

# Anglian Learning Trust Board Meeting Minutes



25 September 2024

## Trustees Present

Helen Pain (HP Chair), Jon Culpin (JC CEO), Ken Murphy (KM), Andy Brock (AB), Matthew Blake (MB), Adeline Winshaw (AW) and Aron Whiles (APW).

## Others Present

Rachael Johnston (RJ Director of Primary Education), Duncan Cooper (DC Director of Secondary Education), Charity Main (CM COO), Camilla Saunders (CS Director of Inclusion), Kerrie Jones (KJ Head of Governance, Compliance and Risk)

	ITEM	ACTION
1.	<b>Acceptance of Apologies for Absence</b>	
	Apologies were accepted from John Morgan (JM). APW was welcomed to his first Board meeting.	
2.	<b>Declarations of Interest with regard to agenda items</b>	
	KM declared an interest in item 13, election of Vice Chair of Trustees.	
3	<b>Agree minutes of last meeting and Matters arising not on this agenda</b>	
	The minutes and confidential minutes from 15 July 2024 were agreed as a true record.	
4.	<b>Annual Safeguarding Training (CS)</b>	
	CS delivered annual safeguarding training as the first item of the meeting. <a href="#">Training PowerPoint</a>	
5.	<b>Policy Approvals (CS)</b>	
	<ul style="list-style-type: none"> <li>• <b>Safeguarding</b></li> <li>• <b>Adult Safeguarding</b></li> <li>• <b>Attendance (Secondary and Primary versions)</b></li> </ul> <p>CS explained that whilst there is no statutory requirement for a Trust Attendance Policy, schools had requested a common and streamlined approach. All these policies are reviewed annually.</p> <p>The Trust Board approved all policies</p> <p><i>[09:45 CS left]</i></p>	
6.	<b>A Level and GCSE: outcomes and emerging priorities (DC)</b>	
	<p><b>Associated papers:</b> <a href="#">Primary KS2 outcomes 2024 Trustees Report</a></p> <p>This is a high-level look at outcomes; the Curriculum and Standards Committee will be looking in more depth.</p> <p>Schools are currently analysing their GCSE results which will feed into discussion meetings with DC. It is difficult to make comparisons with previous years due to Covid, but we are now seeing a return to 2019 levels. The report details the strengths and areas for development. Progress 8 overall is 0.22 which is above national average. DC noted this score is impacted by very good outcomes at</p>	

	<p>Sawston VC. Areas for development include English and Maths at most schools and a particular focus on key subjects at individual schools. Pupil Premium and SEND continue to be an area of focus.</p> <p>In terms of A levels results, the Oakes is seeing a return to 2019 level. JFAN has low average grades but the cohort is small.</p> <p><b>Q</b> <i>Do pupils all make expected levels of progress or is this school dependent?</i></p> <p><b>A</b> It is mainly about the school, there is opportunity to add value</p> <p><b>Q</b> <i>Have JFAN Y11s been able to move onto their destination of choice?</i></p> <p><b>A</b> Yes, they have been successful in their choices.</p> <p>Trustees noted that disadvantaged pupils at some schools had not performed well. This will be considered in more detail at Curriculum and Standards. The committee will also look at whether those high prior attainment pupils achieve their expected grades 7-9.</p> <p><b>Q</b> <i>Do we understand why SVC is doing so well and can this be shared across the Trust?</i></p> <p><b>A</b> We know that coherence of curriculum assessment and learning is important, and that leadership of processes is well established and refined. We are looking at how to replicate across schools with SVC leaders sharing good practice in networks.</p> <p>The Board thanked all the schools, recognising the hard work taking place.</p>	
7.	<p><b>KS1 and KS2 Assessments: outcomes and priorities (RJ)</b></p>	
	<p><b>Associated papers:</b> <a href="#">AL GCSE A level outcome 2024 sept</a></p> <p>KS1 assessment is no longer statutory so data is not being presented, although assessments are still carried out.</p> <p>RJ stressed the importance of noting both the contextual data included on the summary and also that this cohort has been significantly impacted by Covid. She also noted that some schools had very small Y6 cohorts. The Curriculum and Standards Committee will be looking in more depth.</p> <p>Key headlines:</p> <ul style="list-style-type: none"> <li>• 6 schools at national average or above for writing. There are still improvements to be made</li> <li>• Some strong outcomes at greater depth writing</li> <li>• Reading is strong</li> <li>• Some schools had good or improved outcomes</li> <li>• Some schools have particular areas for improvement</li> <li>• No progress measures due to covid.</li> </ul> <p><b>Q</b> <i>Does it surprise you that there doesn't seem to be a correlation between reading and writing results at Wimbish?</i></p> <p><b>A</b> It must be noted that there are only 8 children. There has been a significant focus on improving writing this year to raise the KS2 outcomes and there may have been less emphasis on reading</p> <p><b>Q</b> <i>Were there any surprises?</i></p> <p><b>A</b> Generally no, although there were a few unexpected results</p> <p><b>Q</b> <i>How many pupils at primary stay in Anglian Learning for secondary school?</i></p> <p><b>A</b> Most are feeder primary schools, but Pines, Howard and Marleigh are not.</p>	

