

.INSPIRE PARTNERSHIP MULTI ACADEMY TRUST



ACADEMY TRUST MEMBERS' MEETING MINUTES

DATE:

28 September 2021

TIME:

4.30 pm

LOCATION:

Via Microsoft Teams

PRESENT

In the Chair:	Mr J North (JN)	
Members:	Mr R Barraclough (RB) Mrs H Ranson (HR)	Mr J North – Chair of Trustees (JN)
In Attendance:	Mrs S Vickerman (CEO) (SV)	
Clerk:	Mrs S Stott (SS)	
Apologies:	Mr M Ellerker and Mr S Tottles	

ITEM	ACTION
<p>1. ELECT A CHAIRMAN FOR THE MEETING</p> <p>Mr John North was elected as Chair for this meeting.</p>	
<p>2. APOLOGIES FOR ABSENCE</p> <p>Apologies for absence were received from Mr Stuart Tottles and Mr M Ellerker.</p>	
<p>3. DECLARATION OF INTEREST IN RESPECT OF ANY ITEMS ON THE AGENDA</p> <p>There were no Declarations of Interest shared in respect of any items on the Agenda. New Code of Conduct & Declaration of Interest Forms have been sent out electronically for Members to complete. Members were asked to return signed forms to Jo Batty in the Central Team.</p>	
<p>4. MINUTES OF THE LAST MEETING HELD 4 May 2021</p> <p>Q: Gag pooling – have you completed any deficit recovery plans for any schools with any deficit?</p> <p>A: We haven't got any schools with a current deficit issue. The only area might be Ash Grove Primary who required extra funding to improve the IT within school. However, we are in the third year of paying this funding back centrally.</p> <p>The Chair reported that the auditors recently appointed have already undertaken considerable work and attended a Finance, Audit & Risk (FAR) meeting to introduce themselves to Committee members.</p> <p>SV commented the main area identified by the auditors concerns the IPMAT Risk Register. Both Trustees and auditors have recognised that the Trustees need to have a greater understanding of Risk across the Trust. Work with the auditors is</p>	

ITEM	ACTION
<p>going well. We are now seeking an organisation who can supply Risk Management training to the IPMAT Trustees.</p> <p>SV shared a recent example that could be identified as a Risk. Towngate Primary is a school that is hidden from the road in the middle of an industrial estate and has a 11/2 form entry. The school now sits on a “Good” Ofsted judgement but is struggling to attract full numbers into the nursery. As they have spaces they are at risk of having to accept Fair access children who are more likely to be experiencing Social and Emotional issues needing more support. The impact of low numbers would affect the budget and could mean looking at the staffing in school. They have asked for funding to erect signage advertising the presence of the school.</p> <p>Q: Do you have a separate Standards budget in the central pot? A: Yes and no. Some things are paid for out of central funding, for example the costs of the School Improvement Partner and the Trust EWO. It also pays for back office training. Schools would pay for other things separately, but there isn’t a specific identified budget.</p> <p>Q: What do you mean by Risk training? A: We need to ensure that Trustees are able to identify the risks that are within the IPMAT and understand how each risk is scored, enabling them to be confident that the Risk Register is correct.</p> <p>RB commented that Trustees are generally very comfortable talking about the risk concerning buildings etc but the biggest risk to any Trust is the standard of education offered. Risks of having Fair Access children with social and emotional needs would have an impact on the whole year cohort in terms of their education, as an example.</p> <p>SV noted that the auditors are proving to be excellent and have looked at a whole range of areas challenging the Trust extremely well. The following as examples:</p> <ul style="list-style-type: none"> • Cyber Security • Risk Management <p>Ofsted Inspections The Chair and SV explained that Trusts are now open to Ofsted Inspections alongside individual schools. We have all the documents in place and would welcome an inspection. Receiving feedback on what we as a Trust are doing well, but also areas for improvement will be very useful.</p> <p>The minutes were agreed as a true record.</p>	
<p>5. TRUSTEE APPOINTMENTS/RESIGNATIONS</p>	
<p>There have been no changes to Trustees appointments or resignations since the last meeting.</p> <p>JN explained that we would ideally look to recruit a further Member and asked if anyone has any suggestions to please let him know, particularly someone with an educational background.</p>	

