



Minutes of the Additional Trustee Board Committee of the YES Trust – Part One		
Date	15 th December 2023 @ 11am	
Venue	The Axis Academy	
Present:	Rob Halsall (RH) Nic Brindle (NB) Helen Davis (HD) Tim Haselwood (TH) Wendy Bower-Choyce (WB-C) Belinda Logan (BL)	Chair Trustee CEO Trustee Trustee Vice Chair
Apologies:	Sharon Bradshaw (SB) Lisa Carden Doorey (LCD)	Trustee Trustee
Absent:		
In attendance:	Suzanne Lloyd (SL) Helen Philips (HP) Chris Heptinstall (CHe) Nicola Tucker (NT)	Independent Clerk to Trustees Director of Education Director of Business Murray Smith

For all sets of minutes and backing papers it is taken that all will have been pre-read and coverage will therefore be limited to: • **accuracy** • **action points** • **challenge**

Governance Handbook 2020: The board of trustees manages the business of the academy trust and should focus strongly on the three core functions of governance:

1. *ensuring clarity of vision, ethos and strategic direction*
2. *holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff*
3. *overseeing the financial performance of the organisation and making sure its money is well spent.*

DOCUMENTS CIRCULATED/TABLED FOR MEETING:

- 1
- 2
- 3

The meeting opened at 11am

AGENDA ITEM 1	WELCOME AND APOLOGIES FOR ABSENCE
	The Chair welcomed everyone to the meeting and accepted apologies from LCD and SB. The Chair welcomed NT from Murray Smith to the meeting, who was attending the meeting virtually.
AGENDA ITEM 2	REVIEW OF ANNUAL REPORT AND FINANCIAL STATEMENT
Discussion:	The Year End Management Accounts and Financial Statements to 31 st August 2023, as well



	<p>as the updated budget for 23/24 which was submitted by CHe with approval from RH/TH, were on GVO and taken as read.</p> <p>NT explained the details of the audit completion report and shared the summary with the Trustees. NT confirmed that the Trust would receive a clean audit report, a clean assurance review and that there were no significant issues with the key risks reviewed. NT went on to explain that the income had increased to £5.3million, in part relating to the opening of Keystone, however support costs were higher, also due to the Keystone temporary rentals. After adjustments and depreciations, the in-year surplus was £243K.</p> <p>NT went on to explain that the bank account as well as net current assets had increased, and the pension was in an asset position this year. NT confirmed that some small control points had been identified which were currently being actioned.</p> <p>The Trustees confirmed they were in agreeance with the report.</p> <p>The Financial Statements were on GVO and taken as read, this included the Trustee report and responsibilities. NT discussed through the different areas of the report, and explained what was included. Trustees were invited to raise any questions?</p> <p>RH confirmed that himself and TH, met with NT and CHe to review the report, the only item highlighted was NB's remuneration which had previously been highlighted and discussed. TH confirmed that there were no concerns to highlight, TH confirmed that this had also been reviewed at the Finance, HR and Premises Committee.</p> <p>RH thanked NT for all of her hard work on behalf of the Trustees. TH thanked CHe on behalf of the Trustees for receiving a clean audit report and for the hard work taken throughout the year.</p>		
Decision	The Year End Management Accounts and Financial Statements to 31 st August 2023 were unanimously approved by the Trustees.		
	What	Who	When
Action	For the Year End Management Accounts and Financial Statements to 31 st August 2023 to be signed by RH on behalf of the Trustees	NT/RH	ASAP
AGENDA ITEM 3	DECLARATIONS OF INTEREST		
Discussion:	It was noted that RH had recently accepted the role as Chair at an Interim Emergency Board, for the LA. He had recently commenced this work which would continue into 2024. It was confirmed that it was a maintained mainstream school with no conflicts with the Trust.		
AGENDA ITEM 4	DECLARATION OF ANY OTHER BUSINESS		
Discussion:	It was noted that Julia Murray, Axis LSB Chair undertook work during November 2023 for the Axis mock exams which would be paid for as a casual worker. CHe noted that this had been done in an emergency situation due to recruitment issues for invigilators. CHe has spoken to NT regarding this, and it was confirmed that this wasn't a conflict of interest.		



