



Standards Committee Meeting
Monday 23rd November 2020, 17:00 – 19:00
via MS Teams

Those Present:		
John Coleman	Chair/Director	JC
Gillian Askew	Director	GA
Warren Carratt	Chief Executive Officer	CEO
Peter Castleton	Director	PC
Andrew Child	Member/Chair of Board of Directors	AC
Richard Webster	Strategic Development Lead	RW
Also Present:		
Joanna Hedge	Services 4 Schools (S4S) HR Consultant	JH
Emma Sheedy	Nexus MAT Clerk	Clerk
Jacky Tattershall	Assistant CEO – School Improvement	JT
Apologies:		
Rachael Booth	Headteacher – The Willows School, Advisor	RB
No Apologies:		
Helen Bellinger	Director	HB

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To accept apologies for absence</p> <p>Apologies were received from RB.</p> <p>No apologies were received from HB.</p>	
<p>1.2. To receive, but not accept, apologies for absence</p> <p>Apologies were accepted for RB.</p>	
2. ITEMS OF URGENT BUSINESS	
<p>2.1. Chair to determine any items of urgent business to be considered</p> <p>AC advised the Chair of his need to leave the meeting at 18:00.</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 20th July 2020 were agreed and signed.</p>	
<p>4.2. Review of Action Tracker</p> <p>The outstanding actions on the tracker were reviewed and updated.</p>	
<p>4.3. Matters arising from the Minutes</p> <p>There were no matters arising.</p>	
5. ITEMS TO BE CONSIDERED	
<p>5.1. Employee Pulse Survey – Autumn 2020</p> <p>JH provided a verbal overview of the Autumn Employee Pulse Survey. Discussion and challenge was as follows:</p> <p>PC commented on the difficulty to draw any conclusion from the size of the survey and noted completion was broadly by staff from the newly joined academies and JH provided her hypothesis surrounding the low response rate but could not provide a definitive answer. JH suggested running a different or larger sample or none at all.</p> <p>PC further queried the responses around Transport Staff and the CEO provided context regarding the non-compliance of risk assessments by some providers.</p> <p>JT queried if Headteachers were aware which staff had been asked to complete the survey and if they had been provided with the time to complete during their</p>	

<p>normal working hours and JH advised this had not been the case as the small sample size could undermine anonymity.</p> <p>Following lengthy discussion, the Committee agreed to undertake a further survey in the Summer term.</p> <p>ACTION 1: JH to update Staff following the Employee Survey.</p>	JH 22/03/21
<p>5.2.a Collaborative School Improvement Framework</p> <p>JT provided an overview of the Collaborative School Improvement Framework.</p> <p>The Chair commented there were a few minor spelling errors which JT noted.</p> <p>PC queried inclusion of CPD in the capacity section and JT explained how this will be progressed and incorporated.</p> <p>5.2.b CSIF Delivery Plan 2020-21</p> <p>JC queried why one graph on the NOR (Number on Roll) section included one more school than the other and JT explained this is due to a lack of available information at the time of report writing. Going forward, Becton will be split into four sites.</p> <p>PC queried JT's comment in relation to the significant variance of the ratio of boys to girls in our special schools and the Chair & JT provided context.</p> <p>GA queried the presented attendance figures vs non-Covid times and JT advised they do not massively differ despite the pandemic.</p> <p>JC queried reporting and following discussion it was agreed to report by exception, which JT noted.</p> <p>AC asked JT to include surnames and school name on Page 4, which JT noted and agreed to do.</p> <p>The Chair asked JT to explain the difference between a network and mandate group and JT outlined the difference.</p> <p>PC asked why the safeguarding work is not in the mandatory group and JT provided an explanation. The CEO added that the mandate element of safeguarding will be picked up via management oversight, as this is statutory.</p> <p>[AC left the mtg at 17:53]</p> <p>The Chair queried item 1.5 on Page 7 and asked for an update regarding the transition to secondary from Craggs and the CEO explained how this is being managed and next steps going forward.</p> <p>The Chair commended JT's efforts and extended thanks.</p>	

<p>5.2.c Careers Report</p> <p>RW provided a detailed overview of the Careers Report and there was a discussion regarding the ROC.</p> <p>The Chair extended thanks to RW and colleagues for their work on Careers.</p> <p>[JH left the mtg at 1820]</p> <p>5.2.d Quality Assurance Activity 2020-21</p> <p>The Chair queried how Directors would formally put forward any lines of enquiry and the CEO explained enquiries would be picked up via minutes/action trackers.</p>	
<p>5.3. Academies – Performance Dashboard Report</p> <p>The CEO provided context and explained the report had been submitted to Directors in October and subsequently referred to the Committee for further discussion.</p> <p>The Chair challenged how we can quantify the assessment of curriculum area’s and specifically queried the assessment of teaching at North Ridge. There was a discussion about this including the outcome of recent learning walks. It was agreed for the Chair & JT to discuss this further outside this meeting.</p>	
<p>5.4. LAC Report</p> <p>The Whole Trust Looked After Children (LAC) Information was received by the Committee and overviewed by the CEO.</p>	
<p>5.5. Risk Register</p> <p>The Risk Register was received by the Committee.</p> <p>The Chair queried the categorisation of risk and it was agreed for the Chair and the CEO to discuss outside this meeting.</p>	
<p>5.6. Bader Academy – LGB Recruitment Process and Reporting & Accountability</p> <p>The CEO provided context and explained that Bader will have direct governance accountability to Directors (via the CEO) for the remainder of the 2020-21 year, after the final transition board meeting in December 2020. In the interim, performance management meetings will take place with the Executive Headteacher and Head of School on a half termly basis to follow a similar format to the LGBs. Reports will then be submitted to the Standards Committee for further challenge and scrutiny.</p>	
<p>6. ANY OTHER URGENT BUSINESS</p>	
<p>6.1. To consider any other urgent business agreed by the Chair</p> <p>None.</p>	

7. CONFIDENTIALITY	
7.1. To consider the confidentiality of any items discussed during the meeting No items were deemed to be confidential.	
7.2. To consider any areas of risk discussed in the meeting No new risks identified during the meeting.	
8. DATES OF NEXT MEETINGS	

Monday 22 nd March 2021	17:00 – 19:00	To be confirmed
Leadership Summit Tuesday 29 th June 2021	16:00 – 19:00	Craggs School
Monday 12 th July 2021	17:00 – 19:00	Nexus Headquarters

Minutes approved by Trust Board of Directors

CHAIR	SIGNATURE	DATE