



Company Number: 07977368

Minutes of the Meeting of the Board of Directors

Thursday 7th July 2022 at 6pm @ FCC Main Hall

Present:

Liz Holmes (LH) (via Teams)
 Rev Jason St John Nicolle (JN)
 Paul Turner (PT)
 Anthony Cook (AC)- Chair
 Mark Greenwood (MG)
 Christine Price-Smith (CPS)

In attendance:

Anne Lynn (AL) - COO
 Louise Warren (LW) - Director of Education
 Duncan Millard (DM)
 Natasha McBain - Clerk

Apologies:

Malcolm Sperrin (MS)

PROCEDURAL MATTERS		
1	Standing Item: Welcome, Apologies and Resignations	Action
	<p>AC welcomed all, AC Chair today due to LH illness (LH did join via Teams).</p> <p>Ian Wright has resigned from Board, would like to thank IW for all his commitment, work and challenge over the last 10 years. We all wish him well for the future.</p>	
2	Standing Item: Notice and Quorum Requirements	
	The meeting was quorate.	
3	Standing Item: Declaration of Interest / Pecuniary Interests	
	None were made at this point in the meeting.	
4	Standing Item: Accuracy of the Minutes and Confidential Minutes of Previous Board Meeting on 23rd June 2022.	
	The Trustees AGREED the accuracy of both sets of minutes.	
5	Standing Item: Carried Over Items	
6	Out of Committee Activity	
	Progress Faringdon Pre-School:	

	<p>TUPE process. Sophie Dors & Sharon Farrell holding 1:1 meetings with all staff to discuss new roles in the school. Looking at a 01/09/2022 conversion date.</p> <p>DfE Letter WAT- DfE wrote to say Complaints Policy lacking one sentence, both AL & LH looked through all policies and the sentence was in there. DfE wrote back to apologise.</p> <p>Leadership review WAT/SHR – review this week out of committee, comments back last Friday, LH sent out to all on Monday. Main concern - relationship between the 2 LGB's. Mismatch between staff and LGB of leadership structure, will be contacting both Chairs of Governors tomorrow, will arrange to meet next week with LH/LW and DM. Make sure know exactly what is happening.</p> <p>Comments from review were very operational which is not their role. It should be more strategic in nature.</p> <p>Exec Head/Head of School will be appointed, there will be a pause on all other recruitment until Jan. It's a good compromise and the way forward. With this structure in place it will help support SHR to Outstanding OFSTED. We do need to do some work with both LGB's, SHR need to know where will fit in, WAT need understanding of where the school is. Substantial support at L/ship levels suggests things aren't right. Can't rely solely on Chairs to report back to all.</p> <p>Does worry us that WAT LGB not aligned with us, they don't see the school as we do.</p> <p>Question: Next stage of conversation with LGB, maybe don't send letter as can be quite formal?</p> <p>Must send letters. DM will be calling both CoGs suggesting a face to face conversation.</p> <p>Trustees need to attend meetings so the LGB can engage with them. LGB too operational.</p> <p>Only 10 people attending Governor Summer Seminar – the attendance just isn't there. Had a good agenda, resources have been put in but it's not getting the uptake.</p> <p>All Trustees voted to the change in structure.</p> <p>Majority vote.</p>	
Strategic Matters		
7	Receive a report on Summer 2022 outcomes	
	<p>GLD EYFS – Trust 69% 2019 National 71.8% (2022 data not known)</p> <p>FIS 59% - struggled post pandemic - 3 leader changes has been a challenge for the school.</p> <p>Y1 Phonics- 85% 2019 National 82% FIS – 58% - Head is disappointed by this as has always been a strength of the school.</p> <p>Y2 KS1 Stats:</p> <p>Combined – 53.6% at Expected 2019 64%</p>	