	It was agreed that a process needed to be confirmed with regards to Governors/Trustees completing paid for work to ensure transparency, consistency and compliance.		
	What	Who	When
Action	For a process to be drafted to confirm details for Governors/Trustees completing paid for work	NB/CHe	The next full Trust Board Meeting
Action	For discussions to be had with the Head Teachers around Governors/Trustees completing paid for work	NB	ASAP

AGENDA ITEM 5	APPOINTMENT OF CHAIR
Discussion:	<p>RH asked if any Trustees would like to nominate themselves as Chair. No nominations were made. RH nominated himself and left the room whilst a vote took place.</p> <p>A discussion took place, it was confirmed that all Trustees felt that RH had completed an amazing role leading the Board and it was noted that all Trustees wanted to thank RH for his hard work and dedication.</p>
Decision	There was a unanimous decision made for RH to remain as Chair for 2023/24.

AGENDA ITEM 6	OUT OF MEETING APPROVALS/CHAIRS ACTIONS
Discussion:	<ul style="list-style-type: none"> It was noted that RH/TH and CHe approved the budget to the ESFA out of the meeting – see agenda point 19. It was noted that RH had approved two invoices which had been pre-approved by the Board to include the solar panel payments, and the temporary accommodation at Keystone (the monies for the temporary accommodation had previously been received from the LA)

AGENDA ITEM 7	PART ONE MINUTES OF THE LAST MEETING 18th JULY 2023 and ADDITIONAL MEETING 19th OCTOBER 2023 REVIEW OF THE ACTION LOG
Discussion	<p>Trustees reviewed the minutes from the meetings dated 18th July and 19th October 2023 and confirmed that these were a true and accurate record.</p> <p>Trustees confirmed the following actions:</p> <ul style="list-style-type: none"> For the appointment of the Chair to be placed on the agenda for the next Full Board Meeting – Completed For a Trustee job specification to be drafted – Ongoing For a thank you to be sent to Martin Howeltt for his work as a Member of the Trust – Completed For the Growth Audit to be placed on the agenda for the next Full Trust Board meeting – Completed At the next Chairs meeting a process for additional Governor training to be



confirmed – **Ongoing** To be discussed at the next Chairs meeting

- For the Trustee expense claiming process to be placed on the agenda for the next Full Trust Board meeting - **Ongoing** RH to email the Trustees with the procedures. RH confirmed that Trustees could claim expenses for visiting sites and there was a budget in place for this.
- HD to speak to CW regarding different recruitment methods - **Ongoing** It was confirmed that there was a meeting set for next week
- For a recruitment plan including second phase head office/SLT growth to be discussed and reviews at the next Full Trust Board meeting – **Completed** – On the agenda to discuss today
- For safeguarding/wellbeing to be added to the 3-year draft strategy plan – **Completed**
- For feedback to be given by all Trustees to NB, regarding input to their own strands or any other ideas for the 3-year draft strategy plan – **Completed**
- For J&G Marshall to be commissioned to commence the Growth Audit – **Completed**
- For RH to be contacted to discuss any specific Trustee training requirements and for workshops/zoom meetings to be put in place to cover these – **Ongoing** This is to be moved to next meeting due to LCD absence.
- Trust Vision to be reviewed at the Next Full Board meeting – **Ongoing** – To be discussed at the additional Trust Board Meeting 16th February 2024
- The criteria of the Growth Audit to be shared with all Trustees – **Completed**
- When completing the SIP review for Kath Kitchen to include a governance review and discuss with LSB's where possible – **Completed**
- For CW/BL/RH terms to be discussed as they are coming to an end – **Completed** – On the agenda to discuss today
- For a discussion on potential employee benefit schemes/flexi work for all employees to be placed on the next Full Board Agenda – **Completed**
- For Trustees to provide RH with 4/5 measures to assist with their strand for the new KPI dashboard – **Completed**
- For the following policies to be reviewed and placed on to the next Full Board agenda for approval/ratification:
 - Complaints
 - Pay & Performance Policy
 - Bonus Policy
 - Anti-fraud - **Completed** – On the agenda to discuss today
- For Governor training to take place at the Fermain in relation to Ofsted



