



**An Daras Trust**  
Igniting Curiosity Growing Capabilities

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CEO: W. T. Hermon

10/05/23

### Minutes

#### **Learning, Standards & Safeguarding Committee Summer 2023 Wednesday 10<sup>th</sup> May 2023 at 9.30am at central office**

#### **1. Welcome and Apologies**

**Present:** Margaret Savage, Gill Shippies, Graeme Barriball, Steve Tavener, Will Hermon

**Apologies:** Claire Paul, Trudy Rudge

**In attendance:** Toni Martin (Governance Officer), Jo Callow (Ex-Officio), Debbie Saunders (observing as part of her Executive Leader training through the National College)

#### **2. Declarations of Interest/Pecuniary Interests relevant to this Agenda**

None declared.

#### **3. Confirm minutes of previous LSS Spring (8<sup>th</sup> February 2023) and matters arising**

- Parental surveys – carried forward (WH). *See item 8.*
- S157 safeguarding return – carried forward (CP). *See item 10.*
- Online Safety Policy – carried forward. *Ready early and approved at Audit committee.*

No confidential minutes. Committee agreed the minutes and the Chair signed a copy.

#### **4. Confidential Agenda Items**

None.

*All items below are responsibility of this committee and can be discussed by exception*

#### **5. Data & Assessment**

The latest data was provided to the committee, including figures for PPG/FSM. This was discussed briefly. **With regard to FSM Year 6 at SSQA, can you explain the low figures here?**

There is some cross over of FSM and SEND children. The ARB also affects year 6 results. WH noted that this is a small slice of a bigger picture of richness and good curriculum provision. MS noted that the LGB Chair and Vice Chair will be conducting a SEND deep dive.

Launceston Pre-School had Ofsted inspection before Easter and this was good. NP had an Ofsted inspection last week and proved to be very good. It validated the work that has been done across the trust on curriculum and learning provision. The committee congratulated the school teams and trust team for these results.

#### **6. Improvement Plan and Improvement Officer Reports**

Exceptions reports are targeted at certain aspects in each school that require improvement. Sometimes they may be trust wide and sometimes they are specific to certain schools. Good

progress is being made on the improvement plan and this will be updated for the Directors. **There are lots of positives, but are there any issues bubbling up that concern you?** Children's work in books is sometimes an issue. It is important to have this work in books to show evidence that the work has been done but there is now an argument from a pedagogical perspective that work in books doesn't always have the requisite learning value to the children. The pedagogy of this needs to be looked at in more detail in future. The committee discussed at length. **It is noted that Wer exception report shows history and geography is needing to be improved, are we concerned about that?** They are not poor, but have been identified as an area for improvement and this was discussed at length with Ofsted as this is the same at NP.

## 7. Curriculum & Learning

### a. SEND Overview

WH noted the SEND local offers, the work of the SENDCOs, how SEND pupils progress is measured and other matters. **Given SEND numbers at SSCA, are you content the SEND provision and SENDCo cover at SSCA is sufficient?** Yes, experienced SENDCo and provision in place, however, there is a lot of paperwork involved with managing SEND children. **Does the SENDCo have capacity to cope with this?** Yes, she is not class based but nationally SEND provision is broken in terms of funding and provision, referrals for expert help are slow and the paperwork & timelines involved are excessive. We do what we can within a broken system nationally and locally.

### b. PPG Provision & Impact Overview

WH noted the PPG provision maps. Improvement Officers look at these and make assessments. LGBs are delegated the PPG plans and funding to monitor. The bulk of the PPG funding is spent on additional staffing. Committee had no questions at this time.

### c. PE Funding & Impact Overview

Same as above, provision maps produced and funds spent, monitored by LGBs. Expenditure on Arena services has received positive feedback; reliable and tailored to schools. The committee discussed PE funding and the use of the woodland skills centre. **If the funding is very specific, how can we spend it on the WSC?** There are specific criteria for the expenditure and the schools 'buy in' to services at the WSC.

## 8. Parents, Pupils & Staff

### a. Pupils on Roll for next Academic Year

Numbers were provided and this was discussed at length, including the lower birth rate numbers that affect this year and the development of a two-form free school without the children to fill the spaces across all the schools locally. This is a concern going forward.

