



**Standards Committee Meeting
Monday 6th December 2021 at 17:00 – 19:00
at Nexus Central Trust Office and Teams Link**

Those Present:		
John Coleman	Chair/Director	JC
Peter Castleton	Director	PC
Also Present:		
Joel Hardwick	Assistant CEO – Strategies & Partnerships	JH
Emma Sheedy	Nexus MAT Clerk	Clerk
Michelle Smith	HR Manager	MS
Jacky Tattershall	Assistant CEO – School Improvement	JT
Richard Webster	Strategic Development Lead	RW
Apologies:		
Gillian Askew	Director	GA
Rachael Booth	Headteacher – The Willows School, Advisor	RB
Warren Carratt	Chief Executive Officer	CEO
Andrew Child	Member/Chair of Board of Directors	AC
No Apologies:		

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive, but not accept, apologies for absence</p> <p>Apologies were received from the CEO, GA, RB and AC.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted for the CEO, GA, RB and AC.</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 12th July 2021 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. MAT Assurance Framework – Self Assessment</p> <p>The Committee received the MAT Assurance Framework – Self Assessment in advance of the meeting and discussion/challenge was as follows:</p> <p>JT provided an overview of the self-assessment and explained there are not many tools available for self-assessment and assurance. JT is acutely aware that the tool does not really align with the Trust’s model but has been used as a basis and will also be used for the external review.</p> <p>PC asked where the gaps are whereby the tool used does not fit our model and the Chair explained he believed the tool goes against our values. The weaknesses the model identifies, the Trust find as a strength.</p> <p>PC stated the report was good to have as a framework but queried what is meant by ‘excellent education’ and do they mean the same as he means and this was noted.</p>	

<p>The Chair commented that the external comparative view has flaws and queried if the Trust should create their own moderation and self assessment tool and build on MAT Assurance Framework.. It was agreed for JH/JT to further discuss this with the CEO and table at the next meeting. Any proposal would then need to be tabled at a Trust Board mtg, if appropriate.</p> <p>ACTION: JH/JT to discuss the Trust creating their own MAT Assurance Framework moderation tool with the CEO.</p>	<p>JH/JT 28/03/22</p>
<p>5.2. Collaborative School Improvement Framework</p> <p>JT provided an overview of the updated Collaborative School Improvement Framework, which has been slightly amended following the Directors Away Day.</p> <p>The Chair highly commended the report and stated it now reads so much better.</p> <p>The Chair stated he feels there should be a link to the schools Concern Policy and JT agreed to add this.</p> <p>ACTION 1: JT to add a link to the schools Concern Policy in the Collaborative School Improvement Framework.</p> <p>The Chair queried how Directors can obtain access to the framework portal to check some of this out and JT advised that is ongoing and an update will be provided at the next meeting.</p> <p>5.2.1. CSIF Delivery Plan 2021-22</p> <p>JT provided an overview of the CSIF Delivery Plan 2021-22.</p> <p>There are currently 1625 pupils on roll across the Trust, which is an increase from July 2021 – 1564 and is primarily due to an increase at The Horizon Hub in Barnsley, an increase at Becton at the Kenwood site and the capacity realised due to the opening of The Bridge.</p> <p>Attendance at the majority of schools is above the national average. There are two schools which are below, Heatherwood and Becton, and this is due to pupil need and is being addressed by the Headteachers.</p> <p>There are numerous Networking Groups happening across the Trust – English, Maths, Early Years, Behaviour, Careers, Family Support, Eco-schools, Well-being, Pupil Voice, Business & Office Managers, Reading, Early Career Teachers, and Safeguarding Assessment & Diversity. All of which are well attended and a there is a collective commitment.</p> <p>JT provided an overview regarding recruitment. PC asked about internal interest for the Headship posts and JT advised the Trust anticipates that there will be interest as some members of staff are ready for career progression.</p> <p>The Sheffield LA has commissioned the Trust regarding outreach work around SEMH, which has been put into a web based audit tool - commissioned by Richard White. This has been accepted by the DfE.</p>	<p>JT 28/03/22</p>

Becton school have been awarded SeniorMental Health Lead Training Award, which means Becton will be on the DfE approved list for delivering Mental Health Practitioner training.

Michelle Sault has commissioned a partnership with Sheffield Hallam University regarding Art Therapy. **The Chair asked where they are based** and JH was not able to provide this information. **The Chair queried if this could be built into a conversation with South Yorkshire Futures – which are part of Sheffield Hallam University** and JH advised of a meeting in January 2022 to discuss this further.