	<p>preparation – Completed</p> <ul style="list-style-type: none"> • For an SEN audit tool to be drafted and for a trial audit to be completed – Ongoing It has been agreed that a review on SEN may be better placed than an audit. BL/HP were working on this to ensure that all schools were catered for including school with all students who were SEN. • For a meeting to take place with WB-C/NB/CH/RH/HP to discuss a report for the people strategy – Completed • For a review to take place of the Trustee visit forms Completed – It was also noted that IAG/SL are currently looking at a more robust system to ensure all reports were completed • For Trustees to complete visit forms each time they visit/meet with a school – Completed • Recruitment for all LSB's – Completed • Upload training to GVO – Completed • Set up a 'Chair of Chairs' first meeting – Completed
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AGENDA ITEM 8	LEAD TRUSTEE ROLES & BOARD GOVERNANCE
Decision	<p>a) The following Lead Trustee roles, aligned to the Trust Strategic Plan, were agreed:</p> <ul style="list-style-type: none"> ○ Safeguarding & Wellbeing – LCD ○ World Changing Education – BL/SB ○ Work Resourcefully – TH ○ Grow our People – WB-C/HD ○ Development of Our Trust - RH <p>b) The following Link Trustees, were agreed:</p> <ul style="list-style-type: none"> ○ Keystone – BL ○ Fermain – TH/LCD/HD ○ Cornerstone – SB ○ Axis – WB-C <p>It was noted that due to the potential expansion the Link Trustees roles would be continually reviewed throughout the year.</p> <p>c) The following Trustee memberships were unanimously approved to remain in position- RH/TH/LCD</p>

AGENDA ITEM 9	COMMITTEE STRUCTURE & MEMBERSHIP 2023-24
Decision	<p>To following positions were agreed:</p> <ol style="list-style-type: none"> a. Finance, HR and Premises Committee Chair: TH, Vice Chair: RH b. Educational Standards Committee Chair: LCD, Vice Chair: BL c. Pay Committee Chair BL, Vice Chair HD <p>Due to their not being a Vice Chair in position for the Pay Committee there was unanimous</p>



approval for HD to be appointed.

There was a unanimous decision that for the year 2023/24 the Strategy Committee would be dispersed, and all strategy discussions would be included within the Full Trust Board/Additional Full Trust Board meetings.

AGENDA ITEM 10	CEO REPORT
Discussion:	<p>The CEO report was on GVO and taken as read.</p> <ul style="list-style-type: none"> • Raise – NB confirmed that Raise was on track for opening in September 2024. It had been agreed by the LA to increase top up funding due to current increased costs. NB explained they were however still awaiting final confirmation from the LA as to the exact cohort to be accepted. • Cornerstone – NB confirmed that currently the Trust couldn't apply for any additional grant funding for Cornerstone due to it being an independent school, it was listed as a Company and not a Charity. NB was in the process of completing a grant for a new school to be set up as a primary PRU. RH confirmed that at the financial audit, it was noted that there were no Trustee sat on the Board at Cornerstone, apart from NB. It was therefore discussed that a Yes Trust Trustee would be beneficial to sit on the Cornerstone Board, WB-C offered to complete this role. RH stated that moving forward he minutes from the Cornerstone Board would be placed on GVO. • Ridgewood Academy High School – It was confirmed that there were current discussions regarding the rendering, this was due in court on 22nd December 2023. The earliest they would be joining the Trust would be April/May 2024 • Lawnswood – Due to the RAAC concerns, the Yes Trust can't move forward, as confirmation on LA funding was still awaited. Currently the LA were still wanting to board up the windows rather than replacing them. It was confirmed that this would still be a liability. It was confirmed that the Trust may decide not to proceed further should the issues not be resolved. Due to the funding previously been given the Trust wouldn't have lost anything financially should this happen. • Free schools – Still awaiting confirmation on the applications, which would be received in early 2024. RH confirmed that the Trust were being contacted regularly for additional schools to join, it was agreed that no further schools would be discussed until all current plans were finalised. • SIF funding – This has been applied for, for Lawnswood for the repairs to the roof and windows. NB had also looked at this for Fermain and Axis, due to increase pupil numbers. It was agreed that the SIF funding for Fermain/Axis would be applied for within the next funding round due to it being a larger project. • Potential Trustees – RH confirmed that he was in discussion with Mark Haywood, who was the Headteacher at the Royal School in Wolverhampton, and was due to



