



Company Number: 07977368

Minutes of the Meeting of the Board of Directors

Thursday 19th May 2022 at 4.30 p.m. via Teams

Present:

Liz Holmes (LH) Chair
 Rev Jason St John Nicolle (JN)
 Ian Wright (IW) (joined at 4.50pm)
 Paul Turner (PT)
 Anthony Cook (AC)
 Mark Greenwood (MG)

In attendance:

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

Apologies:

Christine Price-Smith (CPS)

Did not attend

Malcolm Sperrin (MS)
 Carrie Insley (CI) Resigned

PROCEDURAL MATTERS

1	Standing Item: Welcome, Apologies and Resignations	Action
	<ul style="list-style-type: none"> LH welcomed all those present and thanked all for having read the papers in advance of the meeting. Apologies were received from CPS which were accepted. MS absence to be noted. CI offered resignation and did not attend this meeting. The resignation was accepted with regret. Trustees asked for their appreciation for the support and contributions CI had made during her time as a trustee to be passed on. <p>Action Formal notifications to be sent in & a letter to CI confirming resignation noted and appreciations.</p>	<u>Clerk/Chair</u>
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 17 th March 2021.	
	The Trustees AGREED the accuracy of both sets of minutes.	
5	Standing Item: Carried Over Items	
	<ul style="list-style-type: none"> Trustees to confirm link visit dates: CPS arranged IW arranged 	

	<p>PT already visited JN to arrange this week – Actioned meeting was arranged next day MG to arrange this week AC does not have Link School.</p> <ul style="list-style-type: none"> LH will send chaser email to confirm. H&S outstanding audit actions – AC reported on this item 11. AL waiting on update from OCC re- Faringdon Pre-School. Progress slow as lots of questions from RSC. Should be no objection, have OCC's backing. Have to sit and wait which puts us in a difficult position. 	
6	Policies	
	<ul style="list-style-type: none"> No policies needed to be reviewed at this meeting. 	
Ensuring Accountability		
7	Standing Item: Governance Briefing	
	<ul style="list-style-type: none"> Updating Trust's articles of association AL – Re-drafted articles have been sent to Gordon, chasing but had no response as yet. Once we have the green light, they can then go to the RSC. White Paper – Summary uploaded to Governorhub earlier today. No action needed at this time; Trustees need to familiarise themselves with the summary but not much in there we don't already do. JN – Questions having read the White Paper under paragraph 130- says about Trusts will have 7500 pupils, we are a small Trust, how will that implement us? LH – We could get to 10 schools which would meet the guidelines but we won't make 7500 pupils. Interesting to see how this unfolds. One to watch for us will be the 90% KS2 being at expected and the challenge this represents for SEN/PP children. Training- Centre Professional Excellence DM – Racheal Smith @ Ashbury now heading this up, made some progress already. Need to view and capture and recognise need for training across the whole Trust. Trust Board Self Evaluation DM - Re-designing with LW & AL. Original document was too text based. Have format ready, need to populate, happy to upload to G'hub trustees need to note it will be working document which will change. Action 1st draft by end of this term to go live from Sept. IW joined at 16.50 	DM
8	Standing Item: Out of Committee Activity	
	<ul style="list-style-type: none"> LH- Recently spoke to Vale Academy Trust Chair expressed a desire to get 2 Boards together to discuss White Paper - no date as yet so might not come off but would Trustee's be happy if it happened? AC- Resources also approached about joint working with VAT. Working together may be useful but need to be careful with our time and focus. LH – It is clear outcomes which benefit both parties will need to be identified. IW- Benefits linked to strategic objectives should be a priority. AL uploaded WAT/SHR staff review letter to Out of Committee folder and also FCC are undertaking support staff review which is also in folder to have a look at. 	
9	Sufficient or Excess pupil places within the Trust.	
	AL uploaded document.	

