



An Daras Trust
Igniting Curiosity Growing Capabilities

Central Office
Unit 4 Tamar Business Park
Pennygillam Way
Pennygillam Industrial Estate
Launceston
PL15 7ED
01566 777503

Email: governance@andaras.org

CEO: W. T. Hermon

26/02/25

Minutes

Learning, Standards & Safeguarding Committee Spring 2025
Wednesday 26th February 2025 at 9.45am at central office/hybrid

1. Welcome and Apologies

Present: Margaret Savage (Chair), Claire Paul, Steve Tavener (via zoom), Gill Shippies, Will Hermon

Not present: Graeme Barriball

In Attendance: Jo Callow (Ex-Officio), Toni Martin (Governance Officer)

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

None declared.

3. Confirm minutes of previous LSS Autumn (25th September 2024) and matters arising

LGBs to look at PPG figures in detail on smaller cohorts to seek reassurance that the individual children are making progress despite the number of children being statistically small. *CEO discussed with Chairs, some LGBs completed, others reminded to do it this term.*

Do we have any further idea of pupil numbers for September 25? Not finalised yet, will be confirmed in April. An idea of first choices will give idea of minimum figures: NP 6, Wer 3, Boy 4, SSCA 10, WHA 15, SC 18, LT 8, Cal 36, CG 6, Lew 8 and PT 7. **Do we have an action plan to account for shortfalls and knock on shortfall of cash?** Structures and budgets are being looked at but that's all we can do for now. New policy on publicity is considered positive. This will be discussed at FRS and with the risk register at the audit committee. Cal and Wer need to be closely monitored. **What is the situation at Wer and what are we doing?** JC explained the situation in detail regarding SEND, mobility and staff absence.

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

WH highlighted the data forecast for where children will be in July, noting that the children tend to be conservative. It is noted that SEND data is not RAG rated as there is no national data to measure against. SSCA has a double set of figures because it includes the ARB. The attainment position is currently looking secure. JC confirmed that this information feeds into the pupil progress meetings. **Re the PPG progress RAG rating, what more can we be doing to**

support/challenge where pupils are rag-rated RED? There was much discussion around breakfast clubs and parental engagement, and the need to publish material that is in 'language' that parents can understand. There is a pilot programme with breakfast clubs and parental engagement that will be conducted by SSCA and SC. The outcomes can then be shared with other schools.

Action: for the new improvement plan – any PPG children RAG rated as red on progress can draw on extra resource (JC)

6. Improvement

a. MAT Improvement Plan

Allocated priorities updated by JC. Some exceptions reports provided. **Do we have Callington's and Werrington's maths reports and what is the situation here?** Visits conducted just before half term, reports available today. Wer was green and no concerns. Cal was amber, this is not consistent across the school, and mitigation actions have been identified. **Section 2A Activities and impact thin. Same for 4B.** The various activities were discussed and that some of them are about developing and monitoring, and not always about evaluating impact. The remaining items were discussed and it was agreed that Cal will benefit from having a 90 day plan from the summer term.

Action: Develop a 90 day action plan for Cal (JC). An update was given on subject leadership development and it was noted that some of this work is accumulative, and does not happen overnight. The Chair noted that as part of the survival of this trust, that we look at what we do well and whether we can sell these services outside the trust to ensure sustainability going forward. It was noted that GS has been to Boy to assist with gardening as extra-curricular activity. JC updated on Flourishing Schools. **What is happening with Thinking Matters?** JC updated on the coach training, and two inset days so far with a further to follow. **Has it added value?** Yes, this can definitely be evidenced. DS will produce a report on Thinking Matters in future to sum up how this programme has developed. **Concerned about Cal, there seems to be both positive and negative observations?** The biggest issue is consistency across the school, leadership allocation, and staffing restructure. It would be useful to consolidate where we are as it needs to be addressed **in improvement planning.**

Action: Detailed position statement on Cal to be provided at the next LSS and add as separate agenda item (WH/JC)

Action: Discuss leadership positions and DEO role at full Board - Confidential (WH)

b. Improvement Officer Reports/Exceptions Reports

This was discussed above. **Some reports such as Princetown reports are more descriptive than evaluative. Several sections incomplete.** JC noted these reports were completed by RB on the curriculum and is more about modelling rather than evaluative. Not every aspect is relevant to her specific monitoring.

c. Ofsted Actions

WH updated on where the RI schools now sit and the Ofsted matters that have been addressed. WH noted the new Ofsted criteria for inspections, and that the defining criteria for a good school is leadership and management. This confirms that ensuring good leadership and succession planning is key.

