

In Attendance:

Tracy Carson (Clerk), Sarah Holmes-Carne (KS Principal), Kevin McDermid (Chief Executive Officer), Tony McPhillips (Adviser), Karen Mills (Trustee), Siobhan O'Neil (Chair), Jane Spence (LST Adviser), Ray Steele (Trustee), Val Wigham (SW Principal)

1. Procedural Items

Apologies for absence: Simon Hanson

Declaration of Interests: These were on the website and Trustees confirmed there were no amendments.

Approval of minutes from previous meeting: SO confirmed she was not interested in becoming a member at this stage. All other actions were completed. Trustees approved the minutes as a true and accurate record.

2. Strategic/Monitoring & Evaluation Items.

Risk Analysis: Trustees agreed for Principals to identify high risk issues.

Kenton School: SHC outlined the top issues with the most pressing being the Y11 outcomes. SHC pointed out that attendance is an issue: nationally, holidays have impacted on unauthorised absences and the snow days have not helped. Attendance team needs to recalibrate, unauthorised absence due to holidays have never previously been an issue at KS. **Trustees asked what percentage of absence was due to unauthorised absence**, SHC stated approximately 1.5%. The LA were invited into school to undertake a review and they could not find fault in our attendance procedures. **Trustees requested that SHC report back on what the school was doing to make sure recalibration happens and to give reassurance to the Trust what they are doing to address the issues.** **SHC – To Action**

Trustees referred to performance and asked about the relationship with the PP gaps. It was noted that the school had secured the services of an ex-HMI to come in and review PP. The good news is the estimated progress gap is lower than it was last year. SHC pointed out that we are an inclusive school and outliers do impact on data.

Studio West: VW pointed out that they could not do any more than they were already doing for year 11. The big risk is the building and constant upheaval due to leaks, they currently have 5 insurance claims and still do not have a signed lease agreement.

KSAT Future: Previously Trustees' preference was to move to join LST. LST had a high level meeting with the schools commissioner, who made it clear that it is unlikely, in the current circumstances, that they would sanction an expansion of LST at this current time. They also made it clear that this was not something likely to happen in near future or even in the medium term. **Trustees asked KMc to develop an options paper. Trustees also pointed out that they would need an additional Trust Board meeting to review this options paper.** **TC – To Action**

Trustees enquired if RSC or anyone else had suggested anywhere we should look? It was noted that their view was that whomever we chose is our concern: however, any formal arrangements will still have to go through them. They were reassured by our recovery plan and the way the academies are moving. **Trustees asked: have they indicated that to stay as we are is not an option?** It was noted that, because we are working closely with the ESFA, they are happy with the progress KSAT is making on its own; they want us to join together but it is not a priority. **Trustees pointed out strategically we can see why KSAT and LST would work, as we serve the same communities and have the same primary feeders.**

Discussion took place with regard to education in the west of Newcastle: one of the reasons why we originally went with LST was that we serve the same community. It was noted that it has to be for the benefit and in the interests of the children within our community. **Trustees pointed out that uncertainty creates a number of strategic risks, as we are in early days in terms of our financial recovery plan: can the two both be shifted, how do we see these working together?** It was noted that the recovery plan was on track, and

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we are submitting monthly returns to the ESFA, who are happy with our progress. The two cannot be taken separately, as it would have a significant impact on our recovery plan if there was continued uncertainty and therefore needs to be addressed. The appointment of the CEO and additional costs that would arise from a 2-year uncertainty is too long.

Trustees asked if option 1 was to pursue a longer term strategy with a view of re-brokering a merger with LST when the time was right in the future and, in the interim, we manage our financial issues. Is that strategy flawed in that it creates uncertainty or is it a strategy we can pursue? Is this about having a plan, not how quick the plan is? Clearly strides have been taken forward, but genuinely we do not see KSAT as a two-academy Trust: the question is "what is the correct match?"

3. Accountability Items

Trust Finance and Staffing Committee Minutes: Add SO to attendees.

TC – To Action

Kenton School Governors Minutes: for information.

Studio West Governors Minutes: for information.

4. Kenton School Staffing Reduction

Phase one was almost complete; there were a number of compulsory redundancies and the financial impact was slightly higher than projected, but we were confident that Phase 2 would come in significantly lower. **Trustees approved the last 3 bullets**; to reduce the teaching structure by 22.9 FTE posts within curriculum areas identified as per the timeline.

Trustees referred to the Trade Union letters and asked what the response was? It was noted that all of the NUT issues had been addressed; however the NASWUT proposal of last in, first out ran the risk of age discrimination and was therefore not approved.

KMc distributed a summary of the financial position, which was to reassure Trustees in the current climate. Basically, the bottom line is, by the end of 2018/19, we were on course to deliver a positive balance, after we have paid back the advance from ESFA. By 19/20 we would be in a significantly more positive and sustainable financial position for the Trust.

5. Sixth form Options Review

KMc was charged by LGB and the Trust to undertake an all options review of the 6th form provision. It was noted that the current 6th form is extremely expensive and incurring a significant deficit. Trustees discussed the various options, recognising that the year 12 legacy carries in to year 13. **Trustees preferred option 3 moving to option 4, as option 3 cannot survive without option 4.**

6. General Data Protection Regulation

We have engaged a law firm, Brown Jacobson, who have developed a toolkit for schools.

7. Trustees Questions/Issues

Change of Nat West Main Signatories: **Trustees agreed that AO should become a signatory.**

SW Monitoring Visit Letter from HMI: for information.

KS DfE Visit: previously discussed.

8. Any other business

SW/KS Admission Policies: for information.

Succession planning: agenda item for future meeting.

KMC/TC – to Action

KSAT Chair: SO agreed to do this on an interim basis, on the understanding that we were joining LST and therefore there will be an end point.

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