	<p>Consistently there are variants between our projections and OCC.</p> <ul style="list-style-type: none"> AL- quite a bit of movement between junior/infant schools. JR and myself working on this. Not quite sure which way it will go for the next few years. Infants- Folly View- will expand to near 2 form entry. Juniors- The Elms- contract- reduce to 1 or 1.5 form entry primary. FCC- Climbing, filling up and will have an impact on 6th form. SHR – low but they don't factor in military impact. LAF & BUC – Static JBL – not seeing an increase as quickly as thought, the head very pro-active on social media so that may make a difference and heighten school profile. WAT – unknown- even more impacted by military by SHR. <p>Keep a watch on WAT & SHR every year. Have to do a best guess using any information available, will continue to monitor and watch.</p> <p>Trustees noted OCC's is projecting increasing role numbers over the next 5 years expect in year 5 at Watchfield where in is projecting a contraction in numbers from within the local community</p>	
10	Standing Item: Trustee Visits	
	No visits reported since last meeting.	
11	Standing Item: Resources	
	<p>5yr Central Budget Forecast:</p> <ul style="list-style-type: none"> AL – Structure to Central Team not changed dramatically. Factored in increase to LW Team- 1-day English lead and expand current SEN post from 2 days to 5. LW – Difficult to close gap- PP/SEND pupils. Heads agreed contribute to the cost with evolving SEN role. This will have massive impact. AL – Family Link Worker increased from 1 to 3 days, 2 days funded by Faringdon United Charity, they will fund for 3 years. Admin post- will be looking to make permanent. Focus on recruitment, will be supporting LW and allowing us to move forward with other projects. <p>Question/Challenge: the Family Link Worker- would it benefit schools if the trust were to increase that provision more? Possibly start before the school year to liaise with families who need extra support. Attendance – should the trust look at having an Attendance officer as part of the Central team?</p> <ul style="list-style-type: none"> LW – FCC have appointed Attendance Officer and Phil has said happy to share their expertise with the primaries. Will have a really strong team with F/T SEN Lead, Family Link Worker and F/T Safeguarding Lead. <p>AC asked all to approve 5-year Central Budget Forecast</p> <p>All voted and APPROVED</p> <p>Would like to recognise the support offered by Faringdon United Charities and thank them. It will be put to great use across the Trust. Trustees truly appreciate their support.</p> <ul style="list-style-type: none"> Financial Performance Report AL- Uploaded P6 report, next report will be P7/8 together which should be next week. Several schools showing deficit: 	

	<p>FCC- slight discrepancy with incorrect counting, met with Phil Bevan and finance team to try to draw that back.</p> <p>BUC- no risks.</p> <p>FIS – always going to be a deficit, didn't spend last year sports funding.</p> <p>JBL – projected to have surplus this year resulting in a decrease to overall deficit, Suzanne determined to get it down!</p> <p>LAF – showing an increase in deficit, lots of long-term absence of Teaching staff which has had an impact.</p> <p>SHR- difficult budget, kept a Pastoral post and increase in EHCP pupils.</p> <p>WAT – deficit coming down, haven't managed to fill all TA posts.</p> <p>Overall – not worried. Knew would be difficult year with Covid impacting start of the school year, the healthy reserves the Trust holds will help to minimise the impact.</p> <ul style="list-style-type: none"> AC – Feedback from Finance Governor Forum- good meeting, useful forum for networking. Enabled us to kick off budget planning. SCA funding- any thoughts or feedback on Anne and Jo's work gratefully received. AC- H&S – annual report- scrutinised by resources, good news zero employee incidents required reporting, overall picture positive. Need to close o/s H&S incidents, thanks to DM and Jo Ray for continually pushing this. All schools need to take seriously and make sure they are closed on system. JBL, FJS & BUC have zero, others will continue to focus on. Reporting is better so that shows as higher figures. AL – Op officer booking in meetings with Governors after half term. DM – 105 incidents are for WAT & FCC, FCC moving not so much movement with WAT. Keep on chipping away to get it done. AC- any questions? <ul style="list-style-type: none"> Q. Any particular school where there are H&S issues or concerns about practices? A. No. AC- Final from Resources- as we go into Faringdon primaries phase may be more risk, plan to get both Schools to next budget meeting. Risk to FV Primary opening on time, D Day 26th May, AL & JR trying to resolve. Back up new school stays on infant school site until Autumn. AL- Around services to site- that's the delay- we are pushing, looking more likely will be Oct half term handover. Working with heads to see what need to do. Transition will still go ahead. OCC keen to get us out of site. Made clear to OCC they have to communicate to public and stakeholders. More info next week. LH – Could the delay impact how smoothly we move between sites? Any compensation? AL- date set 18th August so wouldn't have had 6 weeks hols. Very little furniture being moved as all new at new school. Move is funded by OCC PT – 100% sure will be October? AL – Issue is with Gas/Elec/Water provision to site and disagreement between house builders and school builders. Don't have cast iron date but new target date will be half term. AC - recruited 28 new staff since March, Central Team has increased, big thanks to Sophie and Anne for all their hard work in recruiting, Really hard at the moment out there in the employment market. 	
12.	Monitoring RIDDOR Incidents	
	<ul style="list-style-type: none"> AL – None to report. 	
13.	Standing Item: Quality of Education	
	<ul style="list-style-type: none"> LW - Yr. 11 GCSE predictions: Year 11 pupils are remaining in school during GCSE times. 	

