

**MEETING OF THE BOARD OF DIRECTORS****Minutes of the video conference meeting held at 20:00 hrs on 16 November 2020**

<b>Directors</b>	<b>Office</b>	<b>Term</b>
Andrew Armour		23/12/2020
Gary Benn		23/12/2020
Melissa Challinor	Vice Chair	23/12/2020
John Luke		23/12/2020
Sarah Mitchell	Executive Headteacher [EHT]	Ex-Officio
Andrew Taylor	Chair	23/12/2020
Liam Tobin	DPA LGB Governor	22/07/2023

*In attendance:*

Tom Bennett Clerk

\* *indicates absence**The EHT opened the meeting with a prayer.***Action****36/20 Apologies for absence**

None.

**37/20 Notification of AoB**

GDPR.

**38/20 MAT Development**

The Chair provided an overview of the briefing paper he had circulated prior to the meeting following a request from governors and Senior Leadership Team [SLT] at a Federation of two primary schools [the Federation] to join the MAT and highlighted the following points.

- Since its inception, GOMAT [the Trust] had always planned to expand the number of schools to maximise the financial and other benefits, to be financially sustainable. The Board had felt this would be achieved when there were five to seven within the MAT.
- Over the past three years, the MAT had been in discussion with several local primary schools on the option of them joining the Trust that had come of no avail.
- The Trust had agreed that any future schools joining the MAT should, in normal circumstances, be rated at least as good by Ofsted to minimise the impact on the Trust's capacity.
- The Trust had been approached by the joint governors and SLT of the Federation, with the support of the Diocese, to join the Trust. If agreed, the Diocese would provide funding to cover the legal costs associated with the Federation joining the Trust.
- The Chair felt it was important to involve and canvass the views of the current schools within the Trust and had advised the Chairs of each Local Governing Body [LGB] of the current proposal to expand the Trust.
- The Chair had received a reply from the Chair of GCPA LGB who had raised a number of concerns on the impact on the capacity of the MAT and the EHT's

time on leading and managing GCPA, the financial position of the Federation and the geographical location of each school.

- The LGBs of GCPA and DPA would be meeting soon to allow all governors to consider and provide feedback on the proposals.

In the discussion that following, the following points were made:

- The original intent when setting up the Trust was to:
  - Increase the opportunity to draw on and share the different skills and experience from each school within the Trusts. The Federation SLT was keen to be involved and offer their skills and experience on a co-operative basis.
  - Provide staff career opportunities in taking on more leadership and management roles and responsibilities resulting in better staff recruitment and retention. The new HoS at DPA had been attracted by the career development potential when joining the Trust and the opportunity for collaboration.
  - Provide economies of scale and maximise the resources available for teaching and learning.
- The Directors needed to be sure that each school was the “right” school to join the MAT. Both schools within the Federation had been rated as good by Ofsted and were in the process of implementing restructuring plans on the number of classes and staff to rebalance their budgets.
- There were advantages to integrating schools within the MAT where there were opportunities for individual and joint school development when compared to “perfect schools” joining. Helping schools to move towards being outstanding could attract further schools to join the Trust.
- It was important to carry out full due diligence on the Federation’s restructuring plans, finance and their buildings and facilities to provide assurance that, as with all school within the Trust, it could financially “stand on its own feet”.
- The Trust needed to draw up a detailed plan setting out the roles and responsibilities of the EHT, SLT at each academy and the “back office” staff of the enlarged Trust. The addition of two further schools would be significant in moving the Trust closer to the vision of the Trust when it was first established, with a full-time designated EHT and other key operational MAT personnel.
- It was suggested to ask representations of the Federation governing body and SLT to meet the Directors to allow each to provide a presentation on their visions, values, objectives, and plans.
- It was important for the Board to listen, understand and address issues raised by the LGB and staff.
- Once the Trust was confident it had the necessary capacity to maintain and improve the standards of the current schools within the Trust as well as grow it, then it should go ahead and take on additional schools interested in joining it.

It was **agreed** to:

- a) Confirm the Trust’s initial aims and objectives in growing the MAT to include up to five to seven schools
- b) Draw up a detailed plan setting out the roles and responsibilities of the EHT, SLT at each academy and the “back office” staff of an enlarged Trust.

- c) Establish a forum with representatives of the Federation's governing body and SLT to allow two-way dialogue between each party.
- d) Carry out full due diligence on the Federation's restructuring plans, finance and their buildings and facilities to provide assurance that, as with all school within the Trust, it could financially "stand on its own feet".
- e) Consult with the LGBs and staff of each Academy and respond to issues raised.
- f) To provide an update on all feedback and information received at the next Board meeting.

**39/20 Any Other Business**

**GDPR Policy**

It was **agreed** to accept the updated section 5.5. on the withdrawal of consent in the GDPR Consent Procedures.

**40/20 Date/time of future meetings**

- Tuesday 01/12/2020
- Thursday 06/05/2021
- Thursday 15/07/2021

All meeting commence at 19:45 hrs

**Approved by the Board on 1<sup>st</sup> December 2020**