



RUTLAND AND DISTRICT
SCHOOLS' FEDERATION

MINUTES OF THE FEDERATION TRUST MEETING

Thursday 11 December 2025, 8.15am
The Gallery

PRESENT

Andrew Cross, Andrew Holt (Chair), Guy Magrath, Alex Mould, Clive Norgaard Morton, Mark Tinkler (Vice Chair), Stuart Williams (Executive Principal).

IN ATTENDANCE

Oliver Teasel (Head of Harington School), Chris Wilson (Chief Finance Officer), Sheryl Wilson (Governance Professional), Mark Jackson (Azets).

1. WELCOME INTRODUCTIONS AND APOLOGIES FOR ABSENCE

Andrew Holt welcomed everyone to the meeting. Apologies for absence were received and accepted from Rob Guthrie and Lindsey Madeley-Harland.

2. DECLARATIONS OF INTEREST

No new declarations of personal or pecuniary interest were made.

3. APPROVAL OF MINUTES

Minutes from the Trust meeting held on Thursday 9 October 2025 were approved and signed as a true and accurate record.

4. MATTERS ARISING

No matters arising from the previous minutes.

5. PRESENTATION OF ANNUAL ACCOUNTS

Mark Jackson from Azets presented the annual accounts with the outcome confirming there were two clean, unqualified audit reports with no irregularities found.

Financial highlights:

- Core income is up by £925K, with staff costs also up by £950K – (this is aligned with previous years).
- Energy costs are down by £127K
- £44K was earned from bank interest.
- The Trust is unique in that it has zero cost on agency staff.
- The Local Government Pension Scheme has been re-evaluated from a £1.9m deficit to £4.4m surplus (actuarial assumptions) and savings will be made with the contribution reduction expected in April 2026 as a result.
- Teachers' pension rates have increased; however, a grant was received.

The aim for the next year is to build the reserves above £1m. There is still SEN funding uncertainty and extended provision risks noted. Energy costs remain high due to the building design, LED conversion is underway. Catering costs are above average (due to

in-house provision and quality focus). A break-even position is forecast for the current and next year.

Trustees thanked the finance team, the senior leadership team and the auditors for their ongoing work which ultimately produced a very good set of accounts.

6. GOVERNANCE PROFESSIONAL

Updates to local governing body members:

- **Catmose Primary:**
 - Rachael Coyne's term ended; Bea Jones appointed as staff governor.
 - Parent governor recruitment ongoing; onboarding for Sarah Blackburn and Joseph Lyons planned.
 - Marianne Winn and Jane Ritchie-Smith who were previously parent governors have agreed to stand for another term of office and have been appointed by the local governing body.
- **Harington School:**
 - Parent governor election held; onboarding underway.
 - Dave Anderson appointed by Uppingham Community College.

7. FEDERATION TRANSFORMATION PLAN

[The Trust Transformation Plan 2025/2026](#) was presented to trustees. Each of the support teams (HR/Finance/IT/Site and Admin/Catering) evaluated the previous year and set targets for this year.

Trustees approved the Transformation Plan and agreed it was a good quality document. Trustees commented it would be helpful to have a 5-year plan.

8. TELEPHONE MAST

The heads of terms are not far from being agreed. Form F is to be submitted to the DfE for their consent, the form will detail the objections of the Trust and will be shared with trustees. Trustees delegated authority to the Executive Principal to proceed.

9. POLICIES

The below policies were ratified by Trustees, details of changes were shared on the Trustees portal.

- Federation ECT Policy
- Federation Freedom of Information Policy
- Federation Conflicts of Interest Policy

10. ANY OTHER BUSINESS

Stuart Williams' PR document was shared. He was commended for his leadership; all three schools have been inspected; with two rated as Outstanding. The Trust has navigated financial challenges successfully and the strong ethos and commitment is recognised.

11. DATE OF NEXT MEETING

Trust meeting - Thursday 5 February 2026, 8.15am