



Standards and Curriculum Committee

14th September 2022 at 5 pm

(Please note: This meeting was held via 'Teams')

Present: Kate Evans (Chair)
 Nicky Dunford (CEO)
 Fiona Walters (FW)
 Cheryl Mathieson (CM)
 Graeme Scott (GS)

In Attendance: Jo Carter (JC) - Woodleigh LB Representative
 Lynda Cooper (LC) - Moorland Hub LB Representative
 Sarah Clarke (SC) - Academy Trust School Improvement Lead (ATSIL)

Minutes: Charlotte Roe (GP) (Governance Professional) - *Minutes done via recording*

No	Item and Discussion	Action
1.	<p>Welcome and Apologies The Chair welcomed those in attendance to the meeting.</p> <p>The Chair accepted apologies from Cat Radford and Corina Tigg.</p>	
2.	<p>Declarations of Interest The CEO is a trustee of the Bearnas Education Foundation. Graeme Scott is Executive Chairperson of the Mario Framework. Kate Evans is Director for Education of the Good Shepherd Trust, Diocese of Guildford.</p> <p>There were no other declarations of interest lodged.</p>	
3.	<p>Any Other Business The Chair apologised that she did not include policies on the agenda. The meeting confirmed that they had reviewed the policies on the Sharepoint however did not have any questions or comments to add. The Chair said that she had some comments to raise which she would either do at the end of the meeting depending on timings or would discuss with the CEO and SC after the meeting. <i>(At the end of the meeting it was agreed to review the policies at the next meeting. It was noted the policies schedule was being reviewed and updated by the CEO and GP)</i></p>	CEO/ GP
4.	<p>Pupil Outcomes (Due to a prior commitment AK was invited to address the meeting next) AK updated the meeting on the headline data on pupil outcomes as at July 2022 for the whole of the Trust. Currently the Trust does not have national data for EYFS or KS1; this was expected at the beginning of October and once received the comparisons would be completed. KS2 data was available, and the trust was broadly in line with expectation however was slightly down in reading by 4%. However, that the meeting noted that, due to small cohort numbers the percentages represented only 2 or 3 children; each child being worth maybe 20% and therefore having a significant impact on the overall data. AK informed the</p>	

meeting that he and Lizzie Lethbridge would be discussing with heads in their next Standards and Outcomes meetings why some of the data was in the red (below the national average) to unpick possible reasons. AK added that it could be due to some children being special needs or just missing their mark by 2 or 3 percent. The trust was pleased with maintaining reading scores and getting writing back up to standard after lockdown. AK showed the meeting an example of the academic data sheets on each school ('School on a Page') illustrating the RAG outcomes on each year group; he added this could be used by the LB governors when meeting the heads to discuss data.

The Chair said that she would like to see more information included such as gender gaps and particularly pupil premium as this was the Trusts' priority focus for the year ahead. AK said that was being considered however in some schools the numbers were so low it skews the data significantly. There was data for the whole trust however once broken-down AK explained it would not give the precise information that the trustees were looking for – he added that it was work in progress.

The Chair reiterated to the LB governors that disadvantaged children must be included in any focus visits into schools as it was the trust's priority as well as gender gaps. The Chair added there was a bigger discussion needed around how to support disadvantaged children over the trust whether there were several them or just one in a school.

The Chair thanked AK for the additional data he circulated on pupil premium. She requested that PP data was compared with non-PP rather than the whole cohort, as this would mask the true achievement gap for disadvantaged pupils. – AK agreed. Referring to the most recent Inset Day which the Chair attended for the morning, the Chair asked if there were any common barriers for the children such as pupil premium, SEN, safeguarding which could be addressed by the whole Trust or were the barriers more school based. AK said that sometimes it could be contextual referring to a particular school however the others he felt were due to more generic issues. He added as part of that day barriers were considered and it was felt that a lot was due to home life and raised the issue with not being able to get parents to engage in home reading despite across a push across the Trust. AK added that the Trust will continue to address this challenge. Following a question from the Chair, AK reassured the meeting that schools actively ensure that children who do not get the home reading support received additional reading support in school daily. The CEO added that across the Trust a lot of work was underway with parents to help them to understand the impact they can have on their child's learning; especially the younger age groups such as EYFS parents. AK confirmed a question from the Chair that the number of pupil premium children achieving a greater depth was few however added that some children make strong progress. The Chair reiterated that the Trust still needed to aspire for the pupil premium children to achieve greater depth.

