



TRUST BOARD LEARNING/PEOPLE COMMITTEE

Minutes of a Virtual Meeting of the Learning Committee of the Trust Board of South East Cornwall Multi Academy Regional Trust held on 16th September 2025 at 5.30 pm.

| Present | Yes/No | In attendance | Yes/No |
|------------------------------------|---------------|---------------------------------------|---------------|
| Prof V Campbell Barr, Safeguarding | Yes | Mr D Buckley, CEO | Yes |
| Mr J Crisp – Chair and Learning | Yes | M K Carrington, Director of Education | Yes |
| Mr C Hodges | Yes | Ms K Williams, Clerk to Trust Board | Yes |
| Mrs L Lawson, Health & Wellbeing | Yes | | |
| Miss K Reed, SEND | Yes | | |

1. **Welcome**

The Chair welcomed everyone to the meeting.

2. **Declaration of Business or Pecuniary Interest and Academy-related parties - update on any changes since completion of written declaration**

Miss Reed explained that she has working for a externally funded project with the secondary schools.

3. **Apologies for Absence**

All Trustees were present.

4. **Approval of minutes of meeting held on 4th June 2025**

The minutes of the meeting held on 4th June 2025 having been circulated in advance, were agreed as an accurate record.

5. **Matters Arising**

M25. External data - IDSRs – consider any trends and actions needed

e) A Trustee suggested that it would be useful to have a deeper dive into suspensions and exclusions. The Clerk to add to the agenda for the Spring term meeting. We can discuss what strategies are working and what is not.

Update: This will be discussed at the next meeting as there will be more data and capacity for a full discussion.

f) Mr Buckley advised that the impact on the disadvantaged gap will be calculated for all strategies that are used in future. Mr Buckley advised the next committee meeting will focus on the summer exam results. The Clerk to add to the agenda.

Update: On this agenda.

M26. Ofsted – update following inspections at Liskeard and Saltash and consider any actions needed for Looe and Trewidland

r) Mr Carrington suggested that he could meet with the Safeguarding Trustee this half term in Looe. The Safeguarding Trustee would really like to visit each of the schools over the next year. Any Trustee visits can be arranged with staff.

Update: The meeting has happened.

6. **Learning – Evaluate pupil outcomes from Summer 2025 and consider any actions required**

A document had been circulated in advance of the meeting. From this:

- a) Mr Carrington explained that the document shows the educational vision of the Trust which has been set out and this should also reflect what Trustees consider as the vision for the Trust. This was shared in the summer.
- b) Sixth form results
The performance of the schools has been RAG (Red, Amber, Green) rated. In terms of the A Level outcomes, Saltash are using SISRA for KS3 and KS4. Art results are improved this year. Liskeard use ALPS which provides a value added measure. Liskeard are pleased that there are more subjects with better outcomes than last year. The number of students in sixth form is reducing which is a concern and it is expensive to have a sixth form. We are working to ensure our year 11s are considering one of our sixth forms over other providers. Sixth form outcomes are improving but the numbers of students are dropping.
- c) **A Trustee queried the 2025 data for Liskeard who appear to have 11 subjects which have performed worse.** Mr Carrington clarified his interpretation of the data.
- d) **A Trustee asked how we are performing in comparison to other providers and why are the schools using two different systems and should we have the same system for both schools.** Mr Carrington noted that Saltash don't use ALPS as student numbers are lower and as it is a more expensive system the investment was not considered worthwhile. Saltash uses SISRA and Liskeard have also adopted SISRA so now need to input the data into this system so that next year comparisons can be made of changes. It would be beneficial for them to use the same system to enable Trustees to compare more easily.
- e) **A Trustee asked why ALPS is being used.** Mr Carrington was not sure for the decision behind this. Mr Buckley advised that we can now put the schools into the same position moving forwards. ALPS was also used by Saltash when it was larger but gives data too specific for small cohorts and so one child performing poorly can make the data looks more alarming than it really is. In these table we should be looking for ALPS 8s as an indicator of where we should have a line of enquiry.
- f) **A Trustee noted that a small class should give a high quality experience and there is something that Trustees and the Trust should pick up on.** Mr Carrington noted that Callywith have new facilitates which we can't compete with.
- g) **A Trustee felt that we don't have data around student choice and noted the wraparound offer being provided by Callywith. The cost of travel to Callywith is astronomical and the value of the local offer needs to be looked at.** Mr Carrington noted that there has been investment into the sixth forms over the summer and we need to do better at selling and promoting them.
- h) **A Trustee suggested that outcomes of the sixth forms don't give anything to point to in terms of value in staying in the sixth form and students aren't making expected progress and there is some under performance.** Mr Buckley advised that sixth form is not where we want it to be and this is partly due to the depth of focus at KS4. We now have permanent heads of sixth form and the intention is to start building on the sixth forms. There is a number of points we need to be wary about as the small numbers can skew the data. The deeper dive in the next meeting will allow more exploration into issues such as the sixth form. The Clerk will add to the agenda. The entry requirements for the sixth forms have been lowered and this means that we can attract weaker students.

