



Full Board Meeting

Hybrid meeting held online via TEAMS and in person at Spring Common Academy.

22nd May 2024 – 6pm

MINUTES

Present in person: Mark Williams, Kim Taylor, Becky Caldwell, Mike Westcott-Rudd.

Apologies: Billy Mollison

In Attendance

remotely: Julie Perry, Anthony Upshall, Sue Bailey, Rebecca Berton, Abi Crulley (Clerk).

No.	Minutes	Actions
1.	<u>Welcome and Apologies.</u>	
2.	<u>Declaration of Pecuniary Interests</u> No interests to declare.	
3.	<u>Minutes of the last meeting and Matters Arising</u> Minutes from the last meeting approved. Minutes from the meeting before last also approved.	
4.	<u>FPP meeting</u> <ul style="list-style-type: none">- MW spoke about FPP meeting.- Period seven management accounts were reviewed.- Jo Conlon (JC), the new finance manager, was in attendance.- JC is looking to present additional information in relation to RMA after deamalgamation approval.- JC has requested a review of fixed assets of the trust. JC has been asked to look at position of interest income.- There have been no changes on the two extraordinary items. There is an expectation that a settlement would be recovered.	

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	<ul style="list-style-type: none"> - The CEO report covered premises and status of recruitment with staffing levels. <p><u>TLW meeting.</u></p> <ul style="list-style-type: none"> - JP spoke about the TLW meeting. - Conversations were held about the academy advisory groups, noting that there has been an increase in traction and momentum about the groups. - SETH analysis was provided. All headteachers were in attendance of this meeting, making this useful. There were some disconnects and questions over accuracy with the headteachers SETHs, being overly glowing in their reports. This was challenged by the trustees around findings needing to be secure from an OFSTED perspective. - CC gave insight on outcome data. This brought level of concerns about quality of teaching and inconsistencies in practise that need to be resolved. Lesson observations need to be more routine. - RG shared her SETH, and it is understood that she has a good understanding on areas of weakness, with SCA being weaker than normal. RG has a forward plan. - The assessment process is starting at RMA, entering key exam season. Outcomes discussed about the increased level of children that should be leaving with qualifications, which it is not always the case for any to be leaving with qualifications. - CEO report covered the amount of children that are still on part time timetables. This is more so in St. Neots. - There was a need expressed for clear documentation on a school improvement strategy. - RB added that there were discussions about the external quality assurance case, particularly the English curriculum, which is progressing. <p>RB joined at 6:15pm.</p>	
5.	<u>CEO Report</u>	ACTION – all members to

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KT led the CEO report.

Risk Log

- The risk log was brought to the board for approval following the water issues at SCA and RMA. Board approved.
- The water quality at PWA has significantly improved, with the power issue being fixed over the next few weeks, meaning that the new school will not run off generators.
- MWR asked about Smoothwall & the IT systems, with mention that IT systems are usually self-regulating and can detect unusual activity. KT said that a report is always developed, even if it produced a nil-report. There has not been any issues so far.
- Risk log approved by the board.

Quality Descriptors for a Trust

- All members to send KT ideas about the trusts key objectives to create an action plan.

Deamalgamation updates

- The deamalgamation has closed.
- There have been two parental objections about the age range from 37 responses. These complaints revolved around removing the education of sixth form, but the facilities and staffing levels are not appropriate to involve a sixth form at this current time.
- There have been no objections of deamalgamation, just a complaint about the stripping of sixth form education.
- The legal position of the academy would not allow a sixth form at present.
- JP questioned the risk of CC resignation. KT advised that she would contact DfE to get an answer and see if submission needs to be delayed. KT

send KT ideas about the trusts key objectives to create an action plan.

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mentioned that if there is a headteacher in post with credibility to run the school, this should be acceptable.

Headteacher Recruitment

- SB updated the board on recruitment. A formal interview was held with a potential candidate by SB, KT and RB for an interim headteacher role. This is a temporary role while the agency advertises a full-time position. The candidate is very keen and will be putting an application for the head teacher role. The candidate has considerable SEND & SEMH experience, with having worked in a school like SCA.
- The candidate is currently on a full-time contract with their current employer. The candidate emphasised that they did not want to give up their job for a short-term role.
- The recommendation to the board is that we propose a permanent role as an interim head, with salary to be discussed with the agency and the trust. If the candidate also wishes to apply to the full-time head role, the candidate can, and can transfer to full time headship. If unsuccessful, the candidate would secure the deputy head role on a long-term basis.
- MW proposed that the candidate should be offered a permanent role as deputy head, acting as interim head. The candidate can then apply for the full-time head role. This implies that the candidate can still apply to move up to headship or remain as deputy.
- BC questioned why the candidate cannot be offered the headship role. KT mentioned that the trust is in a contract with the recruitment agency.
- KT proposed that the trust offered the candidate the role, beginning in September as interim head, moving to deputy head with potential to move to headship if successful through the agency. MW proposed that the job offered is Deputy Head, acting as interim head.

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	<ul style="list-style-type: none"> - SB mentioned that there has been no discussion of salary yet, which will be a conversation to be had as soon as possible. - The board approved to offer the candidate the role of Deputy Headteacher, on a point scale between 15-19, but give the candidate an uplift while they are in an acting role of headteacher. If successful for the head teacher role, at that point the contract would shift to a head teacher on the appropriate point scale. - The board approved KT to proceed with the formal paperwork for the amalgamation. <p><u>Unsuccessful bid updates</u></p> <ul style="list-style-type: none"> - The march school has been unsuccessful. Create Schools had to be used following DfE guidance. They have made amendments to the submitted bids and have advised to use the bid on other projects. KT is to chase up the feedback, after the embargo letter was extremely unhelpful. - There was no reason given to why the trust has been unsuccessful. - The trust that was successful do not have a good reputation in Peterborough, which brought concern to KT. 	
6.	<p><u>AOB</u></p> <p>Nothing to report.</p>	
7.	<p><u>Next meeting: 9th July at Spring Common.</u></p>	
8.	<p>CONFIDENTIAL ITEMS REDACTED</p>	

Meeting ended at 8pm

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