



Standards Committee Meeting
Monday 20th July 2020, 17:00 – 19:00
via MS Teams

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| Those Present: | | |
| John Coleman | Chair/Director | JC |
| Warren Carratt | CEO Nexus MAT | CEO |
| Peter Castleton | Director | PC |
| Andy Child | Member/Director | AC |
| Nick Hodge | Director | NH |
| Richard Webster | Strategic Lead | RW |
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| Also Present: | | |
| Rachael Booth | Headteacher – The Willows School, Advisor | RB |
| Joanna Hedge | Services 4 Schools (S4S) HR Consultant | JH |
| Emma Sheedy | Nexus MAT Clerk | Clerk |
| Jacky Tattershall | Kelford Lead Headteacher | JT |
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| Apologies: | | |
| Helen Bellinger | Director | HB |

| 1. APOLOGIES FOR ABSENCE | Actions |
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| <p>1.1. To accept apologies for absence</p> <p>Apologies were received from HB.</p> | |
| <p>1.2. To receive, but not accept, apologies for absence</p> <p>Apologies were accepted for HB.</p> | |
| 2. ITEMS OF URGENT BUSINESS | |
| <p>2.1. Chair to determine any items of urgent business to be considered</p> <p>Outlined at 6.1.</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 25th November 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> | |
| 5. ITEMS TO BE CONSIDERED | |
| <p>5.1. Employee Opinion Survey – Analysis Report</p> <p>The CEO provided an overview of the covering report. The Committee agreed to accept the recommendations in full as outlined in the NYCC report; commission the CEO – with the HR and Assistant CEO School Improvement – to utilise these findings to formulate a MAT engagement strategy for presentation to Directors in the autumn term of 2020; place a requirement on the CEO, to utilise focus groups and workforce consultation events to structure the proposed engagement strategy; ask the CEO to commission Headteachers to use academy-specific data to inform their own local engagement plans – aligned to the MAT plan – to be monitored by LGBs.</p> <p>5.1.1. Employee Engagement Survey Report</p> <p>JH provided an overview of the NYCC Staff Engagement Survey Report.</p> <p>5.1.2. Appendix Three Free Text Summary</p> <p>JH provided a detailed overview of the free text summary, explaining her concerns of how COVID-19 may have impacted the survey response but this did not happen. JH outlined</p> | |

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| <p>the hottest topics; wellbeing, recognition routes, sharing best practice and communication. Reports have been formulated for each academy, which have been shared with the Headteachers.</p> <p>NH commented on the positive outcome and liked the 'day off' lottery suggestion.</p> <p>AC re-iterated the exemplary return but queried the true meaning of wellbeing and that this is something to explore further.</p> <p>PC also commented on the positive response.</p> <p>PC asked the CEO and JT regarding the spread of opinion within schools, in particular Kelford and the CEO explained that overall he was surprised about the positivity considering 5 of the academies had only recently joined the Trust. The reliability of data from the new academies was discussed, as there was not an option for "I don't know" or "it's too soon to comment". JT provided feedback regarding Kelford, explaining that, in her view, line management concerns came through due to the Headship change, but this provides the new Head with a wealth of intelligence to build on.</p> <p>NH asked how are we going to feedback to staff and suggested a "you said, we did" and the CEO explained about the recommendations outlined in the covering report, which the Committee agreed with.</p> <p>ACTION 1: CEO/JT/JH to arrange workforce briefing in September/October, in a timely manner.</p> <p>ACTION 2: AC to write to Headteachers to share the positives.</p> <p>5.1.3. Wellbeing Survey (Covid-19) Report</p> <p>The CEO provided an overview of the 10% sample survey, which was undertaken.</p> <p>PC queried the low response rate and JH explained she believed this was due to the turnaround timescales. The CEO's hypothesis was that this may have been due to anxiety linked to COVID-19, so this would be re-visited.</p> | <p>CEO/JT/JH 23/11/20 AC 23/11/20</p> |
| <p>5.2. Pennine View Ofsted Inspection Report</p> <p>The CEO advised the report has been shared with Directors.</p> <p>JC queried if the Trust's processes are sufficiently effective to be anticipatory, in order to enable us to intervene where necessary as early as possible to support and help. JC outlined his concern that the outcome may have identified a gap with the Trust dashboard and feels that it could be better if supplemented with dives in subject areas. CEO felt this was a good idea. RB commented that the RoSIS Testing the Mission initiative was useful to The Willows and Nexus could do similar. AC queried how do Directors/Members know what's going on within the schools with core curriculum subjects and JT explained this would be explored as part of the school improvement activity. The CEO also reported this was covered in detail in LGB reports, which all Directors can view.</p> | |

