

Minutes of the Directors
1st December 2023,
8am, Richard Crosse/Google Meet

Documents circulated prior to the meeting	Minutes from previous meeting 9.12.2022 Finance report CEO report DPO report HR provision
Attendees	Mrs S Cockayne, Mr P Halifax, Mrs C Humphries (Via google link), Mrs A Burns, Mr K Borg, Mr C B Smith, Mrs J Bowman, Mrs C Gethin, Mrs S Cole, Miss N Saint (via google link) Mrs B Breedon.

	Agenda Item Title	Minutes
1	Prayer	Chair welcomed all Directors to the meeting and asked for introductions. . BB, as a new member to the board shared details about herself, interests and her familiarity of the Trust. Her previous educational experience was noted by all. The rest of the Directors in attendance introduced themselves. Prayer shared together by the chair.
2	Membership	Directors membership was discussed. BB was asked to leave the room so Directors could discuss membership as per procedure. All Directors agreed with this appointment This was proposed by KB and seconded by AB. Vice chair discussion was concluded – see action. PH / KB to work this between them as chair. Action MHC to confirm if happy to continue as vice chair.
3	Apologies	No apologies were received
4	Pecuniary Interest, Statements of Assurance	No pecuniary interests or statements of assurance to note.
5	Minutes from previous meeting	Chair asked Directors if the previous minutes were agreed to be true, accurate and fair and all agreed to this of the previous minutes. Any actions from the previous meeting (as listed below) are all completed or carried forward, as discussed. Chair requested that any points which are found to be confidential are to be highlighted as so in discussion and minuted in accordance. Approved and signed physical copy.
6	Feedback from curriculum and standards committee and any points from CEO report on Outcomes - School	<u>Standards</u> <i>PH commented on the positive of TH progress data.</i> <i>Directors celebrated the Ofsted outcomes.</i> Anson achieved 4 areas outstanding out of the 5 Directors commented on the positive official report. Ofsted official statistics regarding the numbers of schools which have retained their outstanding status.giving the context with how well the schools in the MAT have done in line with these.

	<p><u>Standards / Teaching and Learning / Curriculum / Quality of education / Attendance / Behaviour and Attitudes / Personal development / Christian Distinctiveness / general school context</u></p>	<p>CEO reported that the DfE conversion team confirmed that these were phenomenal results and this looks so good as data to present for the potential new joins and as a preferred MAT.</p> <p><i>Director commented on the positivity of the how the Ofsted reports read and the communication to the school communities., CG confirmed the detail around OFSTED statistics regarding the number or outstanding schools retaining outstanding would be sent but the predominant message would be highly positive using quotes from the reports.</i></p> <p><i>Directors discussed and commended how well the Heads, all staff worked across the schools and how well they have done under the Ofsted inspections that have taken place the last few months. All Directors commented on how they recognise the pressures Heads were under in these circumstances. Directors commented on how proud they were of the team across the Trust</i></p> <p>Away day, CG discussed sending the link again and the dates to confirm.</p> <p>Shared information regarding safeguarding and Ofsted confirmed the high regard for the Trust in relation to this. Satisfaction was sought by KB for the in the real time feedback to confirm this. <i>Director confirmed that the Trust is so focused on this, but would like to know specific high numbers from the next Heads meeting.</i></p> <p>Action CG to share RAG high level dashboard for safeguarding. CG confirms that this is done 6 times a year with Heads and will explore how to share this. with Directors.</p>
7	<p>Finance</p> <p>Relevant CEO sections</p> <p>Risk management</p> <p>Data protection</p>	<p><u>Finance</u></p> <p><i>Director discussed the audit, following the presentation of the audited annual accounts in the FAR meeting.</i></p> <p><i>Directors probed the structure of the audit to ensure it was independent and effective. It was noted that the process had been very smooth, even though we had new auditors. Directors agreed that this level of clean audit doesn't happen by accident and demonstrated the hard work and commitment from SC. Directors offered congratulations and thanks. ell done and thanks for SC. SC discussed how the process has been a thorough but good experience.</i></p> <p>The interest rates for Trust savings bank account were discussed, It was proposed to have a larger amount being placed in a higher interest rate accounts. Directors referenced the Icelandic bank problems during the 2008 recession. SC was asked to consider ensuring we mitigate the risk by splitting across multiple accounts/providers.</p> <p>SC confirmed details and possibility of a smaller length in time for a fixed rate. <i>Directors confirmed it was a good idea to do this but to look at risk of sharing across accounts in line with 85k rule.</i></p> <p>Action SC and CBS work on this, for the and to agree a strategy, which can then be shared.</p> <p>SC confirmed the year end position to Directors and reserves. The accounts all agreed and signed.</p> <p><u>P2 accounts</u></p> <p>SC confirmed details of accounts and the budget prediction for 2024 year end and detail per school.</p> <p>CG confirmed to Directors that the Government are looking at GAG pooling, she discussed the current views of this and how there is a move towards this</p>