	<p>retire in 2024. Q: WB-C asked how he approached the Trust? A: RH confirmed that NB had met him due to his role and he had also completed work with the ESFA at Lawnswood and would be interested in working with Lawnswood. RH confirmed that on the skills analysis, it had been highlighted that further educational skills were required.</p> <p>TH confirmed that he was also in discussions with a lady who had experience of accounts and audits, and would discuss this further should she be interested, as well as a primary school teacher who could be a potential LSB member.</p> <p>It was agreed that Trustees had potential candidates however due to the location this was proving a challenge, it was agreed that they could attend meetings virtually should they live too far away to attend in person.</p> <ul style="list-style-type: none"> • KPI Dashboard - NB showed the Trustees the draft KPI dashboard, that he was currently working on which would be available to the Trustees in 2024. NB stated that the dashboards would assist Head Teachers to provide accurate data which would assist the Trust with future growth.
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AGENDA ITEM 11	GROWTH AUDIT		
Discussion:	<p>The Growth Audit was on GVO and taken as read.</p> <p>RH confirmed that for the audit, questionnaires were sent to the Trustees, and interviews had taken place with RH/NB/CHe.</p> <p>RH invited thoughts and questions:</p> <p>TH confirmed that it showed the same concerns that had been noted by the Trustees, in that the central team needed to increase with the growth of the Trust. NB stated that the auditors had requested that they take on maintained schools, which wasn't in line with the Trust vision. All Trustees agreed with NB on this point. It was agreed by the Trustees that the Trust were very careful in their growth plans, only accepting sponsorship when the existing sponsorship finished and making careful discussions about potential new schools joining the Trust.</p> <p>All Trustees agreed, that there wasn't anything new to be added from the report which hadn't already been highlighted by the Trustees RH confirmed that a very small risk that hadn't been highlighted, was that the Trust had a good reputation due to previous Ofsted inspections, and have had a lot of schools asking to join, this might change in the future should a different Ofsted grade be given.</p>		
	What	Who	When
Action	For the Growth Audit to be discussed at the next Full Trust Board Meeting	RH/SL	The next full Trust Board Meeting

AGENDA ITEM 12	REVIEW OF STRATEGIC PLAN		
Discussion:	NB thanked the Trustees for their inputs and confirmed that safeguarding and wellbeing had been added. NB shared the 3-year strategic plan, and the CEO overview with the Trustees.		



