

**Anglian Learning
Trust Board
Meeting Minutes**



28 February 2023

Trustees Present

Claire Lawton (CL Chair), Jon Culpin (JC CEO), David Lamkin (DL), Richard Cowling (RC), Sue O'Farrell (SO), Ken Murphy (KM), Helen Abrahams (HA), Pauline Ball (PB), John Morgan (JM) and Carin Taylor (CT).

Others Present

Charity Main (CM COO) and Kerrie Jones (KJ Head of Governance Support, Compliance and Risk)

	ITEM	ACTION
1.	Acceptance of Apologies for Absence Apologies were accepted from Alasdair Pitt.	
2.	Declarations of Interest with regard to agenda items There were no declarations of interest.	
3	Agree minutes of last meeting and Matters arising not on this agenda The minutes of 12/12/22 were agreed as a true record. Actions had been completed. RSM will be delivering Trustee training on risk at the next meeting.	
4.	System and Civic Leadership Strategy (JC) JC summarised the System and Civic Leadership strategy discussed and agreed previously. He highlighted aspects of influencing change locally, such as membership of Schools Forum, partnerships with local MATs and working with Citizens UK, and nationally, such as an NHS task and finish group, LGPS/DfE pension reform working group and various conferences and networks. The Trust is involved with a number of groups to deliver and support teacher training and professional development, and is committed to wider system improvements. Anglian Learning is keen to participate in research and recently submitted a bid to become a Research School, although unfortunately this was unsuccessful. We would very much like to expand our Arts and STEM collaborations across the Trust. Trustees were asked to consider how the Board can connect with the wider system and any possible partnerships. HA reported that the Science Park wish to develop links; JC confirmed that a formal arrangement supporting a connection would be welcome. Trustees sought clarity on whether Church of England schools could join the Trust; JC confirmed that this is not possible at the moment.	
5.	CEO monthly update: questions (JC) Questions were invited on the February monthly report which been circulated previously.	

Chair's signature... *Claire LSC*

	<p>Q <i>What is the timescale and capacity to manage the Linton VC redevelopment?</i></p> <p>A We don't yet know the timescale but CB/JC are to attend an event to find out further information. We are currently considering what additional capacity might be needed to support both Sawston VC and Linton VC projects.</p>	
6.	<p>Finance (CM)</p> <p>Associated papers: Period 4 Management accounts Period 4 IMP Forecast summary</p> <ul style="list-style-type: none"> <p>Management accounts</p> <p>The current forecast deficit is £947K against £1.4m budgeted (this had been revised to reflect pay awards). The improved position relates largely to the Mainstream Schools Additional Grant announced in the autumn. There are continuing budgetary pressures at some of our schools and Stacie Cox is working with them to ensure accurate forecasting.</p> <p>Update on Financial position</p> <p>An approach to budget setting and reserves was agreed at the last FEOC meeting. However, an unexpected budgetary pressure of £219k this year, £530k next year, has arisen due to the support staff pay award which is anticipated to be at least as much as last year. The starting salary for new teachers and the 3% award for experienced teachers has already been reflected in our budget assumptions.</p> <p>FEOC agreed a savings target for schools for the next and subsequent years. It is suggested that this additional budget pressure be added to the cumulative savings target. Whilst significant, it is potentially achievable.</p> <p>Trustees discussed the potential long-term impact on the curriculum.</p> <p>Q <i>Are other trusts seeing the same issues?</i></p> <p>A Yes, all are facing similar pressures. CST are collating evidence to inform discussions with government.</p> <p>Q <i>Do any of our schools have particular pressures?</i></p> <p>A CM confirmed that there are some specific circumstances. However, budget guidance will instruct leaders to set a balanced budget except in exceptional circumstances. New software from IMP will help us examine costs in more detail.</p> <p>Q <i>Are Cambridge schools still relatively poorly funded?</i></p> <p>A There has been some improvement but they are still underfunded. There is also money moved to the high needs block.</p> 	
7.	<p>Academy Performance Update (JC)</p> <p>Associated papers: AIS High Level overviews Primary AIS High Level overviews Secondary Meadow Ofsted report Pines Ofsted report</p> <p><u>General developments</u></p> <ul style="list-style-type: none"> Safeguarding - external review identified some issues. Guidance issued to strengthen compliance. 	

