

THE SPRING PARTNERSHIP TRUST
Final adopted minutes of a meeting of the Trustees
held at The Warren at 6:30 pm on Tuesday 12th July 2022

Present:

Mr R Barlow
Mr A Blount
Ms W Cartwright
Mr J Cliff, Chair
Miss R Punter
Mr D Terry

In attendance

Mrs C Sheehan, Acting Joint CEO
Mrs G Sesli, Acting Joint CEO
Mrs V Bolton, COO
Miss K Crossley, Clerk

1. Apologies for absence

- 1.1 Apologies had been received from Ms Barenbrug and Mr Taylor.
- 1.2 No apologies had been received from Mr Okafor and Mrs Brookman.

2. Declaration of pecuniary interests

- 2.1 None.

3. Minutes of previous meeting

- 3.1 The minutes of the meeting of 19th May 2022 were approved by the Board and signed by the Chair.

4. Matters arising report

- 4.1 A large number of actions had been completed since the last meeting. It was agreed that long-term actions would not remain on the matters arising report until completion, but would be brought to the Board at the appropriate time.
- 4.2 Trustees asked about the EDI actions agreed at the last meeting and were informed that these had been completed. EDI had been discussed with the Headteachers and at the HR Committee meeting, and would be discussed at the ACC meeting on 14th July 2022.

5. Board and committee membership

- 5.1 Trustees noted the updated Board and Committee membership document. Further to the resignation of Ms Punter (effective 23rd July 2022) Trustees agreed the appointment of Ms Cartwright as Chair of the Human Resources Committee.

6. Trust vision, values and strategic objectives

- 6.1 The Acting Joint CEO (GS) delivered a presentation on feedback from the focus groups on the Trust's vision and values, which had been revisited at the Strategy Day in May 2022. The results of surveys had been collated and the feedback reviewed by senior leaders and staff. Themes which emerged as values on which the organisation would be run included family, community, inclusion, diversity, development of staff and growth. The Executive had visited schools to gain an understanding of the views of stakeholders, including pupils

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and parents as well as staff representatives across teaching/support staff and Senior leaders. Discussions had been held on the rationale for both Trust and school values.

- 6.2 Values had been rigorously debated in schools, who appreciated having their own values. Respect had featured heavily in discussions at all schools, and it had been agreed that this would be included in the vision statement as a means of empowering everyone in the organisation.
- 6.3 Trustees welcomed the conversations with stakeholders and the questions which had been asked, and noted the value of the process of coming together. A discussion followed on how strategy, vision and values would actually change; it was intended that the Trust would live and breathe strategy, vision and values. The next step would be to interweave the new values into the curriculum plans. **GS to action.**
- 6.4 Trustees asked whether any schools had lost values which they liked and was advised that there had been some debate about setting values related to learning, however it had been concluded that there would be a core set of values rather than school and Trust values. Thought would be given to how to ensure that all schools had input into these values and it was noted that in some cases, the new Headteachers would work on promoting the benefits of collaboration and embracing newness. In response to a question as to whether the new Heads had been involved in discussions about values, it was confirmed that they had been invited to provide feedback on the proposed values, but had not been involved in the testing with stakeholders.
- 6.5 It was important to note that the mapping of new values did not mean that the old values would be lost. It was anticipated that stakeholders would engage with the new values as part of a community based on respect.
- 6.6 Trustees approved the vision and values, subject to proof-reading.
- 6.7 Trustees thanked the Executive team for leading the work on vision and values.

7. Executive report

7.1 Safeguarding update

- 7.1.1 Trustees noted the safeguarding update in the Executive report.

7.2 KPI heatmap and remedial action plan

- 7.2.1 Trustees were referred to the comments in the Executive report on the KPI heatmap and the remedial plan. Extensive discussions had been held with Heads, who had attended the budget and KPIs sections of the FARCO meeting in June 2022.

7.3 2022/23 budget

- 7.3.1 Trustees were referred to the draft budget 2022/23. Heads had provided detailed commentary on their KPIs at the recent FARCO meeting, focusing on assumptions and funding. Trustees noted the need for clarity of pupil numbers in order to ensure that schools were full. A plan was being drawn up to increase the number of pupils on role at EWPS. **GS/CS to action.**

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- 7.3.2 Trustees asked whether the use of portacabins which had been required to house pupils following the floods had impacted on the pupil numbers for the new intake. It was acknowledged that this may have been a factor, but numbers were not significantly under a full intake.
- 7.3.3 The draft budget had been revised to reflect changes agreed at the FARCO meeting. Trustees approved the 2022/23 budget.
- 7.4 3-year budget forecast return**
- 7.4.1 There were no questions from Trustees on the 3-year budget return, which was approved.
- 7.5 Annual plans 2021-22**
- 7.5.1 There were no questions from Trustees on the annual plans 2021/22, which had been updated to reflect progress throughout the academic year and taken to the committee meetings in the summer term.
- 7.5.2 Trustees asked about priorities such as the development of nurseries and growth of the Trust, and were informed that the Executive was keen not to make promises it couldn't keep. A conscious decision had been taken by the Executive not to share the annual plans 2022/23 because a cohesive plan incorporating strategic objectives, KPIs and the risk register as well as support for four schools in the Ofsted window would be brought to Trustees for consideration in September 2022. **CS, GC, VB to action.** Trustees noted the valuable work which had been done on the staff journey and were assured that this would be maintained, including the important areas of staff development and wellbeing.
- 7.5.3 A discussion followed on how the three new Heads joining the Trust were effectively starting from a blank page, offering opportunities to learn about the schools and their journeys, contribute to plans and deliver on objectives. All Heads had met to discuss School Improvement Plans in 2022/23 and were on board with key elements such as leadership, curriculum development and individual and Trust growth. At the INSET day in September 2022, a collaborative approach would be set out, with a view to engaging all staff and helping all to feel valued.
- 7.5.4. Thought would be given to how to refine the way in which leadership networks would be run going forward. **GS to action.**
- 7.5.5. Trustees congratulated the Executive on the work done in this area, and on the plans for the INSET day. The Chair would attend the Spring Conference for all staff on 1st September 2022. All Trustees were invited to attend, particularly for the launch of the new Spring Vision and Values.
- 7.6. Monthly management accounts to May 2022**
- 7.6.1 There were no questions from Trustees on the monthly management accounts to May 2022, which had been circulated to FARCO for review.