	<p>RH confirmed that this was the first draft to try and document the plans and visions for the future of the Trust. The next steps would be to discuss this in more detail with the Trustees and Directors. It was agreed that this would be a working document which would be worked through and then reviewed and adjusted.</p> <p>Q: WB-C asked that when developing the KPIs, were the leads in each area being consulted? A: NB confirmed that he was linking with the team to prioritise and revise.</p> <p>The Trustees agreed to work with the Directors on any areas they felt appropriate.</p>		
	What	Who	When
Action	For the 3 Year Strategic Plan to be emailed to the Trustees for review and comments to be added	NB	ASAP
Action	For the 3 Year Strategic Plan to be presented by NB/Directors to the Trustees	NB	February 2024

AGENDA ITEM 13	LINK TRUSTEES – REPORTS		
Discussion:	<p>RH confirmed that all the reports were on GVO and taken as read. It was confirmed that there was now a new Docusign system in place so that reports could be completed electronically.</p> <p>RH wanted to bring to the attention of the Trustees that he had attended Ridgewood Academy High School Governor’s meeting, at their request. The Ridgewood Academy High School Board didn’t challenge and didn’t ask any questions of RH. He explained that there were no specific roles, therefore RH was due to work with the Chair to bring them in line with the Yes Trust LSB structure. RH also spent time with the SLT who were an amazing team. RH confirmed that the coffee shop might not be open by the time the Trust take over, the post 16 classroom was now open and operating really well.</p>		

AGENDA ITEM 14	CEO PERFORMANCE REVIEW		
Discussion:	<p>RH confirmed that the CEO performance management review had now been completed and objectives had been drafted.</p> <p>RH has contacted Anne Cassey personally to ask her to complete the next review, however she wasn’t able to complete this, and any future reviews must go through CST.</p> <p>It was agreed that the previous report and review had been very thorough, however this was costly. It was discussed as to if a professional report needed to be completed, or if the Trustees could complete the work themselves. It was confirmed that there was the skill set however not the time for the Trustees to complete this and that a further report would be requested again for 2024.</p>		
	What	Who	When
Action	For the Trustees to be emailed the CEO draft objectives.	RH	ASAP



Action	For a quote to be requested from CST for Anne Cassey to complete the PM again for 23/24	RH	ASAP
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AGENDA ITEM 15	LSB's		
Discussion	<p>RH explained that the new structure, Terms of Reference and standard agendas had now been launched. There was still some work to undertake, and this would be reviewed throughout the year. TH stated that there had only been one area for clarification, which had been the aligning the members to specific roles, and what this meant. RH confirmed that the structure would allow the meetings to be consistent and to ensure that all statutory elements were covered. RH confirmed he would attend all LSB's prior to the review. TH stated that aligning the members to the strands, highlighted the gaps of where new members were required.</p> <p>Training – RH thanked the Trustees for their work in completing the training. He went on to confirm that the LSB's hadn't completed all their training, RH has therefore attended Head Teachers meetings to highlight this, and the office managers were now working to ensure this was completed. A further training audit was due to be completed in March 2024. It was confirmed that the Trust were DFE compliant but not Yes Trust compliant.</p> <p>RH confirmed that recruitment still needed to be worked on, and RH was again working with the Head Teachers regarding this.</p> <p>The next steps would be for all LSB's to complete skills audit and then to highlight recruitment for these areas. Recruitment would then need to be looked at for Raise and any other new schools joining the Trust. BL stated that it needed to be clear, when recruiting how much time was required to complete the roll to ensure transparency and success. It was agreed that the perks and benefits of being a Governor needed to be highlighted, and that employers should be allowing time off to complete meetings/visits, to ensure work life balance and the interaction between the members and the schools.</p>		
	What	Who	When
Action	For training to be discussed at the next Full Trust Board due to LCD's absence	SL/RH/LCD	The Next Full Trust Board

AGENDA ITEM 16	REPORTS FROM COMMITTEES – Part 1 minutes		
Discussion:	<ul style="list-style-type: none"> ● Finance, HR and Premises Committee – 21st November 2023 <ul style="list-style-type: none"> ○ The School Resource Management Self-Assessment – CHe confirmed that the version on GVO was the previous version submitted, which was there for Trustees to review and add comments prior to this year's submission. ○ The increased Authority Limit Proposal – It was noted that this had been recommended within the audit report, as well as the Finance, HR and Premises Committee. TH confirmed that the proposal was to increase the limits to: CEO - £50k, Director's - £25k, Trust Finance Manager - £15K, Headteachers/Deputy Headteachers - £10K, Office Managers - £1K. It was noted that these would be preapproved invoices, and two people have to approve a Bacs run. 		