	<p><b>Q</b> <i>Do you feel that the effort invested by CLT in school improvement is paying off?</i></p> <p><b>A</b> This is difficult to answer as it is not just about results but also about building leadership capacity and considering how our structures can best support the schools for the longer term.</p>	
<b>8.</b>	<b>BVC: inspection report and action plan (DC)</b>	
	<p>DC explained that Anglian Learning submitted a formal complaint to Ofsted in July following their overall grading of Bottisham VC as requires improvement. Whilst the complaint was not upheld, Ofsted did re-write the report to be a more accurate reflection of the school.</p> <p>The report has now been published and communicated to parents who had the opportunity to attend information sessions at the school. Parents were generally positive and provided valuable feedback. The school is working with Athene Communications on ongoing parent feedback processes.</p> <p>The areas for improvement include anti-bullying and SEND in the classroom. DC, CS and JW will be supporting the school. Leaders and staff are positive and committed to making the necessary improvements.</p> <p><b>Q</b> <i>Do we know when Ofsted might do a monitoring visit?</i></p> <p><b>A</b> This might be 12 – 18 months but they could come at our request</p> <p><b>Q</b> <i>What ways has the school explored to engage parents? It might be helpful to consider how to best utilise parents in change, for example some may not be able to participate in groups such as a forum.</i></p> <p><b>A</b> There is a parents’ forum and 1-1 meetings if needed. We are looking at was to communicate and involve parents and are trying to open doors as widely as possible.</p> <p><b>Q</b> <i>Is there anything the Trust Board should consider in terms of improvement of Leadership and Management?</i></p> <p><b>A</b> Leadership in the school was actually agreed to be good with the right support from the Central Team.</p> <p><b>Q</b> <i>Could the Trust Board be more visible to parents?</i></p> <p><b>A</b> Governors are more involved as they are responsible for overseeing school improvement, but it would be good to have Trustee support.</p> <p><b>Q</b> <i>How does the work of the LGB feed back to the Board?</i></p> <p><b>A</b> DC and RJ meet with the Chairs of Governors, but we do need to ensure the LGB is being rigorous. This is discussed by the Remuneration and Governance Committee. We are starting to improve communications between the Board and LGBs.</p>	
<b>9.</b>	<b>JFAN Sixth Form (DC)</b>	
	This item is recorded as a confidential minute.	
<b>10.</b>	<b>Strategic Priorities: 2024-25 (JC)</b>	
	<p><b>Associated papers:</b> <a href="#">Strategic Priorities 2024-25</a></p> <p>This presentation sets out the key goals and themes for the Trust strategic priorities for the coming years.</p> <p>Key areas:</p> <ul style="list-style-type: none"> <li>• Rasing achievement</li> <li>• Belonging by Design: learners – including positive regard programme, focus on attendance and SEND support</li> <li>• Belonging by Design: the People Strategy</li> </ul>	