### b. Parental Survey

Parental surveys were provided to the committee. Overall, the feedback is generally positive and a few specifics were discussed. The feedback will be taken forward and changes looked at where this is possible.

### c. Staff Annual Survey

Staff surveys were provided to the committee. Overall, generally positive. Staff well-being was a hot topic when the Ofsted inspector discussed trust matters with WH and CP. They were happy with the work that has been done on this.

d. **Staff Retention & Recruitment**

There has been a few movements with staff recently. **Is recruitment still a challenge and are you able to fill posts?** It was fine but has dipped again in terms of applicants. TA posts are particularly difficult to fill because the pay is not attractive.

9. **Learning Related Staff CPD/Training/Qualifications**

WH noted the extensive in-house staff training and we also have staff from Duchy Trust attend. The trust also gives time for staff to attend other training, particularly free training such as national leadership training that Debbie Saunders is currently attending. The relevant staff from the Church schools also attend Diocese led Christian based training. **Do we have scope and funds to continue with the in-house training?** This will need to be looked at and scrutinised to ensure it is cost effective, but in-house training will be more cost effective than external training. **In terms of succession planning, have we identified the training required to allow the relevant succession?** We have where we are able to but some decisions need to be made on the succession plan before some of the training can go ahead.

10. **Staff Absence Insurance**

Chair of FRS has delegated this decision to the LSS due to the timing of this decision. WH discussed the current provision and then discussed the various quotes available, and what these involve. Discussion took place on the use of insurance and whether it is value for money? **Can we just put £50K in an account and use against staff costs, rather than pay insurance? Do we actually use £50K of insurance payouts every year?** This was discussed in detail, the pros and cons, and the risks of not having the insurance versus having the insurance. The figures for this year are not yet known in detail as some of the claims have not been processed. It was also noted that there are also benefits that come with this cover such as access to GP online consultations, physio and mental health services.

**It was proposed that the standard cover is taken this year but data will be collected and then next year compare the data against cost of insurance to make decision on whether to go with insurance or put the money to one side and use to cover staff absence. Committee agreed.**

11. **Safeguarding**

Latest S157 annual submission complete, awaiting feedback. Safer recruitment measures in place, including DBS for staff, members, directors, governors. Safeguarding at recent Ofsted inspections has shown the trust and school safeguarding measures are robust. No issues required discussion.

12. **Safety**

First aid training completed on rotational basis to ensure all staff in date and equipment sufficient. WH updated the committee on asbestos management, and the use of our project manager services.

13. **Compliance**

a. **Cyber Security**

All in hand, action plan done and FRS will be appraised of resources used for this.

b. **GDPR**

Nothing to report.

14. **Policy Review**

a. **Whistleblowing (LH)** – approved.

b. **Exclusion (JC)** – approved. **If the Head makes an exclusion, do they refer back to the CEO**

**first?** A temporary one no, but if a permanent exclusion then yes the Head will inform the CEO.  
**Can we add a line in the policy, that the CEO should be informed of all suspensions/exclusions no matter what type so that this can be monitored and managed if need be?** Yes, this line will be added.

c. **EYFS to Yr 1 (WH)** – approved.

**15. AOB**

WH updated the directors on the work with Duchy Trust and work going forward.

The updated Trust vision and values were discussed, in particular the wording used to describe the faith elements. WH requested that GS send some suggested tweaks to the wording and it will look at it. **How will we ensure that the children understand the vision and values?** The schools will train the children in this in a way that the children understand, and this can be adapted at each school.

**16. DONM**

Date of next meeting will be confirmed once the trust meeting schedule is complete for the next academic year.

Meeting closed at 11am

TJH Martin  
ADMAT Governance Officer

**Distribution List:**

W. Hermon – CEO Director  
T. Rudge – Director (Committee Chair)  
C. Paul – Director (Committee Vice)  
S. Tavener – Director (Board Chair)  
G. Barriball – Director  
M. Savage – Director  
G. Shippides - Director  
J. Callow – Ex-Officio