JT advised that schools have been provided with a Self-Evaluation Form (SEF) model template. **PC asked how much buy-in there has been** and JT explained that schools do not have to have a SEF but it is strongly recommended and all schools have a SEF. The template was provided following requests from a number of Headteachers

PC commended the monitoring updates provided in the report.

The Chair welcomed the feedback from the B11 reviews and stated he would like to see this as a future agenda item for a collective viewpoint. The Chair also stated B11 reviews for Maths should also be considered and JT advised B11 reviews are being collated and the overarching outcomes will be tabled at the January Trust Board.

PC spoke about similarities between the MAT Assurance Framework and Collaborative School Improvement Framework and if the Trust devise their own assessment tool then it might provide some clarity about the Improvement Framework.

The Chair queried what we are seeing which is different to anywhere else with regards our Pupil Parliament initiative and JT explained this is an idea which is in the process of being rolled out. The next step is to elect a Trust Parliament to meet members of the Board and CEO.

5.2.2. Careers Report

RW joined the meeting remotely and provide key highlights of his Careers Report.

RW spoke about the careers statutory landscape and provided assurance that all academies are following the latest statutory guidance. A further update is expected in January 2022. There have been no actual changes to careers legislation; however, the significance of careers and such things as early planning and use of the Gatsby benchmarks (as well as a scrutiny of the statutory obligations) continue to increase in the eye of Ofsted.

RW advised of the definition of the Baker clause: provide opportunities for a range of education and training providers to speak to/access pupils in Years 8 to 13 to inform them about technical education qualifications and apprenticeships. Each academy should have an Access Statement on their website, which clarifies who to contact and how to contact them and this will be reviewed by Ofsted as part of their pre-inspection work so is something to be mindful of. RW explained that Gill Askew (GA) has agreed to become Board Director Careers Link and will be meeting to further discuss this.

Careers planning is currently Y8 – Y13 but RW anticipates this will change to Y7 – Y13 and should not be much of a hardship to close this gap.

There was a discussion with regards how COVID has impacted Careers etc. and RW explained that lots of virtual platforms and experiences have been set up. Examples were provided in the report.

RW provided an overview of the work being done across the MAT. Documentation and good practice are shared on Teams. It is hoped that this will eventually progress to the portal JT is currently working on, if infrastructure supports this.

RW/GA and JC will be meeting to discuss GA taking over as Board Director Careers Link. **PC asked when this will happen** and RW confirmed that GA has already taken over and some meetings with the Federation of Small Business are ongoing.

Business networking events are taking place at The Bridge with employers (Partnership work between Careers Hub and Nexus). RW provided context regarding a recent meeting with ENTHUSE/National STEM learning Network Partnership that would be funded by Eaton Electrical, which is a two year funded programme.

RW explained about 'The Bridge' approach to Careers. Students are actually moving from work experience tasters to P/T work on a regular basis. Work continues with the DWP and Doncaster Arts and The Bridge have recently started an engagement project with The Forrest School, which will be based at The Bridge – accessible by our Doncaster SEN academies and other SEND students also. This will also link into work experience so the area will be developed because of this.

RW provided an overview of 'Panjango', which means boss or leader because the aim is to help young people become the leaders of the future.

The Qdos Career Hub in Rotherham has received planning permission and has the full support of RMBC and the wider Sheffield City Region MCA. The building company is at the stage of carry out tests on the site, which will take about three months, all being well ahead of the actual build project which will take between 6-8 months. We have been talking in terms of a launch in the summer term. Manor Property are covering all the costs including land purchase, build, technology, staffing, resources, i.e. all operating costs and overheads and bussing in students for the first two years of operation.

PC commended the update/report and asked if RW feels the employment opportunities match the aspirations of our young people and RW explained it is not really where it needs to be. Aspirations need to be raised and we need to be innovative and creative but it's how we carve out specific pathways to achieve this. Some stakeholders are more understanding and better than others and some need upskilling and awareness raised. There is lots to do despite the some good examples of where it can work.

