



Nexus MAT Board of Directors Meeting
Wednesday 15th December 2021 2021 5 - 7.30 pm
via MS Teams link

Attendees:		
Andrew Child	Director/Member & Chair of Trust Board of Directors	Chair
Steve Booth	Director	SB
Peter Castleton	Director	PC
John Coleman	Director	JC
Naveen Judah	Director	NJ
Ray Palmer	Director	RPa
Rachel Potts	Director/Vice Chair of Trust Board of Directors	RP
Sue Shelley	Director	SS
Also Present:		
Warren Carratt	Chief Executive Officer	CEO
Royal Deb	Auditor, Forrester Boyd	RD
Joel Hardwick	Assistant CEO – Strategy & Partnerships	JH
Catherine Sands	Chief Finance Officer	CFO
Emma Sheedy	Governance Clerk	Clerk
Jacky Tattershall	Assistant CEO – School Improvement	JT
Apologies:		
Gill Askew	Director	GA
Carrie Jenson	Auditor, Forrester Boyd	CJ

1. WELCOME & APOLOGIES FOR ABSENCE	ACTIONS
1.1 Welcome & receive apologies for absence Apologies were received for GA.	
1.2 To accept apologies for absence Apologies were accepted for GA.	
2. ITEMS OF AOB	
Chair to determine any items of urgent business to be considered None.	
3. DECLARATIONS OF INTEREST	
3.1. Individual Directors to declare any personal, business/governance interests on any item on the agenda None.	
4. TRUST BOARD OF DIRECTORS MINUTES	
4.1. To approve the minutes of the following meeting: The minutes of the meeting held on 24 th November 2021 were reviewed and agreed.	
4.2. Review of Action Tracker The outstanding actions on the tracker were reviewed and updated.	
4.3. Matters arising from the Minutes There were no matters arising.	
5. ANNUAL ACCOUNTS	
Directors received the Annual Accounts and the Chair reminded Directors that the meeting last week was held specifically to review the accounts in detail, and that all requested changes had been made, therefore the signing-off process should be straight forward tonight. The Chair asked for any final questions before officially signing the accounts off. RPa stated she was happy to see the Register of Interest recommendation moved to a 'yellow' (minor) item. Directors unanimously approved the Annual Accounts for the year ended 31st August 2021. [RD left the meeting at 5.07 p.m.]	
6. MERGER HEADLINE RISK LOG	
Directors received the Merger Headline Risk Log and the CEO provided input and explained that JH had spent considerable time compiling the report and this was his reasoning for including it on the agenda this evening, even though the issue has now closed.	

<p>SS stated she believes merger is integral to the future of the Trust and recommended tabling it periodically and the CEO agreed for this to come back to the 29th June 2022 meeting. ACTION: CEO to add Merger Headline Risk Log to the 29th June 2022 agenda.</p> <p>The Chair advised of a forthcoming meeting with the Regional School Commissioners (RSC) office and the Chair will provide an update on this at the January meeting.</p>	COMPLETED
<p>7. ESTABLISHMENT OF BADER ACADEMY LGB</p>	
<p>The CEO provided context and proposed establishment of the equivalent of a Transitional Local Governing Body for Bader Academy. The CEO would continue to Chair and JT would be appointed as Vice-Chair. Staff and Parent Governors would also be appointed.</p> <p>The Chair asked of the Head’s views on this proposal and the CEO confirmed the Head welcomes this and has been forthcoming with providing formal reports to the current management board</p> <p>SB commended this approach and asked if the reports/minutes will be formally minuted and the CEO advised yes, Bader will function in the same way as North Ridge and the CEO will use the Intervention Board Terms of Reference.</p> <p>Directors in attendance unanimously approved the CEO’s proposal to establish a Transitional Local Governing Body for Bader Academy.</p>	
<p>8. STRATEGIC ANNUAL BUSINESS PLAN</p>	
<p>Directors received the Strategic Annual Business Plan in advance of the meeting and discussion/challenge was as follows:</p> <p>B11 reports have been uploaded to GovernorHub and these will be discussed at the January meeting.</p> <p>Significant interest has been received for the position of Reading & Phonics Lead, internally and externally.</p> <p>The position for a further HR Consultant has been re-advertised.</p> <p>Rob Mulvey has accepted the position of Consultant Head for SEND. SB asked why is it a ‘Consultant’ position and CEO explained it is just common phraseology and confirmed it is employed not self-employed.</p> <p>JC asked for broader context regarding the statement ‘to ensure there is the capacity to deliver on the enhanced ask of our schools’ and the CEO provided this.</p> <p>19 pupils have been placed at Discovery Academy so far.</p> <p>James Gibson of Becton has had his first meeting of the DfE Headteacher Reference Group and Becton have secured the Mental Health Trainer Accreditation.</p> <p>Meetings are ongoing with regards Sixth Form opportunities and South Yorkshire Futures.</p>	

<p>The CST event in London, attended by the CEO, was positive.</p> <p>There are emerging pressures on school budgets due to staffing costs to meet the absences created by the pandemic, and the CEO provided context. JC enquired about the possibility of any grants to support this issue and the CEO advised no due to the level of Trust reserves, but CST are advocating for further funding for the sector.</p> <p>RPa asked for broader context with regards academisation of another local school and the CEO advised of their position.</p> <p>RPa asked about the refinements to the Pupil Parliament model and JT explained the refinements relate to the Trust Parliament model and will be discussed at the January Board meeting</p> <p>SB queried the CEO’s earlier comment regarding school budget pressures as Hilltop is still showing a surplus and the CEO advised this will change, as the reports are lagged by a month due to budget reconciliation.</p> <p>The Chair asked of the timeline for discussions with BMBC and the mental health work and the CEO provided an update. JH added that he has a forthcoming meeting with the Head of SEN and the Strategic Commissioning Manager.</p> <p>The Chair asked about alternative sites for Becton and JH explained about the LA’s five year timescale from April 2020. The CEO also advised of a meeting with the DfE Capital Director in January 2022 to explore possibilities.</p>	
<p>9. DIRECTOR REAPPOINTMENTS – RACHEL POTTS & RAY PALMER</p>	
<p>The Chair provided context and Directors unanimously agreed with the recommendation to re-appoint Rachel Potts and Ray Palmer as Directors of the Trust Board. This will now go forward to Members on 17th January 2022 for approval.</p>	
<p>10. PROPOSAL FOR THE ADOPTION OF THE REVISED REAL LIVING WAGE UPLIFT & THE INFLATIONARY UPLIFT FOR EMPLOYEES ON NJC FROM SEPTEMBER 2022</p>	
<p>The CEO provided context regarding his proposal and Directors unanimously approved the following:</p> <p>To propose to the Joint Consultation and Negotiating Committee a minimum 1% inflationary increase for NJC staff from September 2022, with a commitment to review this if the national pay award exceeds 2.5%;</p> <p>To propose to the Joint Consultation and Negotiating Committee a revision of the value of NJC02 to £9.81 per hour, effective 1 April 2022; ACTION: CEO to table agreed items at JCNC.</p> <p>To propose to the Joint Consultation and Negotiating Committee (JCNC) an early adoption of 1% inflationary rise to NJC02 and NJC03 from 1 April 2022, which will ensure they meet that cash value Real Living Wage threshold of £9.90; and</p>	<p style="text-align: right;">CEO 26/1/22</p>

<p>To inform the JCNC that the Trust Pay Policy has been revised to include provision for salary increases in year's where the Government awards no inflationary pay rise for teachers, to the value of £1 per teacher.</p>	
<p>11. POLICY UPDATE REPORT</p>	
<p>Directors received the Policy Update Report and following discussion Directors unanimously approved the proposed amendments to the following policies:</p> <ul style="list-style-type: none"> ▪ Competitive Tendering & Procurement ▪ Pay ▪ Sickness Absence & Wellbeing Policy <p>Directors pointed out a few typos within the report and this was noted.</p> <p>SS commended the menopause section but stated she would like to read the full policy. The CEO advised the policy is due for review again in June 2022.</p>	
<p>12. CEO & CFO APPRAISAL OUTCOMES</p>	
<p>There was a discussion, which due to confidentiality was agreed to be recorded in a Confidential Appendix.</p>	
<p>13. ANY OTHER URGENT BUSINESS</p>	
<p>The Clerk left the meeting and the CEO assumed the minuting of the meeting.</p> <p>The CEO raised four items of AOB:</p> <p>13.1. Doncaster schools' term-time calendar 2022-23 The CEO asked Directors for permission to agree a revision to the Doncaster schools' calendar for 2022-23, to reflect a 2 week autumn half term break. The Trust has consulted with staff and families and a majority have stated they wish to adopt this calendar for 2022-23. Directors unanimously approved the CEO's request.</p> <p>13.2. Changes to the Scheme of Delegation The CEO asked if Directors wished to consider building provision for Academy Councils into the Scheme of Delegation. Directors asked for a think piece/options paper to be brought to the March meeting. JC and RP asked to be involved in the paper's development. ACTION: CEO to develop an options paper for the 30 March 2022 Board meeting, involving JC and RP in its development.</p> <p>13.3. Changes to Disciplinary Policy The CEO gave background for why he wished to amend the Disciplinary Policy. Directors asked for legal advice to be sought before any further steps are taken. ACTION: CEO to request written legal advice on this matter, and bring to the 2nd March Board meeting.</p> <p>13.4. Approach to DMBC over the de-commissioned Danum Secondary lower site. The CEO advised Directors of his plans to discuss this matter with officers at DMBC.</p>	<p>CEO/JC/RP 30/03/22</p> <p>CEO 02/03/22</p>

14. MEDIUM TERM FINANCIAL STRATEGY	
The CEO talked through the report and explained the changes to the document. SB welcomed the updated references to the Reserves Policy.	
Directors unanimously approved the updated MTFS.	
15. BUDGET MONITORING	
SB asked about the balance sheet, and the inconsistent use of red and black to reflect credits/debits on previous reports. The CFO accepted the inconsistency, and will ensure future reports are consistent with tonight's report.	
RP asked about the explanation for Becton and Craggs variances, as this seems to conflict with the pressures schools are under with resources. The CEO explained that Becton had additional capacity which had been front loaded to prepare for growth and has allowed them to absorb a vacancy without issue. The Craggs vacancy is not desirable, but is due to the notice period of a Teacher. The TA departure not being replaced is achievable due to a review and restructure of the Nursery staffing.	
16. REVIEW OF RISK	
None.	
17. CONFIDENTIALITY	
There was a discussion at agenda item 12, which due to confidentiality was agreed to be recorded in a Confidential Appendix.	
18. DATES OF NEXT MEETINGS	

Members AGM Monday 17th January 2022	17:30 – 19:00	via MS Teams
Wednesday 26th January 2022	17:00 – 19:30	Nexus HQ
Wednesday 2 nd March 2022	17:00 – 19:30	Nexus HQ
Wednesday 30 th March 2022	17:00 – 19:30	Nexus HQ
Wednesday 27 th April 2022	17:00 – 19:30	Nexus HQ
Wednesday 25 th May 2022	17:00 – 19:30	Nexus HQ
Leadership Summit Tuesday 28th June 2022	16:00 – 19:00	Craggs School, Maltby
Wednesday 29 th June 2022	17:00 – 19:30	Nexus HQ
Wednesday 20 th July 2022	17:00 – 19:30	Nexus HQ

Minutes approved

CHAIR	SIGNATURE	DATE