



**Standards Committee Meeting**  
**Tuesday 13 May 2025 at 17:00 – 19:00**  
**via MS Teams**

<b>Those Present:</b>		
Naomi Cooper	Chair	NC
Victoria Morris	Director	VM
Rachel Potts	Director	RP
<b>Also Present:</b>		
Warren Carratt	Chief Executive Officer	CEO
Jacky Tattershall	Assistant CEO – Quality Assurance & Improvement	JT
Michelle Smith	HR Manager	MS
Lyndsay Foster	Governance Clerk	LF
<b>Apologies:</b>		
Phil Bradley	Director	PB
<b>No Apologies:</b>		
Colin Bradley	Director	CB

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive apologies for absence</p> <p>Apologies were received from PB.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted from PB.</p>	
2. ITEMS OF URGENT BUSINESS	
<p>2.1. Chair to determine any items of urgent business to be considered</p> <p>None.</p>	
3. DECLARATION OF INTERESTS	
<p>3.1. Individual Governors to declare any personal, business or other governance interests on any item on the agenda</p> <p>There were no declarations of personal or business interest received.</p>	
4. APPROVAL OF COMMITTEE MINUTES	
<p>4.1. To approve the minutes of the following meeting:</p> <p>The minutes of the Standards Committee meeting held on 21 January 2025 were approved as a true and accurate record.</p>	
<p>4.2. Review of Action Tracker</p> <p>The outstanding actions on the action tracker were reviewed and updated.</p> <p>MS noted that item 5.3 would be better reviewed in the summer term to allow more time. She mentioned that she had already discussed this with the Heads and explored ways to ensure consistency moving forward. A meeting with all parties is to be arranged for the summer term, with the aim of having an approach in place for September.</p> <p><b>ACTION: MS to update at the summer meeting on the imbalance of Kelford and Hilltop further.</b></p>	<p><b>ACTION: MS 15/07/25</b></p>
<p>4.3. Matters arising from the Minutes</p> <p>None raised.</p>	
5. ITEMS TO BE CONSIDERED	
<p>5.1 Standards Committee Report</p> <p>JT discussed the report with updated information. Highlights from the Spring term included the whole Trust conference held at Magna, which was attended by 1,369 staff members and received positive feedback. Additionally, pupils from six Nexus MAT schools performed ten songs at Gulliver's, which has now become an annual event. They also premiered their own official song from the Children's University, which was very well received.</p>	

Positive feedback has been received for both Abbey and Hilltop Schools following recent Ofsted inspections. The Nexus MAT curriculum is now available on the SharePoint hub, allowing schools to personalise the content or adopt it fully if they do not have an existing curriculum. It is fully sequenced to support pupils with complex needs through to those working towards GCSEs.

Active moderation in reading and writing is taking place across the Early Years, with further development in Maths. This is supporting quality assurance processes across schools. All Nexus schools, with the exception of Coppice and Kelford, are currently engaged with the Maths Hub initiative, which has been described as a highly supportive process, offering extensive CPD opportunities for Maths teaching.

All academies have now migrated to Campus Plus, enabling the tracking of careers and student destinations across all Trust schools. The Level 3 apprentices have successfully passed their end-point assessments, with 11 achieving distinctions and 1 receiving a merit. One minor challenge has been the volume of content writing required for the ELI.

**RP asked JT if there was a specific reason why Kelford and Coppice were not engaging with the Maths Hub?**

JT explained that both schools had a number of priorities to manage, which impacted their capacity to engage. However, they have since attended the Network Group and received positive feedback from other schools, so it is likely this will be included in their next School Improvement Plan (SIP).

**RP asked about the Enterprise Learning Institute (ELI) financial targets that have not been achieved. She queried whether schools are releasing staff to attend as required for CPD purposes, and whether there will be ongoing difficulties due to the staffing issues that are evident across all Trust schools?**

JT responded the situation is under review and discussed the importance of striking the right balance in meeting income targets. Fewer participants are currently coming through, largely because many of those who initially required the training have now completed it.

**VM asked whether the data will be made publicly available in July 2025 and if other Trusts retain similar data?**

JT explained that the data is currently kept in-house. She noted that other Trusts, which typically consist of mainstream schools, are required to publish attainment and progress data more readily. However, for special education settings, the standards and expectations differ significantly. JT emphasised that while the data remains internal, it is essential for the Trust to develop a shared understanding of progress. Parents will still receive relevant information through the end-of-year reports.

