



**Standards Committee Meeting**  
**Monday 28<sup>th</sup> March 2022 at 17:00 – 19:00**  
**via MS Teams**

<b>Those Present:</b>		
Peter Castleton	Director /Chair	PC
Gillian Askew	Director	GA
Rachael Booth	Advisor - Headteacher – The Willows School	RB
Andrew Child	Member/Chair of Board of Directors	AC
<b>Also Present:</b>		
Warren Carratt	Chief Executive Officer	CEO
Barry-John Simmons	Nexus MAT Clerk	Clerk
Jacky Tattershall	Assistant CEO – School Improvement	JT
<b>Apologies:</b>		
Richard Webster	Strategic Development Lead	RW
Michelle Smith	HR Manager	MS
<b>No Apologies:</b>		

1. APOLOGIES FOR ABSENCE	Actions
<p>1.1. To receive, but not accept, apologies for absence</p> <p>Apologies were received from RW &amp; MS.</p>	
<p>1.2. To accept apologies for absence</p> <p>Apologies were accepted for RW &amp; MS.</p>	
2. ITEMS OF URGENT BUSINESS	
<p>2.1. Chair to determine any items of urgent business to be considered</p> <p>PC declared he was happy to chair this and the next meeting but due to time constraints did not want it as an ongoing commitment.</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 6th December 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. CSIF Delivery Plan – Update Report</p> <p>JT gave the main headlines from each section of the report and mentioned the new Phonics and Reading Consultant was starting after Easter and will be picking up lots of actions whilst working alongside Claire Davies from Waterton.</p> <p>PC asked what the green and yellow shading meant? JC confirmed yellow represented work in progress and green was complete.</p> <p>JT was very pleased to announce that the moderation groups were now in place to unpick the quality of target setting. JT discussed how the groups had started looking at knowledge progression in English from Early Years to GCSE level to ensure consistency of work.</p>	

JT went on to discuss how she was having regular meetings with RW regards employability and careers and how they are also looking to recruit for a career's advisor for the schools in the Trust.

PC asked about the balance between students' aspiration for employment and the opportunities they are actually provided with? JT gave The Bridge as an example where more and more employers are engaging and how they can access work placements more easily. JT went on to detail how in other schools this was so not as consistent as they would like.

JT mentioned the work RW was undertaking to help in this area and how more employers are being encouraged to come into school sites. Steam Street at Abbey School was set up specifically for that.

PC asked if the Trust can track the process of placement opportunities to actual secured employment? JT confirmed they could and outlined how schools follow up at regular intervals after they have left school.

AC asked when students left school are school they picking up lessons from those placements that don't work? JT re-assured AC progress in this area was happening from this cohort onwards for all schools.

GA asked do we have an understanding from providers of the barriers to our students entering the employment market? CEO explained that this understanding is gained via partnerships and work with Local Authority careers advisors. CEO went on to detail how this works well in Doncaster along with the exciting work and progress at Becton in Sheffield. CEO discussed how the biggest barrier to student's employability is the level of the qualifications they gain and gave examples of how schools are putting in practice strategies to develop skills and resilience for their students to survive in the employment market.

RB reiterated how in Rotherham it is difficult whether a stand-alone or a MAT with SEN children due the mindset of employers and what they want, and how well Nexus as a Trust were doing.

PC asked can RW put something together to show an overview of the employability work? CEO suggested that GA, as the named Director for careers, could do a deep dive with RW to explore where they are up to with employability, encompassing the schools' approach, barriers to entry and results. GA confirmed she would be delighted to do this.

**ACTION:** GA will liaise with RW and arrange a meeting.

**GA**  
**18/07/22**

Moving on, JT discussed how The Behaviour Network Group will share best practice examples to aid consistency across all schools.

JT went on to give an overview of the Education Endowment Foundation (EEF) and Teaching School Hub work and how the evidence-based case study will be published and shared with other SEN schools.

PC asked do staff get enough time to complete this kind of activity? JT confirmed she has meetings with Headteachers to discuss this and highlighted how it was a great opportunity for 4 training sessions and to be part of an innovative, published piece of work. Heads all supported giving staff time to engage.

