



**Standards Committee Meeting**  
**Monday 25<sup>th</sup> November 2019, 17:00 – 19:00**  
**at Nexus HQ**

<b>Those Present:</b>		
John Coleman	Chair/Member/Director	JC
Warren Carratt	CEO Nexus MAT	CEO
Peter Castleton	Director	PC
Andy Child	Member/Director	AC
Nick Hodge	Director	NH
<b>Also Present:</b>		
Joanna Hedge	Services 4 Schools (S4S) HR Consultant	JH
Emma Sheedy	Nexus MAT Clerk	Clerk
Jacky Tattershall	Kelford Lead Headteacher	JT
Luci Windle	Abbey Lead Headteacher	LW
<b>Apologies:</b>		
Richard Webster	Strategic Lead	RW
<b>No Apologies:</b>		
Rachael Booth	Headteacher – The Willows School, Advisor	RB
Helen Bellinger	Director	HB

<b>1. APOLOGIES FOR ABSENCE</b>	<b>Actions</b>
<p>1.1. To receive apologies for absence</p> <p>Apologies were received from RW.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted for RW.</p>	
<p>1.3. No apologies</p> <p>Apologies were not received for RB.</p> <p>CEO advised the committee that Helen Bellinger had been added but believed she was not available to attend the first meeting.</p>	
<b>2. ITEMS OF URGENT BUSINESS</b>	
<p>2.1. Chair to determine any items of urgent business to be considered</p> <p>There were no items of urgent business.</p>	
<b>3. DECLARATION OF INTERESTS</b>	
<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 personal or business interest received.</p>	
<b>4. APPROVAL OF COMMITTEE MINUTES</b>	
<p>4.1. To approve the minutes of the following meeting:</p> <p>4.1.1. The minutes of the Standards Committee meeting held on 8<sup>th</sup> July 2019 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>	
<b>5. ITEMS TO BE CONSIDERED</b>	
<p>5.1. Collaborative School Improvement Framework Refresh</p> <p>The Chair shared his views on the Collaborative School Improvement Framework and commented it would be healthy for Headteachers to collaborate and come to a collective view on what the Trust should be doing to push forward some of the important issues discussed at the Leadership Summit e.g. collective efficacy.</p> <p>JT advised the committee that she and LW had commenced working on the actions from the School Improvement Work Plan and cross referencing to the Collaborative School</p>	

<p>Improvement Framework. This was proving effective and reducing the number of priorities. Work will continue between JT, LW and all Headteachers.</p> <p><b>AC asked for clarification regarding the word 'collaborative' and did this just refer to the MAT?</b> and there was an in depth discussion whereby AC and CEO deemed this to be a Strategic Framework.</p> <p>The Chair outlined that his aim was to capture for the TBoD the actions that all were taking across the Trust around the issue of collaboration. It was proposed that CEO and all Headteachers review the existing framework to ensure it is fit for purpose to best reflect ideas for collective efficacy and capture the Trust's journey. JT is taking the lead on this.</p> <p><b>ACTION:</b> JT to refresh the Collaborative School Improvement Framework.</p>	<p><b>JT</b> <b>20/07/20</b></p>
<p>5.2. Lead Heads Update Report</p> <p>The committee has received the Lead Heads Update Report in advance of the meeting and discussion/challenge was as follows:</p> <p><b>AC asked if Doncaster Deaf Trust were wanting to work more with the MAT</b> and CEO confirmed they were.</p> <p><b>AC asked for more information regarding Five Rivers MAT</b> and CEO advised that the CEO of Five Rivers was supporting some school improvement work. Five Rivers are also assisting with a facilities review/compliance work.</p> <p><b>The Chair asked how the Research School &amp; Leadership Summit initiative is led</b> and LW provided more information regarding Research Champions and the Synergy Board.</p> <p><b>PC asked LW if she believes the right frameworks were in place</b> and LW agreed.</p> <p><b>PC asked if research is shared across schools</b> and LW advised there is a need to find the right format to do so. CEO added there is a need to establish secure fundamentals.</p> <p>CEO advised the committee that the Work Plan did not include the support and challenge meetings whereby Headteachers get together and go into another school to provide a piece of research or review they had been asked to do. CEO also talked about the Nexus Inset Day in February 2020 and the need to create capacity for staff to be out of school on a 'gratis' basis by having central Cover Supervisors.</p> <p><b>PC asked for more information regarding Wellbeing and what the remit is of the Wellbeing Steering Group</b> and CEO explained it is to supply staff with the right toolkits to enhance or sustain resilience. <b>AC asked if we provide wellbeing services</b> and CEO provided an update regarding Occupational Health but this is focused on intervention when at crisis point and the remit is to work towards improvement by putting things in place before it gets to that point. <b>AC explained he felt there should be a 'go to person' within the MAT</b> and CEO explained this would be explored further following the Employee Opinion Survey.</p> <p>5.2. a. Arts Collaboration Report</p> <p>The committee has received Steve Barton's Arts Collaboration Report in advance and discussion was as follows:</p>	

