



## **TRUST BOARD PEOPLE COMMITTEE**

Minutes of a Virtual Meeting of the People Committee of the Trust Board of South East Cornwall Multi Academy Regional Trust held on Thursday 20<sup>th</sup> October 2022 at 6.30pm.

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<b>Present</b>	<b>Yes/No</b>	<b>In Attendance</b>	<b>Yes/No</b>
Mr S Lloyd - Chair	Yes	Mrs K Williams, Clerk	Yes
Mrs H Casson	Yes		
Mr D Buckley, CEO	Yes		
Mrs L Lawson	Apologies		
Ms C Storey	Apologies		

### **Summary Matters for the Trust Board**

- a) The governor appraisal forms are under trial.
- b) The CPD calendar is available on the SMART website.
- c) Governors continue to have a role in terms of staff support and wellbeing.
- d) Safeguarding policies and procedures are being discussed and any issues are being addressed.

#### **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**

None.

#### **3. Apologies for Absence**

Ms Storey and Mrs Lawson had sent their apologies in advance of the meeting which were received and accepted by the committee.

#### **4. Approval of minutes of meeting held on 26<sup>th</sup> May 2022**

The minutes of the meeting held on 26<sup>th</sup> May 2022, having been circulated in advance, were agreed as an accurate record and will be signed.

#### **5. Matters Arising**

##### **M39. Matters Arising**

##### **M7. Staff and Student Health and Well-Being - Review staff and pupil health and well-being across the Trust's schools**

f) Trustees queried if the Trust Board should write a letter to the government about their concern in the lack of funding to provide support services for staff and students. Mr Buckley advised the content of discussions in the TAS meetings. It was agreed that this should be discussed further at the next Trust Board meeting.

Update: The Chair advised that he has researched children's mental health services and in terms of satisfaction and action rates, Cornwall Council are in the higher quartile of the data provided by gov.uk. Mrs Lawson advised that there has been sudden investment in mental health services such as Thrive which provides support for 0-5-year olds and the CAMHS service is improving. The Chair suggested that

mental health provision is something that Trustees should monitor regularly and receive updates from across the Trust. A potential Safeguarding Trustee application was discussed. Mr Buckley explained the premise of the TAS (Team around the School) meetings and advised that Mrs Lawson would be welcome to attend these meetings and she will send information that she has on available services to the Clerk for circulation.

*Update 20-10-2022: The Chair advised that this is ongoing.*

#### **M41. Discussion on Governor/Trustee appraisal/coaching**

d) Trustees considered that a supportive and coaching system would be beneficial and experienced Trustees would be keen to offer mentoring and support. Mr Buckley suggested that an appraisal/incremental coaching proposal will come to the committee for further discussion.

*Update: On this agenda.*

#### **6. Discuss proposed governor appraisal**

a) Mr Buckley advised that there is a trial on a single page version of the appraisal and governors have already given some feedback on this. This will also be trialled with Trustees. **Trustees felt this was a good idea. A Trustee applauded using a common approach across the Trust and noted the outcome relates to everything that goes on in the Trust.**

#### **7. CPD calendar – for information**

a) Mr Buckley advised that the new website is due to go live. The website will have a CPD (Continuous Professional Development) events calendar and staff will be able to see what is available and they will be able to book into training using Eventbrite. Trustees can have a look and feedback and comments that they have. **A Trustee asked if there is a tab which relates to governors/Trustees.** The task and finish group is exploring colour coding training and the Trust version will have all training available but the categories have not been set up yet. **A Trustee noted that the online safeguarding training was really interesting and affirming.**

#### **8. Managing the risk to staff wellbeing from Ofsted process**

a) Mr Buckley advised that we need to monitor the impact of Ofsted visits especially in the smaller schools. We have put in a lot of support for schools after a visit and the impact is notable. **A Trustee commented that the impact of such visits can almost be described as a trauma response and asked how do we support through the process and after especially if there is a poor outcome. A Trustee felt that external rigour and visits do help to prepare staff and Trustees noted the need for challenge and support and the balance that is required.** This was discussed at length.

b) This is a key risk and our biggest concern for wellbeing the of staff is around Ofsted visits.