Action: The Clerk
- i) **A Trustee wondered what the value added is that we are offering the students and what wraparound package there is. Trustees noted that they must challenge the data with so much red in it. A Trustee asked about entry requirements and what is the level of attainment for these students.** Mr Carrington advised that there is a unique offer that sixth forms can provide for these students who have lower ability.

- j) **A Trustee noted that we need to offer support for these students to ensure that we make a difference. A Trustee asked how much we are seeking pupil voice on exit around the offer that is available to them.** Mr Carrington advised that we now have sixth form heads and they will be interested in having these conversations.
- k) **A Trustee queried if there should be a Trustee linked to sixth forms. A Trustee felt that we should be contextualising the sixth forms within the local community and the future employment opportunities as careers and the sixth form should be connected.** Mr Buckley thanked Trustees for the level of challenge and Mr Hodges would be great as a sixth form linked Trustee. Mr Buckley advised we have looked at competition in terms of transport and how the offer is extended at Looe and there is much to play for here. Miss Reed, Mr Hodges and Mr Carrington will discuss further.
Action: K Reed/C Hodges/K Carrington
- l) GCSE results
Mr Carrington advised that Liskeard Maths data has slightly dropped but is still over national. Saltash data is pleasing. Looe data is low and the Headteacher is meeting with subject heads and Mr Carrington is working to support the school.
- m) **A Trustee noted that despite the support at Looe there is not an improvement in data.** Mr Carrington noted that there has been a structural issue around one year GCSEs which have now been stopped. There are bigger subject teams at Saltash and Liskeard compared to Looe. In Science, Looe has been instructed to take on the Liskeard Science curriculum and this subject has seen improvements in outcomes. We have alignment in Maths this year and this makes sharing of best practice simpler. Within a disrupted year the drop in results has been halted and marginal improvements made last year.
- n) **A Trustee noted that Saltash have had transformational change and they seem to be the school for cross pollination.** Mr Carrington noted the higher number of exam markers at Saltash but Looe does not have the same expertise.
- o) Mr Carrington advised that SISRA has been used to generate a P8 score which shows they have achieved their highest performance ever in terms of progress but in terms of attainment 8 there appears to be a reduction in outcomes at Saltash due to lower attainment levels of students when they entered the school. Despite this these children have made above national average progress.
- p) **A Trustee asked about the offer in subjects as health and social care is not offered and there is a need to contextualise to meet the future needs of the population.** Mr Carrington noted the need to have highly qualified staff to deliver the courses.
- q) Mr Carrington noted the difference in outcomes for those students with SEND. There are real concerns about breadth of offer for these students and the gap is 21% which has reduced from 2024 but is still too large. There are a large number of subjects which are not being accessed by SEND students and there is a narrowed offer for SEND students at Looe which is a concern.
- r) **A Trustee asked for clarification about the offer and is this what is available but the students are not taking this up.** Mr Buckley advised this is due to there being an entry requirement rather than students being in a SEND category.
- s) Primary outcomes
Mr Carrington advised that we are now able to see the breakdown of performance on the DfE website for the EYFS, KS1 and KS2 outcomes. Numbers are small for the primary schools. **A Trustee noted the development scores for EYFS are concerning and pupils will need to achieve 75% moving forwards and there is work to be done on the EYFS curriculums.**
- t) Mr Carrington explained that we would like to have common vocab and assessments so we can compare across the Trust. We have asked schools to rank where they are against the ladder. The intention is that we are green in all areas by this time next year but we have a way to go. We have

brought into packages in Maths and Reading at primary schools. In terms of assessment, we are not able to compare across the schools but we can see what gaps exist in each year group. Over time this will however build and we will be able to see if strategies in place are working or not.