The Chair asked if some adaptation of the report could go to LGB's as a stimulus and this was noted. The Chair re-iterated the importance of this becoming a

<p>building block/foundation of the Trust and encourages the Executive Team to move forward and support this.</p> <p>[RW left the meeting at 5.40 p.m.]</p>	
<p>5.3. Academies – Performance Dashboard Report</p> <p>The Committee received the Academies – Performance Dashboard Report.</p> <p>PC queried the statement regarding Becton’s overall effectiveness as Becton was outstanding and has effectively been downgraded and JH explained that Becton has not changed its overall effectiveness grade – however, the self-assessment of the school’s Quality of Education being below ‘Outstanding’ means that there is a likelihood the school could receive a Good judgement at its next inspection. Timing is the biggest factor in this likelihood being realised, given the school’s inspection window opened on 1 April 2021 and we are expecting a section 5 inspection imminently. The school leadership would make every effort to maintain the current Outstanding grade, and this would be reflected in the self-evaluation document presented to any inspection team. However, the growth of the school over the past 3 years and the diversification of its offer has naturally impaired the security of its quality of education, and it is essential that the Trust has a realistic grasp of the strengths and weaknesses across our estate. Should Ofsted not undertake the inspection for another 12 months, the school will be more secure in retaining the ‘Outstanding’ judgment.</p> <p>The Chair queried where schools have continued to be orange, which is ‘Requires Improvement’ and questioned if we are sure that we have a sufficient sense of urgency about the improvement we want/need in some of our schools (reference was made to Pennine View). The Chair asked how long can something remain unchanged and no progress made and JT explained that the Headteacher requires significant reassurance with regards secure improvement before moving to green ‘Good insecure or secure’. JT provided context regarding the B11 review for Pennine View and believes the next dashboard Pennine View submit will be green. The Chair queried if our framework allows the Trust to capture the urgency and urged the Executive to consider this.</p> <p>ACTION 1: CEO to consider if our framework allows the Trust to capture urgency with regards improvement.</p> <p>PC queried report item 4.4. as both “Pupil Voice” and “Parent Voice” have reduced to Insecure Good at Hilltop due to the school’s inability to hold regular school council meetings through 2020-21 and stated the reasoning should apply to all schools and JH was unable to provide context.</p> <p>ACTION 2: JH to update JC and PC why “Pupil Voice” and “Parent Voice” have reduced at Hilltop.</p>	<p style="text-align: right;">CEO 28/03/22</p> <p style="text-align: right;">JH ASAP</p>
<p>5.4. Risk Register</p> <p>JH provided an overview of the Risk Register.</p> <p>The first meeting with the Trade Unions has taken place, which was positively received and will hopefully continue to showcase Nexus as a reasonable employer.</p>	

<p>5.5. Draft HR Balanced Scorecard Format</p> <p>MS provided an overview of the draft HR Balanced Scorecard Format and HR are trying to factor in cost of absence.</p> <p>MS explained that exit interviews need to be promoted. Some staff are not comfortable carrying out exit interviews, so training will be provided to try and tease this out to explore reasoning and incentives. The Trust are keen to establish why staff are leaving.</p> <p>The scorecards will be populated for the next meeting and see if this meets sufficiency needs.</p> <p>PC asked how we are categorising gender and sought assurance this is being addressed and MS provided context around other fields which have been requested on the HR system.</p> <p>The Chair queried recruitment and retention and asked if this is people leaving the Trust or promotion within the Trust and MS explained it can be whatever we want it to be but this specific item relates to people actually leaving the Trust. MS added that HR could include an internal movement evaluation. The Chair stated he would like to see the % of promotion because an ethos of the Trust is 'improvement' and this was noted.</p>	
<p>5.6. Bader Academy – Executive Oversight Report</p> <p>The Committee received the Bader Academy – Executive Oversight Report and supported the move to an LGB model.</p>	
<p>5.7. SCR Audit & Spot Checks – Report</p> <p>MS provided an overview of the SCR Audit & Spot Checks Report and provided reassurance that follow ups are carried out and HR will be revisiting schools before the end of January 2022 to ensure outstanding actions have been actioned.</p> <p>PC queried what would people be looking at if they deem we are failing and MS advised statutory items - DBS checks for example.</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>	
<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>	

8. DATES OF NEXT MEETINGS		
Monday 28 th March 2022	17:00 – 19:00	Nexus HQ
Tuesday 28 th June 2022	16:00 – 19:00	Leadership Summit Craggs School
Monday 18 th July 2022	17:00 – 19:00	Nexus HQ

Minutes approved by Trust Board of Directors

CHAIR	SIGNATURE	DATE