

Anglian Learning Trust Board Meeting Minutes



20 May 2025

Trustees Present

Helen Pain (HP Chair), Jon Culpin (JC CEO), Ken Murphy (KM), Andy Brock (AB), Matthew Blake (MB), Andy Robinson (AR), Adeline Winshaw (AW), John Morgan (JM), Sabrina Ahmed (SA) and Annabel Curwen (AC)

Others Present

Phil Caroe (PC Observer – Trustee candidate), Charity Main (CM COO) and Kerrie Jones (KJ Head of Governance, Compliance and Risk)

	ITEM	ACTION
1.	Welcome new Trustees	
	<p>The Chair welcomed new Trustees SA and AC and introductions were made.</p> <p>It was noted that SA's appointment from 1 April and AC's from 1 May were approved by Members' written resolutions.</p> <p>PC was welcomed as an observer with a view to his appointment as a Trustee (item 8)</p>	
2.	Acceptance of Apologies for Absence	
	Apologies were accepted from Aron Whiles (APW)	
3.	Declarations of Interest with regard to agenda items	
	<p>There were no declarations of interest.</p> <p>Trustees were reminded to complete a new form during the year if there are any updates with regards pecuniary interests.</p>	
4.	Agree minutes of last meeting and Matters arising not on this agenda	
	<p>The minutes and confidential minutes from 10 March 2025 were agreed as a true record.</p> <p>Matters arising: KJ will send details of how Trustees can complete their ID checks on Companies House</p>	KJ to send details.
5.	Strategic Priority Area 2: Enabling Great Schools: Draft Academy Core Standards (JC)	
	<p>Associated papers: Anglian Learning Core Standards Master v2.0</p> <p>JC introduced the Core Standards which will be the basis of the revised Academy Improvement Strategy. He outlined the implementation and monitoring process, and the trustees' role in assessing educational standards.</p> <p>He described the current use of Academy Performance Overviews (APOs) to evaluate school performance and determine tier categories and discussed the proposed changes to the Board's oversight of academy performance.</p>	

	<p>The core standards set down what makes a great school and what makes an AL school. A consultation process with various groups is underway. Trustees were asked for high level reflections.</p> <p>Feedback/Questions:</p> <ul style="list-style-type: none"> • The standards are high-level reading – so is it accessible? Who are the audience? • How will we know schools are delivering the standards? (there is further documentation that sets this out). • Essence is there but some gets lost – could make tighter titles, could have a very brief top level • Could these be core aspirations rather than standards? JC explained they have discussed – another proposal was core pillars. Felt being aspirational wasn't strong enough. • Suggest 'core' may mean minimum standards to some. • Emotive language can be interpreted differently by different audiences. • Order is important – suggest 3 is number 1 	
6.	Finance (CM)	
	<p>Associated papers: Period 7 Management Accounts 2024-25 P07 Mar25 IMP Forecast reports combined Letter to accounting officers 19 March 2025</p> <ul style="list-style-type: none"> • Management Accounts Period 7 The Trust Board noted the management accounts which had been discussed at FEOC. Alternative Provision (AP) and supply costs have caused the greatest variances. It is anticipated that we will break even but we will not be able to contribute to reserves. Ongoing actions will ensure the position doesn't deteriorate; we are supporting finance business partners and looking at authorisation procedures, for example for AP. • ESFA Letter to Accounting Officer For information. <p>The remainder of this item is recorded as a confidential minute.</p>	
7.	Committee Reports	
	<p>Summary reports had been shared and committee chairs were invited to highlight any particular items. Full committee minutes can be found in the Board Team.</p> <ul style="list-style-type: none"> • Finance, Estates and Operations (FEOC) • Audit and Risk Assurance (ARA) • People and Culture (P&C) • Curriculum and Standards (C&S) Discussed concerns around whether the Board is effectively holding schools to account. • Remuneration and Governance (R&G) Discussed effectiveness of local governance. 	
8.	Governance	
	<ul style="list-style-type: none"> • Appointment of new Trustees Profiles were shared for Phil Caroe (PC) and Sylke Scheiner (SS). They had previously meet with 2 Trustees who supported the proposal for them to join the Board. 	<p>KJ to execute written resolution for the Members</p>

	<p>The Board approved a recommendation for Members to appoint PC and SS to the Board</p> <ul style="list-style-type: none"> • Election of Chair and Vice Chair The Board unanimously appointed KM as the new Chair of Trustees with AB supporting as Vice Chair. The positions are effective from 21 May 2025. 	
9.	Review of strategic Risks (STR 4, 5, 6, 9)	
	<p>Associated papers: Risk Report</p> <p>CM highlighted the following:</p> <ul style="list-style-type: none"> • STR 5 Maintaining confidence of stakeholders is challenging but ongoing communication with support by Athene Communications is helping. The risk score is considered to be unchanged. • STR 6 Consolidation & growth – after the current period of change this risk may need to be revisited. • A separate risk on managing the reduction in pupil numbers may be needed as this relates to broader areas not just finance. <p>Trustees questioned whether the scoring for STR 9 (adaptable) is appropriate or if this is even a relevant risk. This may be a good time to look overall at our strategic risks and consider if they are all still the right ones.</p>	
10.	AOB	
	<p>KJ informed Trustees that Sarah Golding, PA to the Executive Team and Marketing Manager, was leaving Anglian Learning.</p> <p>Any Trustees available to attend the Ofsted inspection at Icknield Primary on Wednesday 21 May were requested to make themselves known.</p>	
11.	Date time and venue of next meeting	
	<p>The next Board meeting is on 14 July 2025, 9am at Marleigh Primary</p> <p>Meeting ended at 11am</p>	

Items for Future Meetings	
Meeting	Item

Action Log			
ITEM	ACTION	DEADLINE	RESPONSIBILITY
4	Share details of Companies House ID checks	Next meeting	KJ
8	Written resolution for the Members to appoint PC and SS	21 May 2025	KJ