- u) **A Trustee noted that KS4 PE at Saltash is doing better than Liskeard despite not having assessment in place.** Mr Buckley added that we knew the level of the gap in Year 11s and this is the first time we have had a year by year gaps analysis. In the second year of this, the years groups will have moved on and we will be able to see the impact of the curriculum.
 - v) Performance of PP (Pupil Premium) and SEND is not where the performance of the other students is. Headteachers have been asked to assess the quality of teaching.
 - w) **A Trustee felt this is an area which needs to be challenged and there needs to be some push back on the Headteacher's responses. A Trustee asked if Headteachers are being provided a reflection in return.** Mr Carrington advised TSLT (Trust Senior Leadership Team) will be meeting and they will be viewing this data for the first time. There will then be an update to the narrative following this and to the SEF (Self Evaluation Framework).
 - x) **A Trustee asked how much we are pushing back on the comments made by Headteachers as some of this needs to be challenged.** Mr Carrington noted some language is thin in places and we will be providing challenge but the approach is constructive.
 - y) **A Trustee asked if the QEs have descriptors.** Mr Buckley advised they do and are based on the Ofsted framework. **Trustees noted that the amount of work needed at Looe is significant and the challenge from Trustees should be useful in driving improvements.**
 - z) Safeguarding
Mr Carrington explained that we are using one system (CPOMS) across the schools for safeguarding which means we can compare data which allows for useful conversations with schools and seeing where there are trends.
 - aa) Attendance
Mr Carrington advised that all schools can now access the DfE attendance data. Unfortunately, all schools are below national currently and significantly at Looe. However, attendance overall has improved. Attendance continues to be a priority for all the schools. We have worked to ensure that attendance systems are more robust and consistent and we are working with external agencies to see what strategies work. Mr Buckley advised he and Mr Carrington attended the attendance strategy meeting in London and the best practice shared had only achieved 1 – 1.5% improvements so whole cohort change needs concerted efforts over a long time.
 - bb) **A Trustee noted that SEND attendance in primary is not tracking the same way and perhaps this needs a deeper delve.** Mr Carrington advised that following a holiday, attendance rates lift. Those students who attended poorly at primary will give Year 7 a good go and there is then a dip and we will be investigating this further to see what action is needed. Headteachers will need to highlight to governors what actions have been taken and what has helped to improve attendance.
 - cc) **A Trustee asked if we could compare attendance data to local averages and the impact of rural communities.** Mr Carrington advised we are above local data but the DfE will only look at us in terms of national data whilst the local context makes a difference. The local averages will be added to the data.
- Action: K Carrington**
- dd) Mr Carrington advised that we will see RAG rated information for SDPs (School Development Plans) moving forwards. Mr Carrington explained that he is collecting data on staffing and there will be an update on staff development.

- ee) The SEF will be updated by the Headteachers and Mr Carrington will provide an update. Mr Buckley added that the number of complaints and investigations is lower now than in previous years. The national data for complaints has increased.
- ff) **The Chair thanked Trustees for the level of challenge and there needs to be challenge to the Headteachers of their perception of where schools are. There needs to be appropriate challenge at the right time and there also needs to be two way challenge and if we are asking too much of Headteachers as Trustees need to be aware of this so we can support with prioritising.** Mr Buckley advised that no report is produced that is not useful for Headteachers and we also now have a culture in schools in which Headteachers are welcoming challenge. The scope of data is now enabling Trustees to challenge.

