

DRAFT MINUTES  
THE GREETLAND ACADEMY TRUST  
**MAT BOARD OF TRUSTEES MEETING**

Monday 10<sup>th</sup> February 2020 at Key Stage 2 site (7.00 p.m)

**Present:** Mr C Midgley (Chair) Mrs A Bennett (CEO)  
Dr A Birt J Nellis  
Mr K Inwood Mr J Midgley

**In attendance:** Clerk, COO, CFO

1. Apologies – J Fryer.

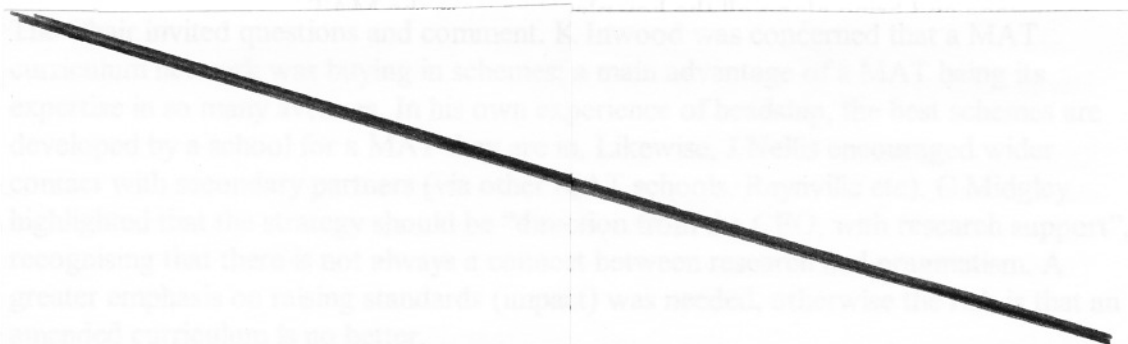
2. Curriculum presentation

Fiona Gardiner (Principal, West Vale) gave a presentation “**Curriculum across the MAT**” (link on Trello) on behalf of all the MAT schools, which are networking together.

The presentation highlighted work on the MAT’s curriculum offer - including its 'intent', 'implementation' & 'impact'; how it builds on the existing Greetland curriculum; the fit across all three schools; and how it extends across all subject areas. Slides included ‘Trust Vision - Our Curricula’ and posters such as “Successful Reader” & “Successful Product Designer”, all published on the MAT’s website at:

<https://rghmat.org.uk/calderdale/primary/rghmat/site/matpages> and [/site/matcurriculum](https://rghmat.org.uk/calderdale/primary/rghmat/site/matcurriculum)

Strategy, impact and risks were outlined. Next steps will eventually include looking beyond transition, to what happens to pupils after secondary school (with Brooksbank). In “areas less confident”, schemes have been bought in.



The CEO thanked the Principal on behalf of the Trustees, but summarised that there may be a rush to change without fully exploring all the staff/subject knowledge in house, or more widely at any available secondary school or university. The CEO also outlined the concerns of Standards Committee earlier in the evening, that school improvement documents were research- rather than impact-led.

The Chair added his thanks to all those involved in the networking and K Inwood took the opportunity to comment that, on his recent visit, he had found Early Years provision at West Vale to be very good. **F Gardiner left the meeting at this point.**

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In further discussion, J Nellis observed that there was an opportunity to match gaps at Carlinghow with subject needs, as part of any intent to develop the MAT's own schemes.

Trustees also reflected on a revised framework and structure for leadership moving forwards (but with no financial implications) - a smaller core SLT involving the CEO plus two experienced Principals, to be directed by the CEO, to lead on school improvement and curriculum development. The other two Principals to lead on English and Early Years, for example. This would also address concerns expressed at previous meetings re. CEO workload.

In response to K Inwood's concerns, the CEO agreed that networking should embrace all MAT schools, unless there are significant weaknesses in only some of the schools, or other schools have no relevant strengths to offer.

In closing the discussion, the Chair directed the CEO as follows, with unanimous support from the Board:

- a) Bought in schemes of work e.g. science and DT should only be brought in where there was insufficient expertise available across the MAT schools (and beyond) and/or to ease teachers' workload
- b) Direction should be from the CEO
- c) Sufficient research has been undertaken, which now needs to be put into practice e.g. how to teach science effectively
- d) Planning needs objective impact measures to better judge effectiveness

J Nellis added that with Carlinghow now joining, it was timely to revisit the MAT's overarching base curriculum, which could then be applied to each school setting and any future joining schools. K Inwood emphasised that this was also an opportunity to encourage and bring along all the key players across the MAT.

3. Declaration of Interests – C Midgley, J Midgley and A Midgley (Raynville) are related.

4. Opening remarks and governance update

An Extraordinary Meeting (held earlier in the evening) had agreed to proceed with the conversion of Carlinghow, with Carlinghow Academy joining The Greetland Academy Trust from 1st March.

The Chair reported that no interest had been expressed in the Trustee vacancies advertised via Academy Ambassadors (extended deadline, 21st February).

5. Minutes of 9<sup>th</sup> December 2019 & Matters Arising

The Clerk noted that the draft minutes had been revised (on Trello), as the attendance was not accurate. Other than this, the minutes were signed and agreed for publication.

**Standards Committee Terms of Reference:** the COO and Clerk confirmed that these had been updated and agreed at Standards Committee, to reflect the updated Pay Policy.

**SCITT premises (COO verbal report):** despite assurances that the project was still on track, Trustees were not best pleased at delays with tendering by the Architects.

**Trust branding:** future branding was shared with Trustees, following design work by Five Talents (Elland). Reshaped website to follow.

6. Correspondence, including ESFA

School Funding Formula 2020-2021 (CFO verbal report): despite representation there would be no change re split site funding. Trustees were thanked for their support.

Review of FMGS (ESFA letter, dated 2<sup>nd</sup> September 2019): no action required

RSC 'phone in' (light touch): a follow-up letter was read to the meeting, which recognised the MAT's strengths and healthy surplus. The Chair summarised the overall tone as very positive.

7. MAT reporting

**CEO Report for The Greetland Academy Trust - updated in green (January 2020)**

Key points highlighted were Persistent Absenteeism at Raynville (trigger) and West Vale, and for Greetland's data (and its view of itself) to be aspirational.

Local Plan - to follow.

Key points from LGBs: new Chair at West Vale (full complement) and at Raynville.

Governance at Carlinghow is an IEB in the short term - until the end of February.

**Financial reporting**

Trustees received the Management Accounts (as at January 2020). The CFO explained that these now include a 3 year forecast position, at the request of the Chair of Finance. Provision for SCITT premises development was noted, as were healthy reserves arising from the Research School and a significantly-improved position at Raynville - aligned with support into Carlinghow.


Financial approvals were agreed as detailed in document #7c, including staff absence insurance 2020/2021 for all four schools (Carlinghow predicted).

J Midgley reported that separate internal audit arrangements were now in place (BHP, not Simpson Wood, as previously reported), following on from the Internal Scrutiny Policy.

**Chair of Standards report**

Trustees noted that K Inwood had been appointed Chair, replacing C Midgley.

School Development Plans had been challenged: to be less general, more centred on outcomes, and more specific to subject and school. Greetland's data predictions to be more aspirational. The CEO added that the SEF is work in progress.

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## **Policies approval**

Admissions Policies 2020-2021 (Calderdale & Leeds) and the RSHE Policy were ratified (all recommended for approval from Standards Committee), subject to clarity on RSHE acronyms. The HR Scheme of Delegation was approved, alongside rationalisation of overlap with the Financial scheme.

## **Union Facilities Agreements**

Trustees had received documentation from Leeds, DfE and the COO for consideration, via Trello. After a short discussion it was agreed to decline the agreement, for consistency across the schools within the Trust and to follow DfE advice to make schools financially more efficient.

### **8. Standing Item – MAT next steps**

The Board had counselled the CEO on curriculum (subject specialisms) and leadership areas.

### **9. Standing Item: specific MAT Board decisions taken – as listed on the briefing**

- Minutes of last meeting 9.12.19
- Trust Management Accounts
- Financial Approvals between meetings (including in lieu of next F&P meeting, doc. 7c)
- Admissions Policies 2020/21
- RSHE Policy
- HR & Financial Schemes of delegation
- Union Facilities Agreement, Leeds (to decline)

### **10. AOB – None**

### **11. Future Meetings (6pm / 7pm)**

30<sup>th</sup> March 2020 (F&P / MAT Board). 18<sup>th</sup> May 2020 (Standards / MAT Board).

*Handwritten notes:*  
20/1/20  
18/5/20