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<p>6. NEW DEPUTY CEO</p> <p>SV reported to Members that a new Deputy CEO – Kirstie Stubbs (KS) has been appointed to this role and will start in January 2022. KS is currently the HT at Boothroyd Primary School. SV recommended that members follow KS on Twitter. She is known as the Tattooed Headteacher. and the handle is:</p> <p>@tattooed headteacher</p> <p>KS has a very keen focus on equality, wellbeing and mental health and will bring a very different set of skills for the Trust which are most welcome. All HTs have visited her school recently.</p> <p>Q: What skill sets sit on the Trust to support and challenge the Trust strategic plan? Do you feel supported by Trustees? A: We have Educationalists with a great deal of experience along with skilled people working in finance and strategic planning. We feel very supported.</p> <p>Q: What do the Trust Board understand of what a good curriculum should look like? A: Our Standards & Curriculum committee, which meet three times per year are having presentations on a subject in the wider curriculum at each meeting. For example at our spring term meeting we had a subject lead presenting on geography and at the summer meeting, we have a subject lead presenting on PE . The presentations have included the planning of the curriculum, reviewing the Progression Grids, and the Intent, Implementation and Impact of the subject. The next meeting will be face to face, therefore tours around schools within the Trust can now take place and we will be able to observe the teaching of the RWI scheme as an example. The HT attends the meeting enabling us to challenge the HT and subject leaders. The Chair of this Committee reports back to the Trust Board following each meeting.</p> <p>We have planned for as many Trustees as are available to visit a school within the Trust on a termly basis. Unfortunately, due to the pandemic we have only been able to visit one school, Girnhill Infants. The visit was a great success, with Trustees learning about local community issues, and met with both Governors, HT and staff. We visited classrooms and observed the teaching. This will continue once we are able to return.</p> <p>Q: What checks are there in place for LGBs, to ensure they can challenge and support their local school. A: An LGB Chairs’ meeting is held every term which covers areas including finance, challenge to HTs, and identification of training needs. There is also a question and answer session. We are now looking at the Governor Mark for Trusts, reviewing one section at each meeting. These meetings are also reported back to the Trust Board. The next Chairs’ meeting will see the Trust CFO attending to share an overview of finance within the Trust.</p>	

ITEM	ACTION
<p>7. THE NEW SCHOOL YEAR</p> <p>Q: Is catch-up funding still in place and being used? A: Yes, we have some funding available and are using it to focus as part of our catch up plan on the bottom 20%. We were advised by our SIP to test and assess in the summer term, which has helped us to identify children with gaps. We were also advised not to focus too much on those children who are more able but to focus more on those children who could catch up quickly.</p> <p>Q: How much funding did the Trust receive for the Academic Mentor roles? A: The funding received paid the salary and the Trust paid the on costs, but unfortunately we didn't receive any further funding to keep these roles in school. This was disappointing as we had some excellent people in post and were unable to keep them.</p> <p>Q: How, as a Trust are you looking to monitor emotional, and wellbeing catch up? A: We haven't got any system that will allow us to monitor emotional improvement. This is another good reason for the appointment of the Deputy CEO, who can bring some excellent ideas on how to monitor this area within the Trust. We have got a Learning Mentor alongside Attendance & Behaviour Officers in every school.</p> <p>Q: Do you provide Learning Mentors with any psychological supervision? A: Not yet, but we are going to be providing some safeguarding supervision. Within the new safeguarding document released it states that we should be offering Mental Health and wellbeing support. AB, Towngate Primary HT is seconded one day per week with responsibility for Inclusion and Safeguarding. Peer support is working well, and all staff have access to a confidential counselling helpline. Feedback from staff accessing the helpline has been very good.</p> <p>RB noted that the Trust he works in provides similar support for their Learning Mentors. RB agreed to share the contact information for the Psychologist working within their Trust.</p> <p>Q: In terms of catch up and recovery – how are the HTs and SLT engaging with the EEF tool kit - Educational Endowment Fund A: The training supplied by our SIP is all research based on the EEF.</p> <p>Q: With regards to the Pupil Premium reporting – have all schools switched onto the new DFE template? A: Not yet. Training on the completion of this document is to be given at the next HTs meeting. However, all schools in the Ofsted window have moved onto this template and it now on the school website.</p> <p>SV commented that she is looking forward to the Deputy CEO joining the central Team of the IPMAT. It would be wonderful to grow the Trust over the next year and have another school join us. We are working closely at the moment with a school within Kirklees LA.</p>	