	<ul style="list-style-type: none"> • Education Standards Committee – 28th November 2023 • Pay Committee – 2nd October 2023 <ul style="list-style-type: none"> ○ Pay recommendations as recommended by the Pay Committee and approved by the Finance Committee. <p>It was confirmed that the TofR weren't reviewed at any of the committees. RH explained that within the Finance, HR and Premises Committee the balance between areas weren't consistent and all areas needed to be all discussed fully, especially due to the concerns over recruitment and retention. The TofR were currently being reviewed and would be discussed further once a review had taken place.</p>		
Decision	<p>The proposal to increase the Authority Limit was approved by all Trustees.</p> <p>Pay recommendations were noted and approved by all Trustees</p>		
	What	Who	When
Action	For the School Resource Management Self-Assessment to be emailed to Trustees for comments to be raised prior for submission in March 2024.	RH	ASAP
Action	For TofR to be discussed and approved at each of the next Committee Meetings	SL/Committee Chairs	By the next Committee Meetings.

AGENDA ITEM 17	EMPLOYEE BENEFITS/PERKS		
Discussion:	<p>HD had presented the employee benefits and perks within the Finance, HR and Premises Committee.</p> <p>It had been agreed for a focus group to provide staff involvement, to take place. A meeting had taken place this week with a varied scope of employees, invitations were sent to all staff to attend. RH confirmed that there was a strong focus that staff really liked working at the Yes Trust and that more work needed to take place on the understanding of perk box. RH had suggested that Head Teachers complete a staff recognition programme on inset days, the staff had liked this suggestion.</p> <p>The Trust Wellbeing, Reward and Retention plan was shared with the Trustees.</p>		
	What	Who	When
Action	The Trust Wellbeing, Reward and Retention plan to be shared with the Trustees via email and on GVO	SL	ASAP

AGENDA ITEM 18	SAFEGUARDING & MENTAL HEALTH		
	What	Who	When
Action	Due to LCD's absence the agenda item on Safeguarding	SL/RH	The next full Trust Board Meeting



	& Mental Health to be moved to the next Full Trust Board Meeting		
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AGENDA ITEM 19	FINANCIAL UPDATES
Discussion:	<p>CHe confirmed that the Management Report P2, was the consolidated report for the Trust, this was on GVO and taken as read. CHe explained that the current surplus was lower than previous years, due to the solar panel schemes, which had been planned for last year however, due to timings had been paid for within this financial year. CHe explained that it had been based on assumptions of Lawnswood and Ridgewood Academy High School, joining the Trust, after Easter 2024 and included income as well as expenditure for this. CHe went on to explain that it included TCAF funding, which would hopefully be applied for in January 2024. RH confirmed that this would allow for an increase in the central team, should it be received, however this would be discussed further in Part 2. CHe confirmed that there was a bid written ready to be submitted and included ongoing salaries of employees already appointed as well as future positions.</p> <p>RH explained that the original budgets sent to ESFA had to be amended to include any potential academies joining the Trust within the academic year, this was noted within agenda item 6. CHe confirmed that the academy funding grant was received in August 2023, which also had to be included.</p> <p>CHe confirmed that he would make adjustments throughout the year with regards to the budget depending on the potential new academies and also the TCAF grant, as well as other grants that may be received.</p> <p>CHe confirmed that investments had been made with Lloyd's bank, as per discussions within previous meetings, and he received monthly statements on the positions of these.</p>

AGENDA ITEM 20	UPDATED ACADEMY TRUST HANDBOOK 2023 & QUALITY DESCRIPTORS
Discussion:	There was nothing further to note.

