



**Nexus MAT Board of Directors Meeting  
Wednesday 20<sup>th</sup> October 2021 5 - 7.30 pm  
at Nexus HQ and MS Teams link**

<b>Attendees:</b>		
Andrew Child	Director/Member & Chair of Trust Board of Directors	Chair
Gill Askew	Director	GA
Steve Booth	Director	SB
Peter Castleton	Director	PC
John Coleman	Director	JC
Naveen Judah	Director	NJ
Rachel Potts	Director/Vice Chair of Trust Board of Directors	RP
Sue Shelley	Director	SS
<b>Also Present:</b>		
Angham Ahmed	Nexus MAT Member (Observing)	AA
Warren Carratt	Chief Executive Officer	CEO
James Gibson	Executive Headteacher Becton School	JG
Joel Hardwick	Assistant CEO – Strategy & Partnerships	JH
Catherine Sands	Chief Finance Officer	CFO
Jacky Tattershall	Assistant CEO – School Improvement	JT
<b>Apologies:</b>		
Ray Palmer	Director	RPa

1. WELCOME & APOLOGIES FOR ABSENCE	ACTIONS
<p>1.1 Welcome &amp; receive apologies for absence</p> <p>Apologies were tabled for RPa and the Clerk advised that SS would be joining the meeting late.</p> <p>Angham Ahmed (AA) was welcomed to the meeting as a Member of the Trust and observer of this meeting. Introductions were made.</p>	
<p>1.2 To accept apologies for absence</p> <p>Apologies were accepted for RPa.</p>	
2. ITEMS OF AOB	
<p>Chair to determine any items of urgent business to be considered.</p> <p>None.</p>	
3. DECLARATIONS OF INTEREST	
<p>3.1. Individual Directors to declare any personal, business/governance interests on any item on the agenda</p> <p>None.</p>	
4. TRUST BOARD OF DIRECTORS MINUTES	
<p>4.1. To approve the minutes of the following meeting:</p> <p>The minutes of the meeting held on 28<sup>th</sup> July 2021 were reviewed and agreed.</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. BECTON LESSONS LEARNED REVIEW	
<p>Directors received the incident reports in advance of the meeting, which the CEO overviewed and discussion/challenge was as follows:</p> <p><b>The Chair asked of the key lessons learned</b> and JG advised that relationships between the hospital and school need to improve, in particular with regards processes for releasing pupils on trips. <b>The Chair asked JG to expand on this</b> and JG explained about the need for dynamic risk assessments and tighter controls from the hospital staff.</p> <p><b>RP queried if NHS staff had responded to them providing 1:1 to facilitate future trips</b> and JG advised that the NHS had not yet responded. However, future trips will not take place if they do not agree to provide this.</p> <p><b>PC asked if the venue had provided any input as to anything they could have done better/differently</b> and JG advised the only communication with the venue has been to thank them for their help and support. The venue had been risk assessed and deemed safe.</p>	

<p><b>JC commended the reports tabled and JG’s efforts/response.</b></p> <p><b>The Chair queried who chose the pupils to go on the trip</b> and JG advised it was the hospital staff. Next time, Becton would have more input regarding this and use their own judgement.</p> <p>The Chair thanked JG for his work on the report and his attendance at the meeting.</p> <p>[JG left the meeting at 5.23 p.m.]</p>	
<p><b>6. ADOPTION OF REAL LIVING WAGE PROPOSAL</b></p>	
<p>The CEO provided an overview of the Real Living Wage Proposal and explained of minimal impact to the budget bottom line, which only affects the Doncaster academies. The CEO proposed the recommendation and <b>the Board unanimously agreed to adopt the Real Living Wage Proposal.</b></p> <p><b>The Chair asked why this does not affect the Rotherham academies</b> and the CEO explained that Rotherham academies are already paying staff above the real living wage.</p>	
<p><b>7. BUDGET MONITORING</b></p>	
<p>The CFO provided an overview of the Budgeting Monitoring Report (August) and reflected on discussions/challenge at the Audit &amp; Risk Committee with regards the carry forward of capital. The CFO explained about the forthcoming capital programmes for the academies with the highest level of revenue carry forward. Abbey are looking at purchasing an outdoor classroom/pod on the new ground between the new access roads to/from school. Becton are looking at the addition of fencing at Moncrieffe and an ICT refresh. Coppice want to develop their outdoor learning areas. Heatherwood need new hoists, classroom refreshes and a new fire alarm system. North Ridge will be adding a climbing wall and playground refresh. The CFO explained about the central trust capital reserve, which comes out of SCA funding is defined in the report as Nexus MAT capital. All schools individually have a revenue and capital budget, too. The CFO explained about the agreement for her to add a note regarding the Nexus MAT capital on the front page of future reports. The CEO also spoke about Abbey’s positive budget position and provided context regarding out of LA income.</p> <p><b>JC asked if we are comfortable with the revenue carry forward</b> and the CFO reiterated the capital programmes outlined above - for the academies with the highest level of revenue carry forward – are necessary, will bring value for money and will enhance the educational offer in those schools</p> <p><b>NJ advised he had not attended the A&amp;R Committee but had several questions.</b> It was agreed for NJ to review the A&amp;R minutes and contact the CFO if he required further clarification.</p> <p>The CEO added reassurance regarding financial compliance, which is supported with a decrease in recommendations by the auditors.</p>	
<p><b>8. ANNUAL REPORT – 2020-21</b></p>	
<p>The CEO provided an overview of the 2020/21 Annual Report, which is a companion piece to the Audited Accounts.</p>	