	<ul style="list-style-type: none"> • Development of Blueprints, being rolled out with the frameworks • Kim Pigram, former HMI Inspector, working with us to review our alternative provision • SEND – looking at ways to take a more robust line with the LA where we cannot meet the needs of SEND pupils • Coaching programme started. • Headteacher wellbeing <p><u>Primary</u></p> <ul style="list-style-type: none"> • Ofsted inspections: reports from Pines and Meadow present a strong picture • Subject development • New Headteachers at Stapleford and Icknield have both settled well • Summarised areas for improvement <p><u>Secondary</u></p> <ul style="list-style-type: none"> • Behaviour and attendance is generally an issue. Looking to join the Behaviour Hubs programme for support • All in Ofsted window • Providing support as necessary to address issues. <p>The Ofsted draft report for Howard Primary was shared at the meeting. All categories Good except quality of education which is RI. The report was very positive and Ofsted recognises that there has been insufficient time to turn the previously inadequate rating for quality of education to Good. The report highlights the input of the Trust and is an endorsement of what Anglian Learning, in particular Prue Rayner, and Howard Primary staff have achieved. It also highlights the need for financial input to achieve such an outcome.</p> <p>Trustees thanked PR and all Howard staff for all the the work they have put in to achieve this tremendous outcome.</p> <p>Q <i>When do we start to look at reducing trust intervention?</i> A We are much more confident with leaders now so can begin to reduce the amount of support. In addition they are now in a position to input to the rest of the Trust.</p> <p>Q <i>Do we know how much this has cost?</i> A We will undertake a costing exercise which will be a useful case study for the sector.</p> <p>Q <i>Are all Single Central Records now compliant?</i> A The issues are all being addressed as we establish one central SCR.</p>	
8.	Committee reports	
	<p>Associated papers: <i>Committee summary reports</i></p> <p>The following key points were highlighted:</p> <ul style="list-style-type: none"> • FEOC Need to assess the risk profile on development of the estate. • People & Culture New Director of People Review of HR/ Payroll Staff survey outcome to be discussed next meeting • R&G 	

	<p>CST review of Governance taking place in May/June</p> <p>Link Trustee roles for Safeguarding and SEND</p> <p>Review of process for recruiting and appointing Chair of Trustees, internally and externally.</p> <p>Evolution of role of Chair as Trust moves forward: Redistribution of roles/tasks to support the Chair.</p>	
9.	Reappointment of Trustees	
	<p>Trustees approved the reappointment of Claire Lawton as a Co-opted Trustee for a term of 6 months.</p> <p>Trustees recommended that Jon Culpin and John Morgan be reappointed by the Members.</p>	KJ to send a written resolution to Members
10.	Admissions Policies 2024-25	
	<p>Associated papers: Admissions Policies for 2024-25 entry</p> <p>KJ explained that some minor changes had been made to the wording of the model policy and to the Marleigh Admissions Policy. The Bottisham VC policy has been out to consultation is now in line with our model policy.</p> <p>The reduced PAN at Linton VC is reflected in their version.</p> <p>Trustees approved the Admissions Policies for all Anglian Learning schools.</p>	
11	Strategic Risks (STR 4,5,6,9)	
	<p>Associated papers: Risk Report</p> <p>Trustees considered the strategic risks assigned to the Board:</p> <p>STR 4 Collaboration and partnership</p> <p>STR 5 Confidence and trust</p> <p>STR 6 Consolidation and growth</p> <p>STR 9 Adaptable</p> <p>In light of today's discussions, risk priorities were agreed unchanged.</p>	
12.	AOB	
	There was no other business.	
13.	Date time and venue of next meeting	
	<p>22 May 9am Marleigh Primary Academy.</p> <p>Meeting ended at 10.45am.</p>	

Items for Future Meetings

Meeting	Item

Action Log

ITEM	ACTION	DEADLINE	RESPONSIBILITY
9	Send written resolution to Members for Trustee reappointments	3/3/23	KJ