		<p>from the Government. The Trust will consider a move towards thi when it is more desirable to joining schools. <i>Directors suggest the Trust could get to a set % from schools and then look to GAG pool.</i></p> <p><i>Director questioned the financials with Anson, SC confirmed detail behind the budget, support staff costs are higher due to the old contracts held, when the school joined the Trust. On a positive note, the end of year is looking to be a positive outcome.</i></p> <p><i>Directors questioned at the planned away day could standardisation be discussed. How will the Trust define this going forward, if we go to 10 schools how would this look as a model. Director comments about the time vs costs? Directors responded outlining the need for standardisation for growing. Directors commented that you can still keep creativity and standardise - it's not either or. Looking at the Trust vs other schools and what is being done centrally vs in schools is important and will form part of the away day.</i></p> <p>SC confirmed that the The Mease conversion has been deferred. Other income more than budgeted was explained with the detail behind this. Staffing costs are near to the budget set, accrued for pay awards, Teachers pay policy will be addressed in new pay policy once ratified. <i>Director questions around the policy being fixed, will this be completed in a new policy.</i> CG confirms that CH, PHRP is helping with this.</p> <p>Non Trust staffing expenditures are higher due to supply staff costs which were not expected.</p> <p>Year end is confirmed as positive.</p> <p>CIF bid deadline. We have reapplied (no win no fee) main bid element is the roof at Anson, confirmation that the re application is really detailed. SC confirmed further detail around the CIF bids. Action SC to share the project costs and detail.</p> <p><i>Director questioned financial threats to premise going forward, SC confirmed that the Trust does a 3 year forecast plan. Surveys on buildings support budget planning going forward. CG confirmed working with Heads and CG will support the three year model. Directors confirmed pupil numbers across the Trust total. Directors questioned what we need to communicate to schools about what is going well and challenges also. What level of detail? CG / SC confirm next week wc 4th December, a full financial report will be shared to schools. Heads and key Governors aware of this. CEO report includes Finance audit and its success is shared with stakeholders, even parents in the CEO letter.</i></p> <p>The FAR committee approved the pay proposals for staff presented</p> <p>PH discussed the pros and cons of the quotes for the penetration tests, Directors agreed to go with Virtue.</p>
8	People Development and Management Includes: Human Resources, Recruitment and Retention, CPD, Capacity and Succession planning,	<p>Further clarification needed and to confirm once CG has worked further with SC, Heads and CH PhRP in order to ascertain needs and process. Action to share detail once gained.</p> <p>Please see confidential minutes for confidential item point 8.</p>

	Wellbeing, Partnerships	
9	Organisational Development and Management / Vision, Culture Ethos / Christian Distinctiveness / Growth	CG shared the detail around the piece of land at The Mease with the FAR committee, and their joining date may be deferred. CG advised Directors that the Trust do not want the land as a responsibility of the Trust. Action to update on timings when this is confirmed.
10	Leadership Development and management (Leadership and Governance)	No further update.
11	Policy Updates	No further update.
12	Review information / recommendations from LGCs to the board. See CEO report:	PH had no communication from Staffs Tech as of 29.11.23, update was due 14.11.23 regarding list of vulnerabilities. Action PH to contact to gain further detail with Staffs Tech. No LGC recommendations - the next meetings are January. CG and <i>Chair (KB)</i> met with the chairs for the LGCs which was a really helpful and positive meeting which helped build relationships well, CG and KB are confident that the LGC chairs have a good relationship with the Directors. Directors all agree and commented that it was a good idea to do this across the Trust I. CG commented that any challenges have been shared. Also comments on ideas going forward for effective LGC meetings. Action NS to share all LGC dates and upcoming school events dates.
13	Reflection - What have we achieved in this meeting that will improve outcomes for the staff and learners in our Trust?	Performance and central team appreciation was vocalised. The value of all MAT staff is recognised by all. Ofsted standards scrutiny, detailed and celebrated. Finance scrutiny. Cyber scrutiny. Safeguarding scrutiny. LGC brief on progress report. (Links, Anglea Anson, Kev TH, PH RC, SM Mel, Kev happy to link in further if needed and Charles for RC)
14	Any other business	No other business.

Signed..... Date

Actions from 1.12.23

Item	Action to be taken	Action by whom	Action by when
2	Action Mel to confirm if happy to continue as vice chair.	Chair	As soon as able
6	Action CG to share RAG high level dashboard for safeguarding. (CG confirms that this is done 6 times a year and CG will share this.)	CG	As soon as able

7	Action SC and Charles work together on bank account rates and to agree a strategy for the MAT, which can then be shared.	SC / Charles	As soon as able
7	Action SC to share the project costs and detail regarding CIF.	SC	As soon as able
8	Action to share further performance / pay policy detail once gained.	CG/ JB	As soon as able
9	Action to update on timings when this is confirmed, The Mease.	CG	As soon as able
12	Action PH to contact to gain further detail with Staffs Tech.	PH	As soon as able
12	Action NS to share all LGC dates and upcoming school events dates.	NS	Complete wc 4/12

Final