Progress 8 figure positive at +0.08, last 2 years has been negative, will be good to see back as a positive.
 79.23% Grade 4 plus- positive.
 Boys progress good, area college working on.
 Attendance an issue
 Poor progress is Combined Science.
 29 PP Students, 41 SEND students in the Cohort. They aren't making progress, not closing that gap.
 Grade 5 GCSE English & Maths- 77.29% achieving, PP students only 55% achieve.

Primary data:

Doc uploaded of all Schools. Also uploaded individual School data.

Summary:

(LW shared her screen with summary 2021-2022 Autumn & Spring- available in Governorhub to view)

Some schools are closure to targets than others reflection of how targeted groups of children were supported.

- LH- Useful to have, good to see WAT have made progress but still very low.
- Q. How do we use this data so that our children make progress going forward, are FCC prepared for these children coming in who are significantly below?
- A. Julia Nichols visits all the schools and Becky James has been working with WAT. Making sure quality first teaching is adapted to make available for all our children.

Q. How do we secure Parent engagement/child engagement catch up work and reinforcement work?

A. 3 new colleagues to encourage parents, also looking at homework to support drive across the Trust.

Q. Focus on reading over last few years, data telling us we need to consider homework policy to help children get to where they need to be.

A. We have Trust policies rather than individual school ones.

Q. have to find way trying everything we can to get children to where they need to be.

A, have to make choices about where we put our resources and where we focus needs.

Q. consider if we need additional resource to help us with this, we have good reserve, encourage certain schools to use resources. Consider spending some of those reserves.

- DM – valid points, good at reflecting and showing good progress as a Trust. Mindful what will have biggest impact.
- PT – national scores based on 2019 levels, was an 'ordinary' year. No leeway made for what happened during Covid.
- JN – Crucial issue, we have to show we are doing all we can.
- IW – resources, people on the ground but can't recruit. As a Trust not sure what the answer is. Use the power of the Trust to try and recruit and train up.
- AC – Think we should consider using resources, shouldn't be restricting due to financial restraints.
- LW – Last point- driving on all subjects and that takes time. Strengthened broad and rich curriculum. Making sure we have correct balance, push on core even though not part of inspection.

Summary report from CLA/CFLA?

	<ul style="list-style-type: none"> LW- Trust numbers small, WAT highest numbers, all reports now been made, due to Governors. High level of care & Pastoral which is pleasing. Look at how we track/monitor centrally. PT- Attendance policy much tighter Sept 2022. Church schools report very supportive of Trust. Report now every 2 years All Heads have appraisal training by 2022. Remote Learning- encouraging absentee. Equaliteach- all Schools signed up to this free course! <p>Trustees noted school who used class teacher to deliver additional support/catch up are showing the best projections as to outcomes against targets.</p> <p>ACTION- Consideration to be given to how this approach could be developed across the trust Consideration to be given to proposals to use Resources/ Reserves to support targeted interventions</p>	DM/LW Resources Committee
14.	Standing Item: Risk Register Focus	
	<ul style="list-style-type: none"> LH – No amendments from previous meeting. O/S from previous- had made great progress in recruiting but TA's were area of concern. AC- Resources doing big bit of work around this as still area of concern. 	
15.	Standing Item: Trust's Strategic Vision and Aims 2021/2525	
	<ul style="list-style-type: none"> DM – Monitoring report posted on Governorhub LH – Good progress being made. 	
16.	See Confidential Agenda	
17.	Any Other Business	
	Future FLT Board Meetings 2022	
	7th July in person 5:30-7:30pm (last meeting)	

Signed and Approved by: