



Education Trust

‘Inspiring the individuals of today, for a better society tomorrow’

Minutes of the Board of Trustees Strategic Planning meeting on 25th March 2022

Present: Stewart Biddles (CEO), Jamie Parffrey (C), Matthew Redwood, Josie Medforth, Paul Garside, Suzannah Teagle, Pippa Bennett

In attendance: Faye Steele (Clerk)

OPS – Oldway Primary School
RPS – Roselands Primary School
SLA – Shiphay Learning Academy

Spring 2 01	Welcome Trustees offered their condolences for the family and friends of Amanda Coote – long standing Governor of Oldway LSB.	
Spring 2 02	To receive and sanction any apologies for absence Apologies received and sanctioned for WF.	WF apols
Spring 2 03	To declare and discuss any business interests that may be applicable in accordance with the Governance Handbook <i>‘conflicts of interests do not just relate to financial benefits but can arise where an individual’s personal or family interests and/or loyalties conflict with those of the governing body’</i> SB - LSSW, Trustee at Dartmoor MAT, Trustee at TGGS. MR - ‘MR Consultancy’, employed by Torbay council post 16 FE role from 1/11/21 JM – Clerk for TGGS.	SB declared MR declared JM declared
Spring 2 04	Review of previous two years <ul style="list-style-type: none"> Use of blended learning and teachers’ ability to remote in and cover class lessons. 	

	<ul style="list-style-type: none"> • Online meetings, reduction in travel. Discussion followed on virtual meetings. Feedback from Family Support Workers and SENDCos is greater attendance for Medical Reviews from medical personnel. Drawback of virtual meetings is the risk of booking back to back meetings with little thinking space in between. • All Risk assessments are in order. • The most disadvantaged pupils have lagged behind the most. Heads are concerned about results. In general, Year 1 and 2 have been effected the most. • Behaviour, Personal and social development has been noticeably impacted. MR suggested thinking about the effect of this over next 3 - 5 years. Allocation of funds to pupil premium so that can be used to reduce and bridge the gap. SB explained speech and language app trial, a 10-minute assessment test to get an accurate picture for that year. 'Neli' intervention. • MR – important to pick up early disadvantaged over the next 2 years, likened it to a perfect storm, increased prices and poverty. Consider free breakfast offers and reading. SB – allocate funds to that team, they are best placed to use it in the most impactful way. • JM – consideration of children's mental health. SB Mental health support team providing training for all schools. ST questioned - for all children or just the ones that we can see struggling. SB - children are becoming mental health ambassadors. • MR - staff development changes, support from ECT upwards. SB - staff questionnaire. PB - discussion on struggling teachers and like to do something about it. PB – going to set up meetings, not been able to as staffing absence. SB forums to look at workload. Explaining about changes DB has done at RPS, looked at timetable and assisted to reduce workload. Focus on curriculum and ensure the workload is manageable. Discussion on workload. SB commitment to flexibility in People Strategy. Not turned down job share part time requests. JP more experienced staff versus less experienced? Discussion. PB lots of positive things being said at RPS from standards committee meeting, SLA come out of trouble into the Trust and feel OPS is where people are struggling. SB Trust positions and applicants 30, 7 vacancies, and applicants said at all 3 schools. ST mostly ECTS? SB mixture. • MR - need to be clear on what we are doing for our staff and how well it is working. SB outlined CPD offer from the Trust, along with SWIFT. Need a good people strategy. JP – need to know what staff think about these offers and supportive people things. SB – have completed staff surveys, separating teachers and support staff, given opportunities to discuss matters and follow up. PG - there are 2 strands, the offer: lots of support and more to come, understanding: know how people are happy and understand about the strength of feeling and issues. Strength of feeling. SB had a negative staff survey at OPS and shared, contacted relevant staff and have acted. ST discrepancy with newer staff and experienced staff that they do not benefit from the offer. SB - it is valued and the sharing of good practice and embracing being part of wider networks. Behaviour was a topic as teachers didn't think there were consequences, so addressed those issues. 	Question
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	<ul style="list-style-type: none"> • MR coming up to budget setting – budget pretty healthy and have impact of increased costs. If we want to put more resources into closing the gap etc. then need to consider. • Discussion on staff given their birthday off – JP very well received and excellent value to boost and give back to staff. • Ofsted discussion and managing expectations that Outstanding is not being given out. SB concerned about OPS being RI at one point, but work has happened in a short time to turn this around. Discussion on no longer having outstanding expectation in the short-term. 	
Spring 2 05	<p>HEAD interview run down of the day:</p> <ul style="list-style-type: none"> • Recruitment update on the 2-day interview. • Discussion on schedule and timings trustee involvement. 	
Spring 2 06	<p>Early Years</p> <p>RPS</p> <ul style="list-style-type: none"> • Contact made with MAT in Somerset and local Early Years specialist to arrange visits and sharing of best practice. <p>SLA</p> <ul style="list-style-type: none"> • Priority investment has been on premises rather than curriculum. Early Years development is now a key area for investment. High targets have been set for Early Years. Required to invest £20K across the school for IT and £50K for the Early Years outdoor learning environment. Research has been conducted at other schools and a plan to start work during the summer is in place. <p>OPS</p> <ul style="list-style-type: none"> • Investment in outdoor learning environment, equipment purchased for the learning space. • MR challenged addressing the physical learning environment now. What about the extra staffing needed to support closing the gap in Early Years children? Question – is there extra funding for Early Years? SB explained how Pupil Premium leads are best paced to understand the best use of the funding to achieve the best results. ST reinforced the skills required such as skill to teach those EY foundations and small incremental steps to build on and in maths is crucial and parents doing well but such a skill that if not been exposed it is difficult to re address. Discussion with LV about this investment. • Discussion on Phonics Bug scheme across the trust and accessing free training via the English Hub. 	<p>Challenge</p> <p>Question</p>
Spring 2 07	<p>*****Confidential Part II Minutes*****</p>	



Chair Signature:

Date: 27th May 2022