7. **SEF – Review and consider any changes**

A document had been circulated in advance of the meeting. From this:

- a) Mr Buckley explained the new Ofsted framework has been released and we have made the assessment of the SEF as a process which will continue. Our assessment of the Ofsted framework and the inspections of the SEF start in November. Trewidland and Looe are due for Ofsted so will need to be up to speed.
- b) **A Trustee noted that Ofsted have also made changes to the Early Years framework.** Mr Buckley advised this has been included.
- c) Mr Buckley advised the Ofsted grading has been replaced by 5 new standards. The proposal suggests that the Headteacher's assessment against the judgements being secure have been split into three levels. Mr Buckley advised health checks will be in place where the assessment is not secure. The frequency of assessment will stay the same as it is now. The Peer Reviews will be changed so they will cover an entire category. Ofsted notifications will remain on a Monday.
- d) Mr Buckley advised that urgent attention health checks will be needed if the assessment in the area cannot meet all the set criteria and these will be highlighted to Trustees.
- e) **A Trustee felt that this was the right approach but will also be a lot of work for Headteachers.** Mr Buckley advised that there are expected standards for safeguarding and if any one of them is not true, we will fail in this area. Mr Buckley advised we employ our own EWOs (Education and Welfare Officers) who complete door knocks and we have a good understanding in safeguarding in attendance. **A Trustee noted that there are some areas of focus for us as a Trust such as attendance and SEND outcomes.** Mr Buckley explained that SEND outcomes are not at national average and we will need to demonstrate that the gaps are closing in every year group.
- f) **A Trustee asked if the Headteachers are carrying out the health check on their own or with support from Trust senior leaders and are the Headteachers drawing on the evidence when they make their assessment.** Mr Buckley advised there will be joint health checks and we will be supporting with our expertise moving forwards and this will be driven by the data.
- g) **A Trustee asked if it would be useful to complete this piece of work as a Trust team and then ask the Headteachers to judge themselves against this.** Mr Buckley advised we are trying to test the Headteachers against their knowledge of their own schools and this needs to be a collaborative process. Mr Carrington noted there is an opportunity to work with them against the new framework. Mr Buckley advised that it was a surprise to leaders last year as the results of the student survey showed that SEND was low. Mr Buckley added that previously before a Peer Review we used to have the Chair of the Trust Board meet with the Headteacher and Chair of Governors and we could bring this model back. For the Looe Peer Review, we could collect feedback from Trustees. The Saltash Peer Review is in December.

Action: All

- h) Mr Buckley advised that we have translated the Ofsted framework into the SEF and we will be asking Headteachers to judge the school against the statements using evidence and if they are secure, really strong or tentative. If the statement is failed, it needs attention or a health check.
- i) **A Trustee felt that a reminder of colour coding at the start of documents will be really useful moving forwards.** Mr Buckley advised the tables and guidance will be included in the SEF.
- j) Mr Buckley advised that statements have to be true to get the expected standard or it will be graded as needs attention. It was explained that Ofsted inspectors still have to be trained in the new framework and Ofsted hope they will all be trained by November. Mr Carrington drew Trustees attention to the statements about Trustee challenge.
- k) The proposal will be signed off by TSLT. It would be useful to have challenge about the health check giving the assurance needed for Trustees, the process for secure, very secure or needs attention and if the aide memoire is useful.
- l) **A Trustee asked when this is being signed off.** Mr Buckley advised this will be tomorrow with TSLT. The LGCs (Local Governing Committees) will not have the SEF in this round of meetings except for Looe and Trewidland so Headteachers can have discussions with governors.

Mrs Lawson left the meeting at 19.24.

