



MINUTES OF THE FEDERATION TRUST MEETING

Thursday 26 March 2026, 8.15am
The Gallery

PRESENT

Andrew Cross, Rob Guthrie, Andrew Holt (Chair), Guy Magrath, Clive Norgaard Morton, Stuart Williams (Executive Principal).

IN ATTENDANCE

Oliver Teasel (Head of Harington School), Chris Wilson (Chief Finance Officer), Kelly Jackson (Head of Harington School), 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 Alex Mould and Mark Tinkler (Vice Chair).

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. APPROVAL OF MINUTES

Minutes from the Trust meeting held on Thursday 5 February 2026 were approved and signed as a true and accurate record.

4. MATTERS ARISING

There were no matters arising from the previous minutes.

The Register of Business interests form had been completed electronically for this academic year by trustees.

5. GOVERNANCE PROFESSIONAL

The Board noted the resignation of Lindsey Madeley-Harland as a trustee with effect from 4 March 2026, due to increased work commitments.

Pen portraits and expressions of interest had been received from: Thomas Heath (Catmose College Governor) and Liz Birchall (Harington School Governor). The Trust unanimously agreed to appoint both as Co-opted Trustees, with effect from the next meeting. They will also join the Trust Committee and the Resources Committee.

6. PRINCIPAL'S UPDATE

Attendance across the Trust remains high, supported by effective reward and recognition systems.

The Executive Principal updated trustees on preparations for upcoming inspection cycles, noting that both Catmose College and Harington School are due inspections next year. Trustees discussed the importance of ensuring governing bodies are inspection-ready, with updated presentations and clear risk awareness.

Recent staffing appointments were discussed, including:

- An Assistant Team Leader post in English, which was successfully split between two internal candidates at no additional cost.

Trustees agreed that this model has proven effective in staff development and succession planning.

The recruitment process is also taking place for an internal More Able champion. Part of the role will be to encourage students to develop oracy/public speaking and to prepare them for making applications to Oxbridge. Trustees engaged in detailed discussion about the interview process and performance and how this remains a significant barrier, often linked to skills such as thinking on the spot, articulacy and confidence. Trustees agreed that preparation needs to begin earlier in a student's education, as intervention at post-16 is often too late. Schools also need to help students prepare for the right course post-16 to ensure they can find employment later in life.

7. HEAD OF HARINGTON SCHOOL UPDATE

Head Students have been appointed and applicants went through an enhanced selection and development process, including: Oxbridge-style interviews and presentations and strategic exercises. Governor involvement is also planned for summer interviews to help students prepare for post-18 careers.

Enrichment activities continue to be a significant strength, including:

- Charlie's Promise external speaker session on knife crime, which was extremely powerful and impactful
- Life drawing workshops
- Young Enterprise participation, with two teams reaching the regional competition
- A first-ever Harington School sitcom production, written and performed by students

With regards to outcomes and performance, the current A Level performance is in a strong position; the Value Added currently sits at +0.08, with over 25% of students achieving AAB or above. The cohort is slightly less academically strong than previous years, but progress measures are expected to remain positive (+0.02).

Admissions remain exceptionally strong, with a record number of applications.

8. HEAD OF CATMOSE PRIMARY UPDATE

Catmose Primary currently ranks 1st out of 21 schools locally for attendance. Persistent absence remains low, with proactive, child-centred support in place, including: soft starts, Lego therapy and early pastoral intervention. Attendance outcomes remain strong even when compared with schools with similar levels of FSM and SEND.

Trustees discussed KS2 outcomes, particularly:

- A marginally lower combined Reading, Writing and Maths measure in one cohort
- Writing at Greater Depth and grammar outcomes identified as priority areas

The Head of School explained that:

- The outcome related to a single cohort, with each pupil accounting for 3% of data
- There were 4 pupils with EHCPs who significantly influenced outcomes
- Reading at Greater Depth exceeded national figures

Updated predictions and mock outcomes show clear improvement since January, particularly in reading and grammar.

Current Actions

- Daily grammar revision
- Targeted intervention groups
- Past paper practice
- Close data analysis following mocks

Trustees acknowledged the challenge of the situation and noted that measures are in place in line with the Transformation Plan to increase outcomes.

9. SCHEME OF DELEGATION AND TERMS OF REFERENCE

The Terms of Reference for each committee within the Trust had been reviewed and approved by trustees, there were no significant changes to the following:

- Terms of Reference Catmose College Local Governing Body
- Terms of Reference Catmose Primary Local Governing Body
- Terms of Reference Harington School Local Governing Body
- Terms of Reference Audit and Risk Committee
- Terms of Reference Resources Committee
- Terms of Reference Scrutiny Panel

The Scheme of Delegation had been reviewed and significant changes made to:

- Improve clarity across all layers of governance
- Ensure alignment with Articles of Association and Terms of Reference
- Provide parent-friendly and trustee-friendly role descriptions

Trustees approved the new Scheme of Delegation which will be published on the website.

10. TELEPHONE MAST

Following the application made to the Department for Education for the telephone mast, they have asked questions and the solicitor has replied. An update will be provided once known.

11. ANY OTHER BUSINESS

There was no other business.

12. DATE OF NEXT MEETING

Trust meeting – Thursday 14 May 2026, 8.15am