7. Curriculum, Learning & Christian Distinctiveness

a. Review MAT curriculum

Current curriculum still in place and current model is good. Awaiting government review of the curriculum to see what that brings.

b. **Review Promotion of British Values**

Spiritual, moral, cultural, mental and physical provision and that statutory regulations are met. All in place and compliant.

c. **Spiritual Development in line with Christian Foundation**

Flourishing schools already discussed and noted previously. WH noted a statement received from Diocese of Truro Director of Education regarding how the Church of England is improving and enhancing safeguarding of children going forward. The importance of safeguarding for everyone was noted.

8. **Parents, Pupils & Staff**

a. **Staff Absence**

Staff absence has been poorer since Covid but has been worse this year. **Do we think the pressure of school work also factors in, in terms of mental health?** Yes this is no doubt a factor. WHA and Cal long term absence is high, and this has a financial impact. There are a lot of respiratory illnesses this year and it was agreed that all staff absences are genuine illness related.

We put aside £100K and will be at least at that in costs this year, so we need to look at the insurance going forward. A matter for FRS committee.

Action: Staff absence on every LSS agenda to continue monitoring.

b. **MAT Complaints**

Note slightly revised policy issued in Jan 25. One last term closed, none this term so far.

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

Including staff PPA requirements and ECT requirements are being met across the MAT. All going well, good success rate for ECT. PPA remains at 10% of teacher's teaching time as required.

10. **Safeguarding**

Latest S157 annual submission (if applicable at this time); S157 is legal requirement. CP explained difference between Cornwall and Devon submissions. No issues to report.

11. **Equality and Accessibility**

Ensure understanding of, and adherence to, responsibilities under the Equalities Act, promoting equality and diversity throughout the MAT (including review accessibility planning for MAT schools). Accessibility plan on school websites, 3 year plan including 3 equality objectives and all is compliant.

12. **Safety**

Latest H&S receptions reports provided; identified any new risks and ongoing issues. **There are pieces of safety work still not done because funding isn't available, so have we prioritised. There are also new safety concerns identified. What are our options here as we need to keep children safe and safe premises is part of that?** WH noted the priorities, property manager sorts the more technical aspects, and we have a handy man for minor matters. It was reiterated that if an issue is identified that needs to be addressed for safety concerns, it is addressed straight away. Some issues require CIF bids and have been done previously. The Chair was reassured by this and ST noted that the fact that these matters are raised means that the Directors are monitoring and also if a matter needs addressing, it is.

Fire risk assessments in schools up to date. WH noted that Directors should be assured that risk assessments and management are compliant.

13. Compliance

- a. **Cyber Security.** Short report provided. Secure schools used for some matters and training being completed. MS, CP and ST have recently updated their training on Cyber Security. Software as well as hardware will need to be looked at going forward, especially as windows 10 will no longer be able to be used.
- b. **GDPR.** WH gave a brief update. **GDPR court case – can we have clarification please.** The Board has been notified of this previously, a candidate asked not to have references taken up and we did. All covered by insurance at the time and unlikely to result in financial compensation.
- c. **Whistleblowing** – appropriate policy and procedures in place.

14. Policy Review

- a. Bereavement (WH). *Minor amendments.*
- b. Anti-Bullying (WH). *Minor amendments.*
- c. Fire Prevention & Precautions (SC). *Minor amendments.*
- d. Health & Safety (SC). *Minor amendments and formatting change. Note one amendment.*
- e. Mental Health & Well-being (CP). *Minor amendments*
- f. Tackling Extremism & Radicalisation (LH). *Minor changes.*
- g. Education of Children in Care (JC). *Minor changes.*

All approved.

15. AOB

External Review of Governance – this will be discussed at Audit committee.

16. DONM

Date of next meeting is Wednesday 7th May 2025 at the central office.

Meeting closed at 11.30am

TJH Martin

ADMAT Governance Officer

Distribution List:

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