<p><b>SB asked if the report would be submitted to the Charities Commission</b> and the CEO advised no, as this is not a requirement.</p> <p><b>GA commended the efforts of the Trust staff for their efforts in supporting pupils and young people throughout the whole pandemic.</b></p> <p><b>The Chair asked if the report goes to Regional Schools Commissioner (RSC)</b> and the CEO stated that it does. <b>ACTION:</b> CEO to submit the Annual Report to the RSC.</p> <p>[The CFO left the meeting at 5.37 p.m.]</p>	<p><b>CEO</b> <b>24/11/21</b></p>
<p><b>9. 2020-21 WORKFORCE ENGAGEMENT STATEMENT</b></p>	
<p>The CEO provided an overview of the 2020/21 Workforce Engagement Statement and discussion/challenge was as follows:</p> <p><b>RP commended the statement, as it includes the evolution of the Trust. RP queried what the SEMH Framework means for staff in schools</b> and JH provided context regarding the initiative, which is being led by Michelle Sault.</p> <p><b>SB queried staff absence and asked if this is normal</b> and the CEO advised he did not include any comparable data but he is not disproportionately concerned about this.</p> <p><b>NJ asked about the Gender Pay Report</b> and the CEO explained this is a separate report.</p> <p><b>PC queried inclusion of comparable data</b> and it was agreed for the CEO to incorporate this. <b>ACTION:</b> CEO to add comparable data to the 2020/21 Workforce Engagement Statement.</p> <p><b>The Chair queried implementation of a staff benefit scheme</b> and the CEO explained this is cost prohibitive but is being explored via the Wellbeing Charter.</p>	<p><b>CEO</b> <b>24/11/21</b></p>
<p><b>10. STRATEGIC BUSINESS PLAN 2021/22–UPDATE REPORT</b></p>	
<p>[SS joined the meeting at 5.50 p.m. via MS Teams]</p> <p>The CEO provided a detailed overview of the Strategic Business Plan 2021-22 Update.</p> <p>There was a lengthy discussion with regards working with the LAs to meet their sufficiency needs and high needs funding. <b>JC spoke about the safety valve process and empathised the need to proceed with caution to eliminate risk.</b></p> <p><b>RP provided context and highly commended the revised LGB governance model, from her attendance at two LGBs.</b></p> <p><b>RP asked JT for more information regarding the National School Parliament Week (w/c 8.11.21)</b> and JT provided this.</p> <p>The CEO advised that The Bridge continues to run smoothly and effectively, with a formal opening planned for 5.11.21.</p>	