	<p>Writing was the lowest area – needs to be an area of development for next year. An advisor coming in September. WAT & SHRIV 31% - Expected Recently appointed Katie Hardy Leading Practitioner for English- her focus will be writing.</p> <p>Y6 KS2 Reading/Writing/Maths Combined 64% - Expected 2019 National 65% so very close. 2022 National 59%</p> <p>Reading KS2 77.5% 2019 National – 73% 2022 National – 74%</p> <p>Writing KS2 73% 2019 National – 78% 2022 National – 69%</p> <p>Maths 76% 2019 National – 79% 2022 National – 71%</p> <p>WAT lots of support with writing (KS1 & KS2) SHR - KS1 writing low but KS2 did well in all areas. FJS did well – slightly lower in writing. JBL – writing needs support at both KS FIS – support in all areas- especially phonics.</p> <p>Question Vulnerable learners?</p> <p>Have Sarah Gristwood starting in September as Trust Inclusion Lead. Helen Cox has been working with SEN students. Will get the data for that to the Board for September meeting.</p> <p>Y6 WAT- 38% Combined – which is a worry.</p> <p>Question What support has FIS had post pandemic? Struggling to normalise?</p> <p>Having SF as Exec Head now will drive direction of improvement. FIS lost their SENCO and Pastoral lead which made more difficult, Post Xmas BJ has been on his own inducting 2 new leaders.</p> <p>SF invested to train all staff in RWI package. JBL & BUC have been using this very successfully. Make use of Kate Hardy and use the same scheme, FIS weren't following this as robustly recently.</p> <p>AC wanted to share all Trustees congratulations to pupils and staff for fantastic results.</p>	
8	<p>Review and consider the strategic aims which will be progressed in 2022/23</p> <p>DM has uploaded Strategic Priorities for next year. Slight change-top of page 3 includes the three key strategic priorities for next year:</p> <ul style="list-style-type: none"> • 2-19 vision will be key objective. • Inclusion strategy- new inclusion lead appointed. Starting September. • Move away from CIF bidding. <p>Question</p>	

	<p>Why choose those?</p> <p>2-19 vision most strategic- will take several years to implement. Inclusion- is at the heart of what we are about. AL keen to be transparent on how funding is allocated. Start to develop an estate strategy which now have ability to do, within our control. Without buildings can't have pupils. AL has uploaded draft Estate policies- next steps will be to push this and deliver.</p> <p>AC - this is massive, can now control strategy – for the next 5 yrs can support our objectives/strategies. MG – LGB should be priority post pandemic, at bottom at moment. Need to understand roles and who does what.</p> <p>Question What use for equality/diversity of pupils?</p> <p>Equaliteach programme, all 8 schools are involved.</p>	
	Ensuring Accountability	
9.	<p>Receive a report from the Chair of Resources Recommended best value statement</p> <p>5-year budget forecast:</p> <p>Thanks to all Heads, Finance, Central Team & Governors- in a good position. Additional funding of £200k sees us in a balance state which is positive heading. Very good state moving forward. We are sitting on too much reserve. Should have enough reserve for one month's salaries which is currently around £1.15 million. Sitting on £1.9 -1.95 million. Need to deploy that - FCC have requested additional classroom space which will bring reserve down. Risk facing Trust - inflation which is unfunded, if have 1% inflation wages will increase by £110k - that's a big number and single biggest risk. Tied into contract with utilities- unknown what will happen - factored into 5-year plan added 50% increase onto utilities costs. ICT – Microsoft will update Autumn 2025, any device without Windows 11 will be unsupported. All devices will need upgrading, have over 1000 devices – not a small amount of money. Union pay outcomes - biggest thing to hit us. Support staff not funded so increased salary will be a risk. Should know Teachers by Sept/Oct if agreed by Unions. Support Staff- unions have asked for 10% increase.</p> <p>Question Will one month reserve be enough?</p> <p>Yes & no. Funding is guaranteed, based on growth and pupil numbers. Not seeing schools with falling numbers, seeing growth all the time.</p> <p>Haven't experienced inflation for several years. Schools have done a fantastic job coming back with their budgets.</p> <p>Trustees asked to approve final budgets. All Trustees approved.</p>	
10.	RESOURCES: Receive a Trust financial performance report	
	P8 report has been uploaded. P9 will be out next week.	