**NC asked, in relation to the highlights and curriculum hub materials provided to schools, what the balance is between standardisation and personalisation across the Trust?**

JT responded that the approach remains very much school-led, with each school expected to implement a curriculum that is fit for its specific context. The centralised curriculum hub is available particularly for schools that are facing challenges or where no curriculum is currently in place. In such cases, the hub provides a structure that schools

can adopt and then personalise to meet their needs. JT added that some schools choose to use specific subject elements or sequencing from the hub. Schools are also working collaboratively with their EAPs (Executive Assurance Partners) to identify and address curriculum gaps.

**NC asked if the Heads were supportive of this?**

JT expressed that schools have been highly supportive, actively sharing documents and information to support each other's development.

JT provided a brief overview of the Professional Learning Communities (PLCs). However, she highlighted that attendance can be a challenge for some, particularly Teaching Assistants, due to the lack of additional hours outside of their contracted time. In contrast, attendance among middle leadership has been strong.

RP expressed how impressive the Spring update was, particularly the collaborative work with outside agencies and extended congratulations to everyone involved.

JT provided a brief overview of section 5.1.1 and the KPIs, noting that five objectives are currently not on track. The deadline for these has been extended to the end of the year. EF implementation training is scheduled to take place this week.

Reading and writing audits have identified key areas for targeted support to be delivered effectively. There has been significant growth in the CPD offer through ELI, with active support being provided in schools to roll out the offer. Phonics baselines have been reviewed across the Trust to ensure consistency. A full writing audit has also been completed, with a focus on how writing is embedded into reading and the overall writing process.

**NC asked whether there was any qualitative feedback from staff following the conference that could be addressed for future planning?**

JT responded that feedback had been collected via Microsoft Forms, which included specific questions as well as a free-text box for additional comments. However, the responses would need to be reviewed in more detail.

**ACTION: JT to go back to check the staff feedback forms and free text box for any useful feedback.**

**ACTION:**  
**JT**  
**15/07/25**

JT shared that the data for Craggs, as outlined in document 5.1.2, shows a significant improvement in writing scores, increasing from 17% to 43% year on year. While there has been a noticeable drop in both reading and writing individually, it is anticipated that the combined scores will rise to a projected 29%, up from the previous 17%.

JT reviewed the attendance data and noted that the Becton hospital sites have been removed from the analysis due to pupils there typically always attending 100% of the time. Persistent absence remains above the national average and continues to be a key focus area.

**RP enquired whether the 11 children referenced in the attendance data were from across the Trust or a specific school, and whether any patterns had been identified?**

JT confirmed that the children are from several schools across the Trust.

**RP asked for clarification, noting that 7 out of the 9 missing children are at Coppice and enquired about the whereabouts of the other 2?**

The CEO informed the committee that one is from Discovery/Abbey. This matter was discussed at the SPSB meeting last week, where similar questions were raised and directed to Joanne Cliffe. Further analysis of the data is planned.

**ACTION: JT to circulate outcomes after analysis on attendance data once received.**

**ACTION:  
JT  
15/07/25**

JT informed that all safeguarding audits are now complete, and the team is currently reviewing the action points from the audits. Schools are meeting the statutory requirements outlined in Keeping Children Safe in Education.

Feedback from staff has been that the audits are rigorous but useful.

The Designated Safeguarding Leads' (DSL) network is well attended across the Trust, with this term's focus on vaping in schools and sexualised behaviours. Two Local Authority Designated Officers (LADO) has been invited to the next meeting to discuss their processes and protocols.

**RP asked about point 3.36 and Senso had been a valuable tool and all schools has implemented apart from one, why?**

JT to find out this information.

**ACTION: JT to find information on which school isn't using Senso and the reasons why.**

**ACTION:  
JT  
15/07/25**

CEO explained that many challenges arise because students are misplaced and it's difficult to find suitable placements that meet their needs. While reducing provision is possible, it risks denying a child their right to education. He expressed pride in the low level of permanent exclusions given the complex context that our schools operate in, emphasising a strong focus on inclusion.

JT briefly discussed the chart on page 29 of section 5.2, highlighting the inspection windows for Trust schools. Three schools Kenwood, Bader, and Discovery are expected to be inspected by the end of the summer term.

**NC asked who makes up the Annual support and challenge board membership?**

JT informed this is made up of Line Managers, EAPs and the Headteachers.

**CEO asked VM if the query from the Trust board regarding the Craggs report had been addressed?**

VM expressed that she feels reassured that the concerns are being looked at and that actions will be taken if there is no improvement.