<p><b>The Chair queried the increase in places at Landmarks and if the increase is from our schools or other schools</b> and the CEO explained that Landmarks is a partner organisation and families are consulted on where they would like their child to be placed. JT advised of the increase in interest from the Doncaster area.</p> <p><b>The Chair asked for an update regarding the Discovery Academy</b> and the CEO proposed inviting Luci Windle to the March Trust Board to provide an update <b>and this was unanimously approved.</b></p> <p><b>ACTION:</b> CEO to invite LW to the March Trust Board to provide an update on Discovery Academy.</p>	<p><b>CEO</b> <b>26/01/22</b></p>
<p><b>11. MAT DASHBOARD</b></p>	
<p>The CEO provided an overview of the MAT Dashboard and the Directors received the Team Map (report item 9a).</p>	
<p><b>12. ACADEMIES DASHBOARD</b></p>	
<p>The CEO provided an overview of the Academies Dashboard. Discussion/challenge was as follows:</p> <p><b>SB queried Kelford’s sickness absence, which requires improvement</b> and the CEO explained this is not improving at the desired pace and has placed pressure on the Headteacher to ensure staff can provide the offer safely. JH provided further context.</p> <p><b>The Chair queried the quality of learning environment at Becton</b> and the CEO explained about the need to invest in new buildings. <b>NJ asked about maintenance and health and safety elements at Becton</b> and JH explained the site is on a Peppercorn lease so the Trust are trying to get the balance right by prioritising improvements.</p> <p><b>RP asked about the roof at Heatherwood</b> and the CEO explained that Doncaster Metropolitan Borough Council (DMBC) are assisting the Trust, as our Asset Partner, with this to explore an interim measure.</p> <p><b>RP queried the reduction of parent and pupil voice at Hilltop School</b> and the CEO provided context. Hilltop will be working towards raising their profile on social media and improving communication.</p> <p><b>JC asked about the ambition of Pennine View with regards reading and writing - how long is this going to take to move from RI</b> and the CEO advised of the forthcoming B11 and an ex Her Majesty’s Inspector (HMI) reviews. It was agreed for this to be further discussed at the January Trust Board Meeting.</p> <p><b>ACTION:</b> CEO to add Pennine Review – Reading &amp; Writing to the January Trust Board agenda.</p> <p><b>GA asked about talent framework and if we have the data with regards new Teachers</b> and the CEO advised that Teachers usually stay with the schools for a while.</p>	<p><b>CEO</b> <b>26/01/22</b></p>
<p><b>13. RISK REGISTER</b></p>	
<p>The CEO provided an overview of the Risk Register and the CEO advised the potential merger was not included.</p> <p>An update was provided regarding re-advertisement of the ICT role.</p>	

<b>14. APPOINTMENT OF LGB CHAIR - CRAGS</b>	
<p>The CEO provided context and advised the Board of the expression of interest received from Joanne Grantham, Deputy Headteacher at Hilltop School <b>and Directors unanimously approved the appointment of Joanne Grantham (JG) as the Chair of Craggs LGB.</b></p> <p><b>PC queried if this poses a potential conflict of interest</b> and the CEO advised there are no decisions that JG would need to make that would conflict with her employment at Hilltop.</p>	
<b>15. POLICY REVIEW REPORT</b>	
<p>The CEO provided an overview of the Policy Review Report.</p> <p><b>Directors unanimously approved the changes therein for the following policies:</b></p> <ul style="list-style-type: none"> <li>• Apprenticeship Levy</li> <li>• Behaviour</li> <li>• Complaints</li> <li>• Charging and Remissions</li> <li>• Looked After Children</li> <li>• Privacy Impact Assessment</li> <li>• Scheme of Delegation</li> <li>• Stress Management</li> </ul>	
<b>16. ANY OTHER URGENT BUSINESS</b>	
None.	
<b>17. REVIEW OF RISK</b>	
<p>To consider any new risks identified during the meeting for referral to Trust Committees.</p> <p>There were no items deemed as a risk beyond those discussed in the covering reports.</p>	
<b>18. CONFIDENTIALITY</b>	
To consider the confidentiality of any items discussed during the meeting.	
<b>19. DATES OF NEXT MEETINGS</b>	

Wednesday 24th November 2021	17:00 – 19:30	Nexus HQ
Trust Board Extra Ordinary Meeting – Pre-accounts Wednesday 8 <sup>th</sup> December 2021	17:00 – 19:00	Nexus HQ
Wednesday 15th December 2021	17:00 – 19:30	Nexus HQ
<b>Members AGM Monday 17th January 2022</b>	<b>17:30 – 19:00</b>	<b>Nexus HQ/Bader Academy</b>
Wednesday 26th January 2022	17:00 – 19:30	Nexus HQ
Wednesday 2 <sup>nd</sup> March 2022	17:00 – 19:30	Nexus HQ
Wednesday 30 <sup>th</sup> March 2022	17:00 – 19:30	Nexus HQ

Wednesday 27 <sup>th</sup> April 2022	17:00 – 19:30	Nexus HQ
Wednesday 25 <sup>th</sup> May 2022	17:00 – 19:30	Nexus HQ
Leadership Summit Tuesday 28 <sup>th</sup> June 2022	16:00 – 19:00	Crags School, Maltby
Wednesday 29 <sup>th</sup> June 2022	17:00 – 19:30	Nexus HQ
Wednesday 20 <sup>th</sup> July 2022	17:00 – 19:30	Nexus HQ

**Minutes approved**

CHAIR	SIGNATURE	DATE