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8.	SCHOOL DATA – 2020-21
<p>School Results Data summary for Summer 2021 has been shared with attendees prior to the meeting. SV asked if anyone had any questions.</p> <p>The Chair asked RB for his thoughts on progress in the Trust in comparison to what is being reported nationally. RB noted at this time it is very difficult to compare, schools have all been impacted very differently during the Covid pandemic. SV confirmed that nationally no one knows how the assessments undertaken can be compared as there is no real system evident to judge the data. Data produced at the end of the last academic year is what we are using as the baseline from September.</p> <p>SV commented we recognise that there have been some children who have been particularly impacted due to loss of education which is affecting mental health. Our main area of concern is the widening of the gap for advantaged and disadvantaged children which is occurring across the whole country.</p> <p>RB noted the focus should be on CPD for staff to ensure quality first teaching is being provided. We should continue to evaluate how assessments are taking place, learning walks are important to ensure that what that teacher is delivering is appropriate for the cohort at the right time and not getting too bogged down at data at this time. This is where the efforts should be. SV agreed and commented that quality first wave teaching should be and is always our priority.</p> <p>RB recommended that when Trustees are visiting schools, a good question to ask staff members would be “describe to me one piece of CPD received this week that has helped you be a better teacher.” RB commented that CPD is not just about training courses attended but researching teaching methodology and staff members taking responsibility for developing their own CPD including, for example following subject experts on social media platforms .</p> <p>MAT Priorities The IPMAT Trust High Priorities amalgamated development plan for 2021-2022 had been shared with attendees prior to the meeting via the GVO portal.</p> <p>SV explained each priority as detailed within the document noting we have continued to work very hard on the MAT Priority 1, of improving the outcomes of all pupils and those in the lowest 20%.</p> <p>The MAT Priority 2 – Refining curriculum intent and implementation so that it leads to deepening impact is ongoing. The Intent delivery of the curriculum is excellent, and we are now at the stage of implementation and monitoring the impact. Considerable training has continued throughout the pandemic. All Trust new websites are looking very good, and all schools have the curriculum uploaded.</p> <p>MAT Priority 3 – Reading Inspiring Excellence. Reading has always been a focus across the Trust and is looking very strong.</p>	

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<p>MAT Priority 4 – Deepening Leadership capacity continues to be a key focus. As reported, a new Deputy CEO has been appointed and more back office staff recruited, including a business apprentice.</p> <p>Finance has been brought under the complete control of the central Team. SBOs are working across two schools spending two days in each school and one day centrally together at Trust Headquarters. It is starting to work well.</p> <p>MAT Priority 5 – Maths. In terms of maths development across the Trust we have a teacher working on a project with the MathsHub who has now received funding to train as a Maths master. This member of staff is spending time in schools across the MAT, half a day per week and is proving to be excellent.</p> <p>MAT Priority 6 – Business Operations and Finance 2021/22. Continued research into gag pooling is the biggest focus for this next year.</p>	
<p>9. BUILDING THE TRUST</p>	
<p>SV reported that our social media presence is much higher with all schools now having twitter accounts. New websites are now in place and looking very professional. A prospectus has been produced and shared when any opportunity arises.</p> <p>SV explained that she has had meetings with the Regional Schools Commissioner who appears very keen to work with the MAT.</p> <p>We are hoping that all the work we are doing will attract schools to want to work with us. We are currently supporting a school at the request of the Kirklees LA. Via the DfE, SV commented that we have offered to work and support schools who are struggling. I don't believe we could do much more at this time.</p>	
<p>10. AOB</p>	
<p>There was no further business.</p>	
<p><i>That the next meeting be held via Microsoft Teams on Tuesday 8 February 2022 at 4.30pm.</i></p>	
<p>MEETING CLOSE TIME: 6.05pm</p>	

Signed below as a true and Correct Record

Signature: 
 Print Name: John North

Date: 28.09.2021