<p><b>AC asked who the postponed meeting planned for 8<sup>th</sup> November was going to be with</b> and CEO advised with Arts Leads across all the schools.</p> <p><b>AC asked what Steve Barton had been doing over the last 6 weeks</b> and CEO provided further clarification.</p> <p>The report was positively received by the committee and LW &amp; JT were asked to extend thanks to Steve Barton for his input.</p> <p><b>AC requested indicative dates for development of a web-based means of sharing achievements and creation of a CPD programme.</b></p> <p><b>ACTION 1:</b> LW &amp; JT to thank Steve Barton for his input and request aspirational dates for development of a web-based means of sharing achievements and creation of a CPD programme.</p>	<p><b>LW/JT 23/03/20</b></p>
<p>5.3. Shared SIP Priorities for 2019/20</p> <p>Shared SIP Priorities for 2019/20 had been shared in advance of the meeting and it was noted there were no common themes across the Trust.</p> <p><b>JC commented he felt this should be available on an intranet, when developed.</b></p> <p><b>AC queried if it's good or bad that there's no common theme across all schools</b> and the committee collectively felt this showed strength of diversity across the Trust.</p>	
<p>5.4. Employee Opinion Survey Proposal/Notes</p> <p>JH outlined she had been tasked with a project to explore an Employee Engagement Survey, which has been drafted by North Yorkshire County Council HR, following that JH met with all Headteachers and subsequently remapped the format and style of questioning in the survey.</p> <p>All tabled documents were reviewed by the committee and feedback was as follows:</p> <p>The committee supported piloting the survey as it is lengthy and completion would be time consuming. Consider and explore splitting the survey and allow staff to complete in 'work' time.</p> <p><b>Section 1 Question 9. NH felt this question should be removed as it is pay related.</b></p> <p><b>Section 1 Question 10. Re-word to 'more often than not'.</b></p> <p><b>Section 1 Question 13. Re-word to 'most days'.</b></p> <p><b>Section 3 Question 30. Re-word to 'I trust that the school is being effectively governed'.</b></p> <p><b>PC commented that he did not feel a paper based survey was an effective way of undertaking a qualitative survey and suggested a semi-structured interview to run alongside the survey</b> and this was noted.</p>	

<p><b>AC asked who the letter would be sent from</b> and it was agreed Chair of the Trust and CEO.</p> <p>JH advised the next step is to review with North Yorkshire County Council in December with a review to undertaking the survey in Spring.</p> <p><b>ACTION:</b> NH to provide JH with information regarding ways of increasing response rate. The committee thanked JH for her efforts.</p>	<p><b>NH</b> <b>02/12/19</b></p>
<p>5.5. Academies Dashboard Summary Report &amp; Trust Dashboard</p> <p>The MAT Performance Dashboard Summary Report had been shared with the committee in advance of the meeting and there was no challenge to note.</p>	
<p>5.6. Safeguarding – including Trust Summary LAC Report</p> <p>The committee reviewed the Trust LAC Report and CEO explained Safeguarding had not been included on this occasion as Safeguarding LGB’s had not yet taken place.</p> <p><b>NH queried why Abbey has the largest LAC population</b> and LW provided her hypothesis for this.</p> <p><b>PC queried if the level of social care challenge varies across the schools and therefore could improvements potentially be made. PC offered his assistance to the Trust’s schools where necessary</b> and this was noted.</p> <p>CEO providing further clarity regarding Craggs, explaining the three LAC leaving the school during the academic year would have been placed closer to their placement of permanence.</p> <p>PC shared with the committee issues raised nationally regarding children’s health; screen time, childhood obesity and how he could address this within the Trust and implement an appropriate framework to do so. There was further discussion regarding carbon neutrality and it was agreed PC would discuss at the next Headteacher Safeguarding Learning Set.</p> <p><b>ACTION:</b> PC to further discuss children’s physical and mental health at the next Headteacher Safeguarding Learning Set.</p>	<p><b>PC</b> <b>23/03/20</b></p>
<p>5.7. Risk Register</p> <p>CEO outlined the Risk Register is not a risk log or action plan. It is a strategic document to highlight key risk and the operational controls in place to mitigate the risk.</p> <p><b>JC shared with the committee that he felt a potential ‘risk’ for report inclusion was not delivering a high quality, education offer</b> and this was noted. CEO felt this matter had been discussed before at Directors and the Board accepted this was captured in the first risk.</p> <p>CEO was thanked for his efforts.</p>	
<p><b>6. ANY OTHER URGENT BUSINESS</b></p>	
<p>6.1. To consider any other urgent business agreed by the Chair</p> <p>None.</p>	

<b>7. CONFIDENTIALITY</b>	
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.	
<b>17. DATES OF NEXT MEETINGS</b>	
Monday 23 <sup>th</sup> March 2020 at 17:00 – 19:00 - Nexus Headquarters <a href="#">Leadership Summit - Tuesday 9<sup>th</sup> June 2020 at 1600 – 1900 – Craggs Community School</a> Monday 20 <sup>th</sup> July 2020 at 17:00 – 19:00 - Nexus Headquarters	

**Minutes approved by Trust Board of Directors**

<b>CHAIR</b>	<b>SIGNATURE</b>	<b>DATE</b>