JT discussed how the training directory work has slowed due to time constraints of the 2 lead Executive Headteachers, but that this was still happening and should be in place by June.

JT also mentioned they now have a parent focus group happening, from which they can develop a parent training calendar based on their needs.

PC asked are parents keen to contribute? JT confirmed the turnout so far has been low, though the CAHMS workshop was highly attended.

PC complimented JT on a very encouraging document.

AC asked what is the biggest risk in the plan at this point? JT mentioned that the capacity in the central team to drive actions forward with pace was a risk but that after Easter the extra capacity with a consultant head available full time and a new Phonics lead would have a positive impact on this.

CEO explained he thought the biggest risk is still Covid, with local cases starting to rise again.

JT gave an update on the collective commitment voluntary network groups and explained what they were and how they continue to be successful.

JT confirmed Peer reviews were happening currently and that senior leaders were working with a consultant from the B11 reviews and how Headteachers were being coached on how to do peer reviews, which was a great help.

PC asked are they randomly put together as peer groups? JT explained that they are paired on availability.

GA asked what moderation means in this context? JT explained this in depth and gave examples.

AC asked how do they know they have capacity and what does capacity mean? CEO explained how this is very fluid and hard to measure from school to school, but that this flexibility allows for capacity to be more effectively matched to need.

PC asked does the Trust have an overview on capacity? CEO confirmed the dashboard allows Headteachers to self assess which is then moderated by the CEO before being reported to Directors.

GA asked how the Trust are managing expectations on capacity? CEO explained the aim is for all schools to reach a point where they can help other schools, but how all schools

<p>capacity differs. CEO feels strongly that the majority of improvement capacity should come from schools, not the central Trust.</p> <p>PC asked whether transferring capacity outside of the Trust adversely effects effectiveness. CEO explained how there may need to be a compromise in the short term to help expansion with the aim not to impact schools in the medium to long term. CEO also discussed new appointments that have been made and are continuing to recruit in the central trust team, to have a positive impact on capacity.</p> <p>PC asked AC how does the Board keep abreast with this? AC confirmed this was very difficult. CEO highlighted how the MAT dashboard reports gives assurances along with monthly meetings the CEO has with the Chairs/Vice Chair of Directors/Committees.</p> <p>RB showed support for the work the Trust are doing whilst explaining how the extra expertise across the MAT compared to a stand-alone school was an excellent resource.</p> <p>JT gave an overview of attendance and how it is being maintained despite frequent Covid issues and explained the figures at Heatherwood and Becton.</p> <p>JT explained the data reporting assessment tool they have been trialling to measure pupil progress and how the first data tracking outcome would be seen at end of this academic year.</p> <p>AC asked do all schools see each-others' data? JT confirmed this does not happen yet but it will do when the portal is up and running. CEO wanted to highlight that although Craggs is well short on the 90% target for Reading, Writing and Maths, that this does not reflect a failing school.</p> <p>JT discussed the Schools Self-evaluation Form, which was optional for schools and how it was built around the Ofsted Education Inspection Framework.</p> <p>PC complimented JT on how well the Trust engages with families.</p> <p>JT explained how the quality assurance was on track at both school level and with external partners.</p> <p>JT confirmed the next piece of work will be looking at the internal quality assurance.</p> <p>CEO expressed how confidence can be taken in their processes from the recent inspection at Becton measuring up so well to what was self-assessed, and went on to explain the reasons why the next key Ofsted challenge is at Bader and Craggs.</p>	
<p>5.2. Standards Committee Report</p> <p>No questions asked, as the content was discussed under 5.1</p>	
<p>5.3. Dashboard Report – Referred from TBoD 2.3.22</p>	

