktop LA exercise LGC / Director comment / text to push forward as support of both schools.

				<p>-MAT support action request where board or MAT can support / appropriate level of support for attendance / lateness process is pre emptying possible responses from parents nothing concrete.) <u>CG already actioned complete.</u></p> <p>MH - Grade 3 box for desktop LA exercise LGC / Director comment / text to push forward as support of both schools.</p> <p>-MAT support action request where board or MAT can support / appropriate level of support for attendance / lateness process (to note this is pre emptying possible responses from parents nothing concrete.) <u>CG already actioned complete.</u></p> <p>ASR - for info CH prompted education help line for staff / sign posted SAS / reiterated support from MAT (CEO) available for staff wellbeing.</p>
13	5 minutes	Reflection - What have we achieved in this meeting that will improve outcomes for the staff and learners in our Trust?	All	<p>Fairbess</p> <p>Staff welling</p> <p>change of internal audit</p>
14	5 minutes	Any other business	<u>Directors / All</u>	<p><u>-Mandatory legal requirement code Members / Directors GOV.UK (finance confirm deadline)</u></p> <p><u>Please send code to NS (ongoing)</u></p> <p><u>Snapshot of schools as of 06.02.26 regarding schools safeguarding</u></p> <p> <u>Safeguarding summary February 2026</u></p> <p><u>Away day January 2026</u></p> <p> <u>Away day key points 26.1.26</u></p> <ul style="list-style-type: none"> ● Skills Audit ● Diversity of Board – Equality training ● Net Zero – Solar panels ● Central team workload review. ● Cyber Security Discussions – and appetite – reserves ● Membership – no Vice – 2 Co-Chairs ok, Vice if management ● Tim Coulson ● Top Slice ● Marketing <p><u>Actions</u></p> <ul style="list-style-type: none"> ● PR Governors – Finance session booking, Directors / Governors ● Equality Training ● MAT Assurance Framework ● Contact Legal Team - vacancy ● Sustainability Plan ● Eligibility PV (Photovoltaics/Solar) ● Letters to diocese, dfe MP etc. ● Review advertisement of nursery.

Top slice - Robust detail / conversation on process

-SC gave detail following away day - asked for next steps ...

-AB confirmed less focus on %, take into account fluctuations...

-GAG detail given

-As the principle is fair? Consult on it? Decide going forward?

- Incentives discussed.
- Happening for you / not to you / impact at school level.
- Need more details and figures re work SC then review conversation again / google meet when figures are sent over, reason for change is from RC / SM, aware and asked by LGC to review, staffing costs / back story regiven. Action SC re work figures.
- CH gave LGC feeling / new joining and changes perspective voiced.
- Specific reductions % per school given, 7k AS, SA 2.5k, MH 5.5k, TH 1600k, An 10k, RC down 17k reduction, SM 9k reduction. SC qstd if number changes? PAN no, pupils yes.
- School specifics given from SC / finance to send around table / principles and to all agree.
- 3 Year support period discussed / moving on / politics and progress? CEO qstd audit, SC gave response of the spend and how this is done as an average. MAT cant use school level reserves.

Action	By who	Date
-Action full far - central team reward and recognition. Ongoing.	Board	Ongoing.
-Action marketing school level / MAT, local knowledge / further awareness drive, SS to push forward. (robust conversation was had.)	SS	Ongoing.
-Pulse surveys complete / response level, detail given....CH questioned the current pulse review of the questions on the survey, phrases and possible changes. Action.	CH	Ongoing.
-SS gave letter drafts / detail examples, share with various contacts, support for wording asked and given / DIOCESE / DfE. CEO confirmed additional wording needed for additional new join schools and how would you clear the deficit / in comparison of LA etc / challenges and processes faced. Action follow up (into one point / letter in support for schools.) CEO / SS.	CH / SS	Ongoing.

To be read in conjunction with FAR available upon request

Signed Date.....