

THINKING SCHOOLS ACADEMY TRUST
COMPANY NUMBER: 7359755

Subject	Meeting of the Board of Directors	Date	14 July 2021
Room	Holcombe Grammar School & Via Teams Video Call	Time	5.00pm
Present	Stuart Gardner (SG), David Lycett (DL), Peter Martin (PM) (Chair), Derek Morrison (DM), Gerard Newman (GN), Michael Bailey(MB), Via video call: Ian Mason (IM),	Clerk	Kelly Denton
Apologies accepted	Linda Randall, Steve Geary,	In attendance	Kelly Denton (KD), Mandy Gage (MG); Lee Miller (LM), Jody Murphy (JM); Natalie Sheppard (NS), Kaye Bettey (KB), Matthew Fleet (MF), Via video call: Gary Chapman (GC), Gwynn Bassan (GB); Vickey Ferguson (VF)
Non-attendees			

Key Points Discussed and Action Items				
No.	Agenda Item	Action/Discussion	By whom	When
1.	Declaration of business interests	There were no declarations of interest relating to items on the agenda		
2.	Welcome and apologies for absence	The Chair welcomed all to the meeting. Apologies were received and accepted from Michael Bailey.		
3.	Minutes and matters arising	The Board unanimously approved the minutes from the meeting of 31 st March 2021		

4.	CEO Report	<p>SG outlined the key themes of the CEO report and the Trust development plan was presented. The Board agreed the Trust development plan for 2021-2023 unanimously with GN formally proposing and MB Seconding the agreement.</p> <p>[REDACTED]</p> <p>SG highlighted the change in the education landscape regarding the government drive for further acadamisation and the growing of MAT sizes, and led a discussion on the Trust approach to growth and the principles of growth the trust should establish. The key notes of the discussion covered the consideration of locality of schools & not looking at additional hubs at this stage, the differing approaches to grammar and non-selective schools, the impact a new school joining the Trust will have and the need to review the early due diligence process to ensure time is not spent on schools which are not a good fit, also the need to establish a framework around the due diligence which is reflective of the size of the MAT, SAT or LA school looking to join the trust.</p> <p>This discussion culminated in the agreement by the Board and executive of the principles in trust growth being based on size, geography and philosophy</p> <p>The Board discussed the Executive and Head teachers review of the TSAT Trust Dividend with the board suggesting a heightened emphasis on meta cognition and the Thinking approach to education being incorporated into the Trust dividend.</p> <p>SG led a discussion on what transforming life chances looks like and what we expect our student to have and achieve. The board discussed in detail the makeup of the elements presented and suggested it incorporated 'Health' which was agreed that SG would now incorporate.</p> <p>The Board broke into discussion groups to explore the role and expectations of a CEO in a MAT of TSAT size now and incorporating future growth. The Board feedback with key responsibilities of strategic, vision, growth, empowering staff, taking ultimate responsibility of the performance of the trust and influencing outside the trust in the education sector. The board had a second discussion on how the CEO of TSAT has evolved and what changes need to occur on the role of CE within TSAT. The Board unanimously agreed that the CEO role at TSAT needs to move its responsibility to be less operational become focused on strategic development e.g. the CEO is not expected to be part of school Ofsted preparations</p>		
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	<p>South West expansion</p>	<p>LM presented the key findings and process of the Plympton Academy due diligence, highlighting the positives the Single Academy Trust would bring to TSAT with the School having an open attitude and willingness to work with TSAT, a strong Head teacher and business leader who would be able to take forward the business management of Plympton and PHSG.</p> <p>LM highlighted the budget was not a significant risk with some areas that could be developed and positive assets to bring into the Trusts.</p> <p>Q:What is the likelihood of Plymton Academy joining TSAT given them previous exploring other trusts. A: Their Board have now agreed the progression to consultation which they have not previously done with another MAT Q: Asked for a further explanation of the pension deficit and risk to TSAT. A: Legally TSAT have to take deficit which would sit with our current deficit, this is not significant risk and in line with the risk we hold currently on our pension deficit</p> <div style="background-color: black; width: 100%; height: 40px; margin: 5px 0;"></div> <p>Q: ICT cost seem low is it realistic A: Yes, they have a new building opened recently and have the infrastructure already, it is the cost of new devices that this amount represents</p>		

	Trust Risk Register	<p>The Board were presented with the Trust risk register for their annual review as a whole Board. The board commented that the committee structure have reviewed the risks in detail focussing on new, high risk and risks that had not progressed.</p> <p>The Board noted the Risks contained within the register, the executive summary and those areas addressed at committee.</p>		
	Reports from Committees	<p>Each chair of the Boards subcommittee presented the one page summary report from their committee highlighting the key conversations of that committee, risks highlighted, notable actions to be taken and decisions made.</p> <p>In addition the following committees proposed decisions to be made by the Board of Directors and notable updates;</p> <p>Audit & Risk Committee Chair reported the internal audit for cyber security is postponed due to the need to procure a new auditor. Following the changes to the Academy trust handbook the committee debated the external audit tendering responsibilities of and TSAT approach and decided not to review the UHY contract at the moment. The Committee noted there was a delay on the RGS expansion work.</p> <p>The Finance committee chair sought agreement from the Board for the approval of the of Budget for 2021/2022. The Board agreed unanimously</p> <p>The Governance & Compliance Committee highlighted to the board the concern raised around RGS safeguarding compliance which was discussed and the committee had assurances that plan in place, which will be followed up by the Chair in the interim and at the next meeting. The committee will discuss in future the Trust approach to separation on governance.</p> <p>The Board noted the areas with the risk, opportunity & threats from the Regional Board all of which were for information and no decision needed from the Board was confirmed.</p>		
	Company Secretary report	<p>KD submitted the paper for the appointment of new RGB members and individuals onto committees. The Board agreed the appointments unanimously</p>		
	Communication from the Board	<p>It was agreed that the communication from the board to all Governors would include;</p> <ul style="list-style-type: none"> Ofsted preparation focus on risks highlighted in CEO report Appointment of new members Digital strategy 		

		<p>The agreed principles of growth</p> <p>In addition the Chair confirmed that he will be writing to all TSAT staff to thank them for their contribution this academic year</p>		
	AOB	<p>LM explained the requirement change for the wording in the schools admission register to reflect the LAC children and the board agreed the wording unanimously</p> <p>The Board noted the AOB of the letter from Baroness Berridge and she thanked Natalie for the work she had done on the paper for Portsmouth Education Partnership</p>		
	Date of next meeting	The next Board meeting will be held at the leadership conference in August		
		Meeting ended at 19:17		