GS asked whether parents had come back after the summer break with a lack of energy due to the last couple of years. Lynda Cooper said that parents were still feeling the effects of home schooling throughout covid and relationships between parents and school could be strained at times.

The Chair asked where the support for schools who have expressed the need for help in certain/all subjects was going to come from. AK said that in the Standards

	<p>and Outcome meetings with the heads, these issues would be looked at to see if it was a trust issue or an individual cohort issue.</p> <p>The Chair thanked AK for his report and AK left the meeting.</p>	
5.	<p>Approval of the Last Minutes The minutes of the last meeting held on 15th June 2022 were confirmed as a true and accurate account.</p>	
6. 5.4 5.7	<p>Matters Arising (from previous minutes of meeting 15th June 2022) It was noted that due to a change in clerk, the meeting was not given the time to review the tracker on the Sharepoint. The Chair pointed out that most of the matters arising were pertinent to the Away Day which had not happened.</p> <p>The CEO confirmed that Christina Mabin was still happy to attend the next Away Day however the focus would also be on the LBs' role. JC said that both her and CR wanted to raise the issue that both could not manage the workload across their schools and requested again that the Trust allowed, in JC's case, to appoint a parent governor who could support with the more 'on the ground' issues. The CEO reiterated that the LB Chairs were doing more than was expected of them and as a trust this needed to be visited to reduce their workload. The Chair thanked JC and CR for raising this issue and suggested that this was a bigger discussion to be had at the Away Day and then brought back to this committee. Lynda Cooper said that in the meantime, governors needed guidance now for the immediate focus visits. SC and the Chair asked for the governors to continue with the focus visits as per the calendar circulated and for the document to be circulated to all LB governors.</p> <p>CM said that the allocation of trustees to schools needed to be discussed at Trustee level and would be added to the agenda for the next board meeting.</p> <p>GS confirmed that the first draft of the handbook had been completed and was with the CEO/CM for feedback. However he had subsequently thought of additional information to include. GS also added that the short paragraphs from the LB chairs had been completed.</p> <p>CM said that the review of procedures around recruitment and, in particular the LB's involvement, had not started yet but this would form part of the scheme of delegation review as well as the workforce strategy group's objectives for the year Agenda theme cycle – this must be threaded through all focus visits and discussions.</p>	GP
7.	<p>Local Board Reports The LB chairs were invited to give verbal updates.</p> <p><u>Woodleigh LB Report</u> JC confirmed that governors had been asked for anything to be raised at this meeting. She said that Robin Scott appreciated the support around SEN for his schools. Andy Keay still had an issue with school dinners but the outcome was unknown. The other issue was from a governor at Cheriton Bishop regarding the open public footpath through the school with no security for the children. There was a long discussion around this. It was noted that this issue had been raised</p>	