- m) **A Trustee asked about Headteachers and leaders' workload and the opportunity for working at home and support for completing this.** Mr Buckley advised that we have requests for working from home days which are unpopular with Headteachers. We are aware of the pressures in place and we are supportive.
 - n) **A Trustee felt that the proposal was a good model moving forwards.**
8. **SEND – Review effectiveness of strategies in place to support SEND students and consider what additional measures are needed to decrease the disadvantage gap**
- a) Mr Buckley advised that we met with the SEND teams at the end of last year to agree the approach and this will be agreed by Trustees before being published. We have been focused with upcoming changes to SEND and ensuring we have common format SEND offers and SEND policy that is in line with expected national changes. We are defining the common 'universal provision' which we are committing to happening in every classroom in every school. This universal provision will be constructed such that it provides as few barriers as possible and enables all children to access. Hence the number of pupils with needs not met in this way will be fewer and hence easier to meet.
 - b) In addition to the 'universal provision' we will also train children who need specific support, how to use this independently. So that where possible, children are trained and have the resources they need in each classroom to meet their own needs.
 - c) Our third goal is around teacher led modifications. We need to reduce the number of modifications /reasonable adjustments that a teacher can reasonably manage to offer in any class. Hence we are suggesting that three such modifications per lesson/activity is reasonable.
 - d) **A Trustee noted in terms of the Cornwall offer, there are huge concerns around SEND at Local Authority level and there is an increased need for specialist provision and asked how we are working in the wider context.** Mr Buckley advised we have instigated a piece of work with the LA across county on how we can use funding available to keep children in the area and meet their needs. The group investigating this will propose potential models after Christmas. We have expanded provision in the ARBs at Liskeard and Saltash. We need to be honest in defining mainstream and also be honest if children are not able to operate within a mainstream setting and we are moving away from schools just trying to cope.

- e) **A Trustee referred to the universal delivery and teacher led and asked about the research around more higher performing learners stagnating and also the possible support from AI in future.** Mr Buckley advised that we need to have a clear framework in the first instance and then look at providing training and adding in the plethora of other good ideas. Once we have good practice, we can then look at adding to the universal provision in terms of AI.
9. **Safeguarding – Update on safeguarding procedures for the new academic year**
a) Safeguarding was discussed earlier in the meeting.
10. **HR – Update and consider the effectiveness of CPD and performance management processes**
a) Mr Buckley advised that we have had a 100% return on the staff survey from eligible staff. The specific figures can be viewed by Trustees on request but there has been an overall improvement from the already high position last year and most indicators are above 90% including staff reporting they feel proud to work for the organisation. Appraisal rate is also high once again and will be scrutinised by the upcoming moderation process.
11. **Community – Evaluate communication methods with LGCs and other stakeholders and consider what improvements are needed**
a) Move this agenda item to a future meeting.
- Action: The Clerk**
12. **Risk Register – Review and consider any changes**
A document had been circulated in advance of the meeting. From this:
a) Mr Buckley advised that there will be a risk meeting of the Trust Board next week so we can look at approaches to risk and the Risk Register which we can discuss at depth. The changes to the SEF will also redefine the Risk Register.

b) **A Trustee referred to the disaster recovery plan and what will be important for Ofsted as there are many different approaches to the Risk Register.** Mr Buckley advised we will also need to look at risk appetite and risk mitigations.
13. **Review of Policies**
a) None.

b) **A Trustee asked how we record the discussion about policies which are being approved by email.** Mr Buckley advised policy review work is still an area of frustration and we have needed to approve policies by emails.

c) **A Trustee asked how many governors are needed to approve.** The Clerk advised that we need a majority which is currently 6 Trustees which will increase when we appoint the three further Trustees. **Trustees noted that the safeguarding policy in particular raised questions.** Mr Buckley advised that late publication of other national policies impacts the revision of our safeguarding policies and the safeguarding policy needed a quick approval. If there are no significant changes the policy is not brought to the Trustees for approval. The Clerk advised that in most cases the lead time for approval by email is at least one week and in that time the expectation would be that Trustees have checked emails once or twice during that time. **A Trustee felt that the expectation to check emails once or twice a week was very different to approving policies by email and that expectation had not been made clear.**

d) **Trustees noted that we have celebrated that we have a full board and it is a lot to try and absorb for them and there needs to be time to get to know one another as a board.** Mr Buckley suggested a social event.
14. **Guidance/instructions to LGCs**
a) The Ofsted framework has changed and this will result in significant changes to the SEF which will be discussed by Headteachers at the next LGC meeting. Looe and Trewidland will need to be up to speed due to imminent Ofsted visits.