5.1.1 CSIF Delivery Plan	
Document shared prior to meeting for information and discussed under 5.1	
5.1.2. Craggs Attendance Report	
Document shared prior to meeting for information and discussed under 5.1	
5.1.3. Enterprise Learning Institute Update	
Document shared prior to meeting for information and discussed under 5.1	
5.2. Schools Performance Dashboard (Spring)	
<p>CEO gave a brief overview of the report that's was shared prior to the meeting.</p> <p><b>RP asked about Endeavor finance and the ringfenced grants at Kelford, noting these two areas were a surprise?</b></p> <p>CEO informed that the in-year deficit at Endeavour will be discussed at the Board meeting around June/July, but that this is why the indicator had declined. CEO expects improvement over the summer and Trust officers are exploring options for other sites for the secondary cohort, to accommodate larger classes. CEO also mentioned the Pupil Premium report at Kelford related to the ringfenced grants.</p> <p><b>NC asked if there is a common conversation around school agendas with Ofsted priorities?</b></p> <p>CEO stated that this is complex, as the dashboard focuses on financial and legal compliance as well as Ofsted criterion. He added that the quality of education is improving, with an increase in 2.1 ratings showing that the majority of Nexus schools are securely good.</p>	
5.2.1 Summary Report	
Document shared prior to meeting for information and discussed. No specific questions were raised.	
5.2.2 Schools in Receipt of Intervention Report	
Document shared prior to meeting for information and discussed. No specific questions were raised.	
5.3 Safeguarding & LAC Report	
Document shared prior to meeting for information and discussed under 5.1.	
5.4 Workforce Happiness Plan Update Report	
<p>Report distributed prior to the meeting for information.</p> <p>MS discussed the report briefly, stating that growing our own staff is progressing positively. The bank staff is strong, with new staff constantly joining and good relationships maintained with supply agencies, helping to keep costs down.</p> <p>The employer of choice initiative is on track. Feedback from the Trust conference day was positive.</p> <p>The local government employers have made a final offer of 3.2% pay increase for support staff, effective from April 2025, and the CEO has – following consultation with</p>	

<p>the trade unions, implemented this across Nexus MAT. Further research is underway regarding a lease car scheme.</p> <p><b>VM asked if there is any intention to regulate or monitor staff working hours?</b> MS stated they don't recommend working over 40 hours a week; the work time directive is included in contracts. MS is not aware of any issues and confirmed no one is on dual contracts. CEO added that staff are required to complete pecuniary interests and other interests forms annually to inform the Trust of any additional work, however the Trust does not regulate additional hours worked in other roles, as this falls outside the remit of the Trust. Staff also complete an employee opinion survey annually.</p> <p>MS explained that monitoring staff working hours would only be necessary if it triggered any absence concerns or impacted their work, requiring HR involvement.</p> <p>MS also informed about a shared voluntary contributions scheme for support staff launching in July. Additionally, they are exploring apps to allow staff to report concerns anonymously to HR managers, with IT currently researching the possibility of rolling this out in September.</p> <p>RP left the meeting at 18:44</p>	
<p>5.5 HR Scorecard</p> <p>MS informed that the scorecard will now be updated termly going forward. She gave a brief overview from the report, noting that the Trust currently has 17 schools and is continuing to grow. Staff absence data has decreased recently. A recent staff wellbeing poll was conducted asking whether sickness monitoring is effective and, if not, the reasons why. Although the turnover rate in the report appears high, this is due to staff expansion because of pupil growth. It was also noted that the staffing trend shows a low percentage of males—20% male staff compared to 80% female staff.</p> <p>CEO expressed that it would be useful to compare the Trust's staffing profile with national data. He noted that the teaching assistant (TA) workforce tends to reflect wider societal norms. He also suggested looking into some existing research, including the employee support survey, for further insight.</p> <p><b>ACTION: MS to look at National profile Data to see how compares to the Trust with regards to ratio of Male/Female workforce numbers.</b></p>	<p><b>ACTION: MS 15/07/25</b></p>
<p>5.6 Risk Register</p> <p>Reported for information. No changes proposed or requested.</p>	
<p>5.7 Minutes of the Spring Term Schools' Performance &amp; Scrutiny Board.</p> <p>Report for information.</p>	
<p>5.8 Persistent Absence Analysis Report</p> <p>Document shared prior to meeting for information and discussed under 5.1.2 due to similar content.</p>	

<b>6. ANY OTHER URGENT BUSINESS</b>	
6.1. To consider any other urgent business agreed by the Chair  None.	
<b>7. CONFIDENTIALITY</b>	
7.1. To consider the confidentiality of any items discussed during the meeting  All discussed.	
7.2. To consider any areas of risk discussed in the meeting  None.	
<b>8. DATES OF NEXT MEETINGS</b>	

Tuesday 15 July 2025	5 – 7pm	MS Teams
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**Minutes approved by Trust Board of Directors**

CHAIR	SIGNATURE	DATE