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7.7 Contract approvals and/or spend requests over £20k:

7.7.1 Rolling decoration programme

- 7.7.1.1 Trustees were referred to the spend request for the rolling decoration programme, which had been discussed and recommended for approval by FARCO. The request was approved by Trustees.

7.7.2 Interactive classroom equipment

- 7.7.2.1 Trustees were referred to the spend request for interactive classroom equipment, which had been recommended for approval by FARCO as part of a rolling investment programme. Trustees asked whether the equipment was compatible with Google, and was advised that this was the case. Good feedback had been received from staff. The request was approved.

7.7.3 CIF bid management contract

- 7.7.3.1 Trustees considered the proposal to appoint a new company, AMR Consult, to manage the CIF bid process in 2022/23. AMR Consult had been identified as the strongest contractor and would stand the Trust in good stead to deliver strong applications, on a no win, no fee basis. The request was approved.

7.7.4 Wi-Fi hardware

- 7.7.4.1 Trustees were referred to the spend request for Wi-Fi hardware. In response to a question as to whether the request was linked to the data cabling request which would be available following the meeting, it was confirmed that both requests were aimed at improving Wi-Fi at schools. It was noted that, due to supply issues, it had not been possible for the full spend request to be discussed at the recent FARCO meeting. The request was approved.

7.7.5 Data cabling

- 7.7.5.1. It was agreed that the relevant paperwork for the associated data cabling spend request would be emailed to the Chair with a view to approving via Chair's action. **VB/JC to action.**

7.7.6 Insurance policy and brokerage renewal

- 7.7.6.1 Despite the best efforts of the Executive to provide information for the meeting on the renewal of the insurance policy and brokerage, renewal quotes had not yet been received. Trustees were mindful of the potential impact of the flood events at LPS on the insurance policy, and that this may require further discussion prior to renewal. A month extension to the policy may be considered, or possibly requesting a new 13-month contract. The Chair of Trustees would be kept informed of the progress of the renewal and the appropriate action would be taken during the summer holiday. **VB/JC to action.**

7.7.7 LPS flooding remediation project

- 7.7.7.1 Trustees were referred to the spend request for the LPS flooding remedial project. The Chair, Vice Chair and COO had discussed a revised scheme of work in advance of the meeting, for which confirmation had been received that the work would protect the school from storms in excess of the severity of the two flooding incidents in 2020/21. Due to the

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restricted timeframe for the work to be completed in the summer holidays, the Trust had consulted the auditors on the request being approved by a Chair's action, which had been agreed. Trustees ratified the Chair's action.

8. Trust Committee business

8.1. HR Committee, 14th June 2022

8.1.1. The main themes covered at the recent HR Committee meeting were wellbeing, EDI and two staff consultations.

8.1.2. The Committee had welcomed the staff wellbeing offer, which would be launched at the Spring Conference on 1st September 2022.

8.2 FARCO

8.2.1 See minutes 7.2 and 7.3.

8.3. ACC

8.3.1. There were no questions from Trustees on the minutes of the ACC meeting in May 2022. The outcomes of statutory tests would be analysed by the Committee at the meeting on 14th July 2022.

9. Local Academy Councils

9.1 Feedback from LACs and Trust response

9.1.1 Trustees noted the feedback received from LACs and the response of the Trust. Mr Barlow would attend the next Trust Advisory Council (TAC) meeting with the Executive, the Chair of Trustees and the LAC Chairs with a view to further exploring the role of LACs.

10. Equality, Diversity and Inclusion

10.1 There were no questions from Trustees on the EDI vision statement (which had been discussed in minute 6) and the action plan 2022-25.

11. Policies for review

11.1. Child Protection and Safeguarding policy

11.1.1 The Child Protection and Safeguarding Policy had been reviewed by the Acting Joint CEO (GS) and Mr Barlow. The policy would be brought to the Trust Board meeting in September 2022 for final approval, pending further updates to KCSiE. **GS to action.**

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12. Draft meeting schedule 2022/23

- 12.1 Minor amendments were made to the meeting schedule 2022/23. The final document would be circulated to Trustees. **KC to action.**

13. AOB and date of next meeting

- 13.1 On behalf of Trustees and the Executive, the Chair thanked Ms Punter for her support for the Trust and wished her well for the future.

13.1.1 The next meeting would be held on Thursday 15th September 2022 at 7pm at The Warren.

13.1.2 The meeting closed at 8:10 pm.

Signed:Date:.....
John Cliff, Chair of Trustees