<p>CEO reminded the committee that this has already been looked at, at Board level. CEO went on to give an overview of how they could see Craggs moving to a Secure Good level in summer, how Coppice had declined and the positive results at Becton.</p> <p>CEO explained that it was difficult to include a line graph with so many schools and why they had displayed the information on an individual school basis in the appendix.</p> <p>PC asked what the timescale was regards the SCR safeguarding issue at Coppice? CEO confirmed this would be sorted by Easter and that JH was working with the school regards this.</p>	
<p>5.4. Academies of Concern Report</p> <p>CEO explained that no schools have areas of concern that aren't being looked at and how post pandemic these areas of concern will change quickly and for the better.</p> <p>CEO went on to detail how Bader was currently the most intervention heavy school, which was receiving more input from the central trust team and was improving via their intervention and the work of school leaders.</p> <p>CEO went on to give an overview of Coppice and Craggs and how a different perspective adopted by the new Head of School will have an impact at Coppice.</p> <p>CEO also detailed how although both North Ridge and Pennine View were technically graded as Requires Improvement from the last inspection, both have reached the point where they are expected to beat least Good in the next inspection.</p> <p>AC asked about governance at Coppice and whether the leadership capacity concern can be addressed in the short term? CEO explained the additional Assistant Headteacher to augment senior leader capacity, along with new strategies to improve governors and the possibility that a revised model would potentially benefit Coppice. The model is due to be discussed at this week's Board meeting.</p> <p>GA asked due to the senior leadership profile at Bader do they need more direct support than other mature leadership teams? CEO confirmed they do need more direct support and detailed how JT fortnightly and monthly meetings along with the Trust governance input that the CEO and JT provide. CEO also stated how Bader has quality in leadership which will be complimented by the direct SEN experience of the incoming Deputy Headteacher.</p> <p>PC asked for a correction to be made on table 8/9 which mentioned Bader instead of Coppice? <b>ACTION:</b> CEO confirmed it was a copy and paste mistake and would correct it.</p>	<p><b>CEO 18/07/22</b></p>
<p>5.5. Safeguarding &amp; LAC Report</p> <p>CEO showed the trend was moving down by 2 from Autumn to Spring and how Child Protection Plans were high at Craggs.</p>	

<p>PC asked why numbers of Children in Need Plans had dropped from summer 21 to Autumn 21? CEO explained it was due to the drift through the period of lockdown and how thresholds were starting to move upwards due to capacity of social workers being stretched.</p> <p>PC asked if the work of LW at Abbey was compromised due to her involvement in the Section 175 Audit. CEO confirmed that Rob Mulvey will pick this up in the Summer term due to his DSL background experience.</p>	
<p>5.6. Risk Register</p> <p>CEO pointed out how the text in green on Page 5 signified a change from the last report and mentioned that the Trust assessment policy had now been published and that there was no overall change in risk.</p> <p>No further questions</p>	
<p>5.7. Terms of Reference – Nexus Pupil Cabinet</p> <p>PC queried section 2 and whether it made sense to add an extra bullet point on good citizenship? CEO agreed citizenship would be worth adding. <b>ACTION:</b> JT will add citizenship as a bullet point.</p> <p>AC asked will minutes get circulated to the whole school after meetings? JT detailed how the first meetings had no minutes taken but that future meetings would have minutes which would be circulated in school and to the Trust.</p> <p>AC asked if pupils that if elected in January would pupils then only have 2 terms when they can be elected members of the cabinet? JT explained this was agreed at the ambassadors meeting due to the length of time it takes to prepare for elections and due to the links with UK parliament week.</p> <p>AC asked do they intend to have proactive marketing, year on year to promote the Pupil Parliament. JT confirmed it was really high profile in all schools.</p> <p>PC asked what was the role of a director as a representative from the board when attending meetings? CEO explained they were to take the role of a participating observer.</p>	<p><b>JT</b> <b>18/07/22</b></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>PC asked all committee members if they would prefer face to face or teams-based meetings for future Standards committee meetings.</p> <p><b>All agreed to undertake future meetings via MS Teams.</b></p>	
<p><b>7. CONFIDENTIALITY</b></p>	

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>8. DATES OF NEXT MEETINGS</b>	

Tuesday 28 <sup>th</sup> June 2022	16:00 – 19:00	Leadership Summit Craggs School
Monday 18 <sup>th</sup> July 2022	17:00 – 19:00	MS Teams

**Minutes approved by Trust Board of Directors**

CHAIR	SIGNATURE	DATE