	<ul style="list-style-type: none"> <li>• Project Anglian Learning 3.0</li> <li>• Major capital projects</li> </ul> <p>The Strategy Day on 22 November will explore the strategic priorities in depth.</p> <p>JC also updated Trustees on new leadership appointments.</p>	
<b>11.</b>	<b>Finance (CM)</b>	
	<p><b>Associated papers:</b> <a href="#">AL Management Accounts Period11 July24</a>  <a href="#">P11 July24 Forecast Summary by Activity</a>  <a href="#">AL Board FEOC Committee Summary Sept 24</a></p> <ul style="list-style-type: none"> <li>• <b>Financial Transformation 2024-25</b> Phase 1 has been embedded and received positively by school leaders. Phase 2 of the project is around resource allocation which involves looking at how we fund central services, what metrics we use and how to redistribute resource to support school improvement. The current model is to top slice, but we are considering alternative models. We are consulting with school leaders via a survey and at TLG conference days. This has been considered by FEOC and proposals will be brought to the next meeting on 5 November. All Trustees were invited to attend this meeting to learn more. The approach will need to be agreed by the Board in December.</li> <li>• <b>End of Year position</b> There are no significant changes from Period 11 and the anticipated end of year position is as expected.</li> <li>• <b>Management accounts P11</b> The Trust Board noted the management accounts which reflect the significant pressures.</li> <li>• <b>FEOC committee report</b> A summary of the FEOC meeting had been shared. Minutes and meeting papers can be found in the Board Team.</li> </ul> <p><b>Q</b> <i>What impact will the teacher pay award have?</i>  <b>A</b> This has already been built into the budget so there will be no impact. There is still uncertainty around the support staff pay award.</p>	<p>FEOC 5 Nov send meeting link to all)</p> <p>Board agenda item</p>
<b>12.</b>	<b>Growth and Expansion (JC)</b>	
	This item is recorded as a confidential minute.	
<b>13.</b>	<b>Governance (KJ)</b>	
	<ul style="list-style-type: none"> <li>• <b>Appointment of Vice Chair of Trustees</b> HP noted that Pauline Ball had recently stepped down from the Trust Board unexpectedly, for personal reasons. As Pauline had been Vice Chair a new election needs to take place.  KM expressed his willingness to take on the role. His nomination was proposed by HP and seconded by AW. This was agreed unanimously, noting KM's knowledge and skills as a valuable asset to the Board.  The Chair thanked KM for all his support.</li> <li>• <b>Review and confirm Board committee membership</b> The updated committee membership had been shared. Membership is aimed at utilising Trustee skills and encouraging personal development. Trustees were asked to be</li> </ul>	

	<p>understanding of the possible need to make changes to membership to respond to low numbers on some committees.</p> <ul style="list-style-type: none"> <li>• <b>Trustee Recruitment</b> With Pauline Ball leaving, Alastair Pitt's resignation and the end of term of office for David Lamkin and Claire Lawton, the Trust Board is in need of additional Trustees. Adverts for Trustees have been posted on social media. Trustees were urged to share these and to consider whether they know of anyone who would make a good Trustee. An opportunity will be posted on Reach Volunteering. <p>Conversations with some potential candidates are in progress, including one independent member for ARA.</p> <p>HP informed the Board that she intends to step down from the Board next summer.</p> <p>It was noted that MB and HP are undertaking the CEO's performance management this term.</p> <p>[11.30am KM left]</p> </li></ul>	
<b>14.</b>	<b>Statutory updates &amp; compliance (CM)</b>	
	<p><b>Associated papers:</b> <a href="#">Academy Trust Handbook 1 September 2024</a> <a href="#">DAO letter July 2024</a> <a href="#">DAO letter September 2024</a> <a href="#">AL ATH Schedule of musts 2024 review</a></p> <ul style="list-style-type: none"> <li>• <b>Academy Trust Handbook Update</b></li> <li>• <b>Accounting Officer Letter</b></li> </ul> <p>Trustees were asked to ensure they read the updates. It was noted that the ESFA will be transferred into the DfE during 2024-25.</p>	
<b>15.</b>	<b>AOB</b>	
	AB suggested that Safeguarding could be a standing item agenda item.	
<b>16.</b>	<b>Date time and venue of next meeting</b>	
	<p>16 December 9am at Marleigh Primary</p> <p>Strategy Day 22 November, venue tbc</p> <p>Meeting ended at 11.35am</p>	

Items for Future Meetings	
Meeting	Item
FEOC	Financial Transformation proposal
Board	Financial Transformation approval

Action Log			
ITEM	ACTION	DEADLINE	RESPONSIBILITY
11	FEOC 5 Nov – invitation to all Trustees	27/9/24	KJ