	<p>several times without a resolution. It was agreed that though it was pertinent to the committee under safeguarding that the actual discussion should go to F&GP committee. The Chair reiterated that the S&C committee needs to know the outcome.</p> <p><u>Moorland LB Report</u></p> <p>Following end of summer term meetings LC reported that there were lots of positive points around enrichment weeks, new staff. The issues raised were:-</p> <ul style="list-style-type: none"> • Ongoing concern around SEND and SENCOs feeling overwhelmed. • Academy Heads have asked for a contact sheet of Trustees. • Wellbeing of staff, work/life balance. • OPD days need to be arranged so that they do not coincide with other school events. • PE provision across the trust was felt to be patchy however Matt Tanner had this in hand. • Bearnas had been let down by Premier Education who were providing breakfast and after school provision. <p>It was agreed that the NGA report could be circulated across all the hubs. LC asked for clarification on the timeline for recruiting new governors. The CEO said that she would discuss this with Christina Mabin as there was a need for an agreement on the way forward. Currently the diocese feels that the LBs were too big, with too many parent governors, and trustees should be involved with the Ofsted process. There had been a suggestion to reshape the current structure of the Trust. The CEO added that she was not ready to make any final decisions as it needed more consideration hence asking for recruitment of new governors to be postponed. LC offered to send a report on governorship at local level if needed. The Chair said that there needed to be discussions outside this meeting on the agenda themes possibly including PE funding, services provision and staff wellbeing. The Chair suggested that there was dedicated time in staff appraisals around work/life balance. The CEO confirmed that every other week the Senior Team meet with the Academy Heads to discuss staff wellbeing along with Sue Howard was always available. The CEO added that she was surprised about these comments as the feedback from Heads, unions and new staff was overwhelmingly positive. CM reiterated that in her experience she was surprised as in exit interviews, staff always made positive comments about wellbeing. Following a question from the Chair, it was confirmed that there was an annual whole trust staff survey.</p>	<p>GP</p> <p>GP</p> <p>CEO</p> <p>Chair/ CEO</p>
8.	<p>ATSIL Report</p> <p>The Chair confirmed that the trustees had received SC's report via Sharepoint. SC added any new Executive Head was supported by EIT.</p> <p>Following a question from the Chair, SC suggested that the Chair attended an EIT meeting to look at progressing the 'School on a Page' data. The Chair added that ultimately the EIT (and others) should be able to generate an automated daily report of the academic progress across the trust. GS asked if the concerns at one school were inter-related; SC confirmed they were connected due to retirements of senior staff along with parental concerns. SC added that the new Executive Head was making a huge positive impact in going forward. The CEO says she also had received positive comments.</p>	

	The Chair asked how much mentoring support the new Academy Heads get. SC outlined the support across the trust to ensure the AHs' wellbeing such as mentoring, induction pack, EIT support and peer support.	
9.	Teacher Appraisal Targets and AH Performance Management Targets The Chair asked whether there were shared targets across the trust reflecting the whole MAT improvement plan. The CEO outlined the process, who sets the targets and confirmed that each member of teaching staff had 3 set targets, around personal, school and trust – all the targets were interlinked across the trust. She added the tight focus this year was on disadvantaged children.	
10.	Safeguarding (Including CEO report) It was confirmed that the report was circulated before the meeting. The Chair commented on the amount of ECTs across the MAT and questioned how the trust planned to support them without many experienced teachers. The CEO agreed that it had been a worry, adding that it had been challenging to appoint experienced teachers. All roles were now filled. All the ECTs were signed up to national programme along with the internal trust induction – led by Anne Burns (AB) at Harbertonford. Every half term the ECTs meet with AB. Within their school they also have a tutor and mentor to ensure support to manage their understanding and wellbeing. Following a suggestion by GS, the CEO confirmed that the ECTs do work with newer qualified teachers who had recently been through the same experience. The CEO added that the Trust were still hoping to appoint experienced teachers to place in the couple of schools where there was majority ECTs. She added that the Senior Leader Team were keeping a close eye on the situation. Following a further question from the Chair, the CEO said that as much as possible across the Trust, the schools were ready for any future Ofsted inspections, and that the EIT had an accurate view of their likely outcome. There was a discussion about the part time timetable for Ukrainian families. It was decided that further research and clarification was needed as to what was statutory and best practice to ensure the children were not disadvantaged.	Chair/ CEO
11.	Trust Risk Register The CEO reported that herself and the DCEO had reviewed the register, making sure it was relevant. It was reported that what was pertinent to S&C, was around the risks around education such as what would happen to the children's learning if a school had a poor Ofsted inspection. CM added that the DCEO would be sharing out the risk responsibilities across the trust board. It was agreed that more training was needed for trustees to support that – this would also be discussed at the next board meeting. The CEO said that she would update the trustees at the next S&C meeting on the risks related to this committee. Following a question from LC, there was a discussion about LB attendance at Ofsted inspections. The CEO said that she was confident that the Academy Heads ensured governors were well prepared for inspection and reiterated that members of the Senior Team would also support. A further discussion and clarification was made about where the Trust was currently around LB's role. LC thanked the CEO for the clarification.	DCEO/ GP
12.	The Chair asked for feedback on the meeting. LC suggested and it was agreed that the Away Day was delayed until after the discussions with Christina Mabin to avoid needless work to be done, only to be changed later. The Chair thanked the meeting for their attendance and input.	

Meeting finished at 18.57

Dates of next meetings

Wednesday 23rd November 2022

Wednesday 25th January 2023

Wednesday 26th April 2023

Wednesday 14th June 2023