AGENDA ITEM 21	HEALTH & SAFETY
Discussion:	<p>CHe noted that there were no major issues to report, with all of the schools being in a safe place. There were some small timing issues which CHe was due to discuss with the site managers, relating to the new Every system. CHe explained that the KPI dashboard showed a live report of where everything was within the Trust with regards to H&S, CHe was working on the parameters for some of the weekly items to ensure that it reflected more clearly.</p> <p>CHe confirmed that the internal audit for the Trust next term would be H&S.</p> <p>CHe explained that Keystone was still in the defect stage being led by the builders and any defects were being noted. CHe confirmed that they were currently looking at maintenance contracts to commence once the builders stepped away.</p>

AGENDA ITEM 22	GDPR
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Discussion:	<p>CHe confirmed that the GDPR audit which had been due to take place within the summer had been deferred due to timing of the contractors and had been completed in the autumn term. There were 40 recommendations out of 250 points. CHe and Lisa (Office Manager) were working on these to ensure that they were compliant. CHe explained that the majority of recommendations were quite small, i.e. wording in documents, with nothing major to note.</p> <p>It was noted that the audit had been reported and noted within the Finance, HR and Premises Committee.</p> <p>CHe confirmed that the DPO role was discussed at the Finance, HR and Premises Committee, and it was confirmed that an external provider may be sought. CHe was seeking quotes for this external service, which would then be discussed at the next Finance, HR and Premises Committee.</p>
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AGENDA ITEM 23	POLICIES AND PROCEDURES		
Decision:	<p>The following Trust policies were noted and ratified:</p> <ul style="list-style-type: none"> • Disciplinary Policy • Appraisal & Capability Policy • Grievance Policy • Allegations Against Staff & Low-Level Concerns • Critical Incident Policy • Complaints • Pay & Performance Policy • Discretionary Staff Bonus Pay Policy • Anti-fraud <p>The following policy was noted, following approval at the Educational Standards Committee:</p> <ul style="list-style-type: none"> • Equality and Diversity Policy <p>It was noted that the Safeguarding Statement, hadn't been available to view by the Trustees prior to the meeting.</p>		
	What	Who	When
Action	For the Safeguarding Statement to be ratified out of the meeting	All Trustees	ASAP


AGENDA ITEM 24	WEBSITE COMPLIANCE		
Discussion:	<p>NB confirmed that all the statutory information was present on the websites, and that IAG was currently working on the other areas to ensure that everything was completed. IAG was due to roll training out with the Office Managers to ensure that they had full understanding of what was required moving forward.</p>		



AGENDA ITEM 25	SUCCESSSES & CELEBRATIONS
	<p>RH wanted to thank the Trustees for the work that had been undertaken over the previous academic year, as the changes that had been implemented by the Board had been a great achievement. With the discussions and the level of discussions, debate and challenges significantly increasing.</p> <p>RH confirmed that the central team were an amazing and committed team, and that they were doing above and beyond what was expected of their roles.</p> <p>The Trust was in a really good position, NB confirmed that within 4 years, the Trust has grown from one school to the current position and growing, and the previous academic year had been a great success.</p> <p>RH confirmed that at the beginning of last academic year there was no strategy in place, and now the Trust strategy was evident throughout all of the Trust and all of the schools and the LSBs. The success of this was evident.</p> <p>It was agreed that 2024 would be a huge step for the Trust, with the number of schools, pupils and staff increasing significantly.</p>

AGENDA ITEM 26	DATE OF NEXT MEETING/S
<p>Discussion:</p>	<ul style="list-style-type: none"> • 18th April 2024 @ 11am – Axis • 18th July 2024 @ 11am – Axis <p>Additional Meeting:</p> <ul style="list-style-type: none"> • 16th February 2024 – Trust Office <p>Additional Meeting TBC:</p> <ul style="list-style-type: none"> • 16th May 2024 – Trust Office

The meeting closed at 2.15pm

DocuSigned by:

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20-Feb-2024