	<p>P8 much better position. DofE support funding bailed out schools this year, rolls into next and future years.</p> <p>Biggest swing was FCC – had £90k supported funding.</p> <p>Monitoring SHR closely- Jude works hard to draw deficit down.</p> <p>FIS allowed to spend all funding from last year.</p> <p>WAT paying additional support from SHR.</p> <p>SCA funding will be in P9 report.</p>	
11.	<p>Receive report from the QofE Chair</p> <p>Last QofE meeting cancelled due to BUC having OFSTED.</p> <p>**LW talked through OFSTED experience at BUC**</p> <p>DM praised LW, did exceptionally well, timing not great on a Friday and after the pandemic. Very proud- validates LW judgement as DofE for the Trust.</p> <p>LW- All Trust support was noted, have all these resources available to me. Very positive.</p> <p>DM- OFSTED call, we all drop and go.</p> <p>LW – Very grateful for that, just discrete in the background.</p> <p>DM- Team, AL amazing! Thank you to LH & CPS who came in, spoke very confidently about the school.</p> <p>LW- Briefed LGB the night before on Teams which would recommend doing.</p>	
12.	<p>Standing Item: Trust Health Checks</p> <p>Health-check report uploaded to Governorhub.</p> <p>WAT – challenging to go into classrooms to see if quality first teaching is happening.</p> <p>FCC – Head of Farmors joined us to talk to TA's/Support staff. Need to embed provision for SEND students into teacher's minds, not the job of the TA/SEND or SENCO. TA training will need a lot of work.</p> <p>Every school has now had a bespoke review this year.</p> <p>Question Confident reports being shared with all LGB?</p> <p>Ask Heads to forward to Chair of Governors, we could do that but should be able to trust that they will be shared.</p> <p>Question Think LAF will keep O/S OFSTED?</p> <p>LW will work with the school. CM (head) is teaching at present so that is a challenge, CM at capacity. CM hugely ambitious as are her team.</p>	
13.	<p>Quality of Education</p> <p>On Governorhub 2-19 Curriculum principles uploaded. To be used as a guide by schools so they can create own curriculum policies. This was discussed at the ALT last week and agreed to start implementing from September.</p> <p>Question Word 'intent' used- why?</p> <p>OFSTED framework from 2019 uses the 3 'I's</p>	

14.	Confidential Item – please refer to Confidential minutes	
15.	FLT Policies 2020/2021	
	FLT Complaints policy- updated. Trustees all approved to publish	
16.	Visit Reports from Link Trustees	
	No link Trustee reports	
	Monitoring	
17.	Receive an update report on: <ul style="list-style-type: none"> • Website Compliance • GDPR Both uploaded to Governorhub- no questions raised.	
18.	CEO Appraisal panel and external advisor	
	Proceed as before	
19.	Appoint and approve Internal Auditor Appoint and approve External Accountants and Auditor	
	Internal auditors- have relocated to Birmingham – no team left. Proposal to move our internal audits to Bishop Fleming. All Trustees voted and approved External auditors- proposal to extend current contract for another 2 years. All Trustees voted and approved	
20.	Seminars in hand: 12th July 2022- Governor TBA – Autumn Seminar 2022- Governor Relationships Summer Seminar now postponed and will take place in the Autumn, not enough uptake to go ahead.	
21.	Notice Chair and Vice Chair nominations Trustees to consider if they wish to stand for either post, please have nominations to Natasha McBain by 5 th September 2022. Namcbain@faringdonlearningtrust.org	
22.	Trust Committees Need to recruit for all vacant Trustee positions.	
23.	Future Board Meetings Uploaded to Governorhub- NM will send placeholder email for your diaries. Term 1: Board Meeting – 29 th September 2022- In person Term 2: Board Meeting – 17 th November 2022 – via Teams	

	<p>Board sign off Annual Report – 8th December 2022 – via Teams</p> <p>Term 3: Board Meeting – 19th January 2023 – via Teams</p> <p>Term 4: Board Meeting – 23rd March 2023 – via Teams</p> <p>In person meetings will start at 6pm Via Teams will start at 4:30pm</p>	
24.	<p>AOB</p> <p>AL uploaded response from RSE- all approved</p>	
	<p>MEETING END 20:15</p>	

Signed and Approved by: