



MINUTES OF THE FEDERATION TRUST MEETING

Thursday 6 July 2023, 8.15am
The Gallery

Present

Andrew Cross, Emma Gautrey, Rob Guthrie, Andrew Holt (Chair), Lindsey Madeley-Harland, Guy Magrath, Martyn Rhowbotham, Clive Norgaard Morton, Mark Tinkler, Stuart Williams (Executive Principal).

In Attendance

Oliver Teasel (Head of School Harington), Kelly Jackson (Head of School Catmose Primary), Chris Wilson (Chief Finance Officer), Sheryl Wilson (Governance Professional).

1. Welcome introductions and apologies for absence

Andrew Holt welcomed everyone to the meeting. Apologies for absence were received and accepted from Sam Hearth and Alex Mould.

2. Declarations of Personal Interest and Pecuniary Interest

There were no declarations of personal or pecuniary interest.

3. Minutes of the meeting held on Thursday 18 May 2023

The minutes were signed to be a true and accurate record.

Minutes of the Audit Scrutiny Panel on the Capital Build 18.5.23

The minutes were signed to be a true and accurate record.

Minutes of the Audit Scrutiny Panel on the Responsible Officer visit 18.5.23

The minutes were signed to be a true and accurate record.

4. Matters arising from previous minutes

There were no matters arising from the previous minutes.

5. Governance Professional

The meeting dates for the new academic year had been shared with trustees. Trustees were reminded to complete the Trustees' Survey and any outstanding equality, diversity and inclusion survey forms.

6. Continued Professional Development and Quality Assurance

Stuart Williams presented to trustees a new quality assurance framework for teachers which will feed into their performance reviews. During and following Covid, the schools within the Trust were in recovery mode, it is now important to drive things forward and focus on development.

One of the biggest issues facing schools is recruitment and retention of teachers, it is critical therefore to support staff whilst ensuring a healthy accountability. Previously, judgements of lesson observations, learning walks and subject reviews were mirrored to those of Ofsted - outstanding, good, requires improvement or inadequate.

In conjunction with senior leaders, team leaders and teaching staff a new framework was proposed that looked at how to upskill staff, bring on new people and give experienced staff more opportunities which builds on the work of Rosenshine's Principles. An Assistant Principal responsible for Continued Professional Development will put together a comprehensive training package for teaching staff, however, staff will also have choice and be able to take ownership of their individualised training. Judgements will now be moved into three categories: Effective, Exemplary or Support Required with the emphasis being on curriculum, pedagogy, relationships and attitudes and progress.

Question: Has the success of the new system been compared to the existing model?

Stuart Williams confirmed that consultations have been made with heads of schools, team leaders and staff and teachers were encouraged that lesson observations will be moved away from the no notice system.

Overall, trustees were enthused by the new accountability framework which should make staff feel more valued.

7. Policies

The following policies were ratified by trustees and a document detailing the amendments was circulated prior to the meeting:

- Federation Safeguarding Policy (in line with amendments to Keeping Children Safe in Education 2023, (with effect from 1 September 2023).
- Federation Stakeholder Equality Diversity and Inclusion Policy (wef 1.9.23)

8. Any Other Business

Aide-memoire

An aide-memoire by Andrew Holt was circulated to all trustees in the event of an Ofsted visit. This included links to useful information, for example, minutes of meetings, scrutiny panels and the transformation plan.

The paper from Ofsted on outstanding schools was added to the VLE for trustees, Stuart Williams had recently attended a seminar.

Date of next meeting

Thursday 12 October 2023, 8.15am