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| <p>5.3. Dashboard Review Report following Pennine View Inspection</p> <p>Discussed at 5.2.</p> | |
| <p>5.4. Trust Summary Safeguarding & LAC Report</p> <p>The CEO provided context regarding the Safeguarding & LAC Report, explaining that Early Help cases in our Doncaster academies are higher than Rotherham. PC queried the format being amended to compare year on year to track trends etc. and it was agreed that, as a new report, the CEO would include trend analysis in future reports. ACTION: CEO to formulate the Safeguarding & LAC Report with year on year data and include trend analysis.</p> | <p>CEO 23/11/20</p> |
| <p>5.5. Named Safeguarding Director Annual Statement of Assurance</p> <p>The Statement of Assurance was overviewed by PC and agreed by the Committee. The Statement will now go to Directors for approval.</p> | |
| <p>5.6. Collaborative School Improvement Framework</p> <p>The CEO provided context, with an in-depth summary provided by JT and challenge/questions were as follows:</p> <p>RW queried post 16 and if this would fit into the framework action plan and JT confirmed it would.</p> <p>PC commented positively but queried the intended audience and the CEO advised all Stakeholders, Regional Schools Commissioners office, DfE/Ofsted and the wider workforce. PC queried the need for an introductory section and there was a discussion regarding repetition and the need for this, with the CEO explaining that the introductory narrative was in the strategic plan, of which the CSIF is but one delivery strategy.</p> <p>NH queried the image on Page 3 and the CEO advised the child is LAC and all images used are of Nexus pupils where permission has been granted.</p> <p>NH made a suggestion for agendas to add what recipients are to do with attached documents/reports and it was agreed for the CEO to consider this. ACTION: CEO to consider adding to agenda's what recipients are to do with attached documents/reports.</p> <p>The Chair thanked JT for her efforts.</p> | <p>CEO 23/11/20</p> |
| <p>5.7. NQT Policy</p> <p>The CEO provided context, explaining the policy had been amended following feedback from HB at TBoD. The Committee agreed to adopt the NQT Policy.</p> | |
| <p>5.8. Virtual Learning During Lockdown</p> <p>The Chair commented about the need to capture virtual learning during lockdown and the CEO agreed with this and there was a discussion about recovery curriculum, further exploring DfE case studies etc.</p> | |

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| <p>RB advised The Willows will be including a section on their website going forward for Parents/Carers to continue to access the specifics that families have found useful and this was noted.</p> <p>JT commented that parental engagement had increased, even where pupils had struggled to engage with virtual learning.</p> <p>PC commented that people have come out of this and learnt to do things differently, which they may wish to maintain and this was noted.</p> | |
| <p>6. ANY OTHER URGENT BUSINESS</p> | |
| <p>6.1. To consider any other urgent business agreed by the Chair</p> <p>6.1.1. Careers Practitioner Update</p> <p>RW provided context regarding Yvonne Winstanley and advised of the plan for this to continue for the four existing academies.</p> <p>6.1.2. Free School</p> <p>PC raised a query regarding the DfE letter on the recent Free School interview and their feedback regarding the absence of safeguarding information in the application and the CEO explained this had not been a line of enquiry during interview, which AC endorsed.</p> | |
| <p>7. CONFIDENTIALITY</p> | |
| <p>7.1. To consider the confidentiality of any items discussed during the meeting</p> <p>No items were deemed to be confidential.</p> | |
| <p>7.2. To consider any areas of risk discussed in the meeting</p> <p>No new risks identified during the meeting.</p> | |
| <p>8. DATES OF NEXT MEETINGS</p> | |

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| Monday 23 rd November 2020 | 17:00 – 19:00 | Nexus Headquarters |
| Monday 22 nd March 2021 | 17:00 – 19:00 | Nexus Headquarters |
| Tuesday 29 th June 2021 | 16:00 – 19:00 | Leadership Summit Crags School |
| Monday 12 th July 2021 | 17:00 – 19:00 | Nexus Headquarters |

Minutes approved by Trust Board of Directors

| CHAIR | SIGNATURE | DATE |
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