- b) Sixth forms are a concern in terms of results and student numbers. Mr Hodges will be linked to sixth forms. There should be scrutiny and challenge around sixth forms this year.
- c) The Trust Board have a meeting coming up on risk. The Risk Register will likely change following this meeting and aligning to the new format of the SEF.
- d) GSCE results in Saltash and Liskeard have improved but not as expected at Looe which is a concern. Mr Carrington will be continuing to provide support at Looe.
- e) The SEND teams have met and are working on a universal offer for all the schools.
- f) There has been a 100% return from eligible staff on the staff survey. Once again most indicators exceeding 90% but wherever this is less than 100% will be followed up to ensure these figures continue to improve

15. Summary of matters for the Trust Board

- a) The Ofsted framework has changed and this will result in significant changes to the SEF which will be discussed by Headteachers at the next LGC meeting. Looe and Trewidland will need to be up to speed due to imminent Ofsted visits.
- b) Sixth forms are a concern in terms of results and student numbers. Mr Hodges will be linked to sixth forms. There should be scrutiny and challenge around sixth forms this year.
- c) The Trust Board have a meeting coming up on risk. The Risk Register will likely change following this meeting and aligning to the new format of the SEF.
- d) GSCE results in Saltash and Liskeard have improved but not as expected at Looe which is a concern. Mr Carrington will be continuing to provide support at Looe.
- e) The SEND teams have met and are working on a universal offer for all the schools.
- f) There has been a 100% return from eligible staff on the staff survey. Once again most indicators exceeding 90% but wherever this is less than 100% will be followed up to ensure these figures continue to improve

16. Headteacher's Reports – Any questions to ask or deep dives needed in future meetings

A document had been circulated in advance of the meeting. From this:

- a) To be discussed at the next meeting.

17. Agreements made by email

- a) None.

18. Date of next meetings:

03-11-2025, 20-01-2026, 25-02-2026, 28-04-2026 and 08-06-2026 at 5.30pm.

The meeting closed at 19.56pm.

| Action Summary | |
|---|---------------------------------|
| <p>M6. Learning – Evaluate pupil outcomes from Summer 2025 and consider any actions required</p> <p>h) A Trustee suggested that outcomes of the sixth forms don't give anything to point to in terms of value in staying in the sixth form and students aren't making expected progress and there is some under performance. Mr Buckley advised that sixth form is not where we want it to be and this is partly due to the depth of focus at KS4. We now have permanent heads of sixth form and the intention is to start building on the sixth</p> | <p>Action: The Clerk</p> |

| | |
|--|---|
| <p>forms. There is a number of points we need to be wary about as the small numbers can skew the data. The deeper dive in the next meeting will allow more exploration into issues such as the sixth form. The Clerk will add to the agenda. The entry requirements for the sixth forms have been lowered and this means that we can attract weaker students.</p> <p>k) A Trustee queried if there should be a Trustee linked to sixth forms. A Trustee felt that we should be contextualising the sixth forms within the local community and the future employment opportunities as careers and the sixth form should be connected. Mr Buckley thanked Trustees for the level of challenge and Mr Hodges would be great as a sixth form linked Trustee. Mr Buckley advised we have looked at competition in terms of transport and how the offer is extended at Looe and there is much to play for here. Miss Reed, Mr Hodges and Mr Carrington will discuss further.</p> <p>cc) A Trustee asked if we could compare attendance data to local averages and the impact of rural communities. Mr Carrington advised we are above local data but the DfE will only look at us in terms of national data whilst the local context makes a difference. The local averages will be added to the data.</p> | <p>Action: K Reed/C Hodges/K Carrington</p> <p>Action: K Carrington</p> |
| <p>M7. SEF – Review and consider any changes</p> <p>g) A Trustee asked if it would be useful to complete this piece of work as a Trust team and then ask the Headteachers to judge themselves against this. Mr Buckley advised we are trying to test the Headteachers against their knowledge of their own schools and this needs to be a collaborative process. Mr Carrington noted there is an opportunity to work with them against the new framework. Mr Buckley advised that it was a surprise to leaders last year as the results of the student survey showed that SEND was low. Mr Buckley added that previously before a Peer Review we used to have the Chair of the Trust Board meet with the Headteacher and Chair of Governors and we could bring this model back. For the Looe Peer Review, we could collect feedback from Trustees. The Saltash Peer Review is in December.</p> | <p>Action: All</p> |
| <p>M11. Community – Evaluate communication methods with LGCs and other stakeholders and consider what improvements are needed</p> <p>a) Move this agenda item to a future meeting.</p> | <p>Action: The Clerk</p> |