#### **9. CEO update on changes to safeguarding practices for this academic year and Safeguarding Trustee visit to Saltash**

a) Mr Buckley advised that one challenge by Ofsted was that every school in a Trust should have access to the SCR (Single Central Record) of all schools so we have taken steps to have this in place.

b) Mr Buckley noted that there is a nervousness around Ofsted and their challenge to safeguarding procedures and so we have reviewed a document by EACT. Google checking of staff as part of the confirmation of a job offer when they first join has been brought into the required practice for safer recruitment and will require an extra line on the SCR for recording but there is no guidance on how this should be undertaken. **A Trustee noted that this appears that the process becomes more importance than the practice and this mindset needs to be monitored.** The visit from the Safeguarding Trustee to Saltash has been really valuable.

c) Mrs Casson advised that her visit report was circulated to Trustees. Mrs Casson explained that the school enjoyed the rigor of her visit. Mrs Casson noted that as a Trust, there is a risk around children that cannot access us and cannot also access Alternative Provision. Mrs Casson explained that Saltash work with Plymouth and this needs inclusion in the Safeguarding Policy. Mr Buckley advised that this can be escalated and an addendum will be needed to the Policy.

- d) **A Trustee referred to the different approaches to safeguarding training across the Trust and queried if this needs review and who is the lead from the Trust on safeguarding.** Mr Buckley advised that this is Steve Green although this is a team effort. **A Trustee felt that some approaches should be the same across the Trust and this also applies to the use of recording systems such as CPOMS or My Concern. A Trustee noted that schools were not sure who the safeguarding lead is across the Trust. A Trustee asked what external safeguarding checks are undertaken.** Mr Buckley advised that schools have held these but we don't do these systematically. **A Trustee noted that there was some confusion over low-level concerns at Saltash and the system does need to be looked at. A Trustee asked if this should be discussed again at the next meeting. Key questions from Trustees are how are low level concerns recorded and are google checks taking place and recorded.** Trustees are aware of the issues which Mrs Casson has raised and Mr Buckley will discuss further with her with a follow up discussion on progress at the next meeting.

**Action: D Buckley/H Casson/The Clerk**

10. **Review of Policies:**

- a) None.

11. **Guidance/instructions to LGCs**

- a) The governor appraisal forms are under trial.
- b) The CPD calendar is available on the SMART website.
- c) Governors continue to have a role in terms of staff support and wellbeing.
- d) Safeguarding policies and procedures are being discussed and any issues are being addressed.

Items Circulated For Information

12. **Headteacher's Report**

- a) The reports are useful.

13. **LGC Minutes**

- a) To follow. The Clerk advised that she has communicated the changes to the Link meetings with governors during their LGC (Local Governing Committee) meeting.

14. **Summary Matters for the Trust Board**

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15. **Agreements made by email**

- a) None.

16. **Date of next meetings:**

22.02.2023 and the Clerk will circulate some dates for the final meeting.

The Chair thanked the Trustees for attending and the Clerk for her support. The meeting closed at 7.02pm.

<b>Action Summary</b>	
<b>M9. CEO update on changes to safeguarding practices for this academic year and Safeguarding Trustee visit to Saltash</b> <b>d) A Trustee referred to the different approaches to safeguarding training across the Trust and queried if this needs review and who is the lead from the Trust on</b>	<b>Action: D Buckley/H Casson/The Clerk</b>

safeguarding. Mr Buckley advised that this is Steve Green although this is a team effort. A Trustee felt that some approaches should be the same across the Trust and this also applies to the use of recording systems such as CPOMS or My Concern. A Trustee noted that schools were not sure who the safeguarding lead is across the Trust. A Trustee asked what external safeguarding checks are undertaken. Mr Buckley advised that schools have held these but we don't do these systematically. A Trustee noted that there was some confusion over low-level concerns at Saltash and the system does need to be looked at. A Trustee asked if this should be discussed again at the next meeting. Key questions from Trustees are how are low level concerns recorded and are google checks taking place and recorded. Trustees are aware of the issues which Mrs Casson has raised and Mr Buckley will discuss further with her with a follow up discussion on progress at the next meeting.