



Registered address: Cheney School, Cheney Lane, Oxford, OX3 7

Community Schools Alliance Trust – Meeting of the Trustees

Non-Confidential Minutes of the meeting on Monday 16th September, 5pm at Cheney School

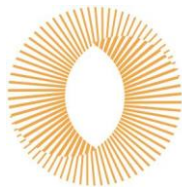
In the Chair:	Liz Tyler Bell
Present:	Bridget Durning, Pat O'Shea, Jolie Kirby
In attendance:	Laura Waller (Head of Finance), Rupert Moreton (Headteacher, Cheney School, until Item 7) Richard Stamper (Chair of Governors, Cheney School, until item 7), Ben Hegedus (Head of HR and Compliance), Gemma Jennings (Clerk)
Apologies:	Ian Busby, Ann Childs

	Minutes
	Part 1
1.	<p>Apologies for absence and declaration of interest</p> <p>Apologies for absence were received from Mr Busby and Dr Childs. No declarations of interest were received.</p> <p>The meeting was quorate.</p>
2.	<p>Minutes of Previous Meeting</p> <p>Trustees reviewed and approved the minutes of the previous meeting,</p>
3.	<p>Action Grid</p> <p>Trustees reviewed and discussed the action grid. An update was presented on all ongoing items and completed items were discharged.</p>
4.	<p>Academy Progress: Summer Results Cheney School</p> <p>Mr Moreton and Mr Stamper presented on the Key Stage 4 and Key Stage 5 results attained at Cheney School. Trustees discussed the presentations and the following key points were raised:</p> <ul style="list-style-type: none"> - Key Stage 5: Overall, attainment at A Level had improved. Trustees reviewed and discussed subject areas where attainment had been comparatively weaker, highlighting concerns over Maths, Sociology and Biology particularly. Trustees reviewed these results in closer detail, noting particularly that strong attainment had generally been reserved only to higher achievers in maths, whilst predictions in Biology had been inaccurately high. - Trustees reviewed the measures that had been taken over the year to improve Key Stage 5 attainment, including the school's focus on stricter entry requirements to ensure that the right students were on the right courses for them, providing strong pastoral support and putting in place rigorous attendance monitoring and expectations. It was noted that these changes had been well implemented in Sixth Form culture and had made a significant difference to student attainment and experience over the year. - Next steps and actions for the current school year were discussed. It was particularly highlighted that the data would be undergoing close analysis within the school, with all departments meeting with their SLT Link and the Head to discuss in depth, followed by a close data review by the Cheney School



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	<p>Governing Body in October. Trustees also highlighted the need to review student post 16 progression and destinations and requested that this data was shared with them when available.</p> <ul style="list-style-type: none"> - At Key Stage 4, it was noted that significant attainment improvements had been achieved on the Attainment 8 measure and for SEN students, and the Trustees congratulated the school on these achievements. It was noted however, that the attainment of PP students remained a concern for the school. Trustees questioned the reasons for this, which were outlined as poor attendance, some inaccuracy of projections leading to less impactful interventions and ongoing inconsistency in quality of teaching. Key actions being taken to address these issues were noted as close data analysis and review, more work on driving up attendance and addressing quality of teaching through the SIP and a dedicated team looking at teaching practices lead by the Assistant Head for Inclusion. - Trustees also noted some departmental areas of concern, notably Maths, History, Business Studies and some areas in Science. Whilst History had been particularly linked to long term staff absence, and did not reflect any longer term trends, both Maths and Business Studies were undergoing close review of curriculum and teaching methods, particularly the use of 'setting' in Maths as well as ensuring estimated attainment was as accurate as possible. - Trustees noted that the attainment targets for the year were quite high and questioned whether these targets were sufficiently achievable and realistic as well as reflective of the school's ambitions. It was noted that these figures were set based on the FFT 20 grades of the current cohort. Trustees questioned whether the SIP was now complete: it was highlighted that this was a live document which was reviewed and updated weekly by the Senior Leadership Team. <p>Trustees thanked Mr Moreton and Mr Stamper for their time.</p>
5.	<p>Financial Update</p> <p>Mrs Waller (Head of Finance) presented a finance update for Trustees. Trustees discussed the update and the following key points were raised:</p> <ul style="list-style-type: none"> - The update followed particularly significant changes in projected costs, primarily resulting from significant increases in staff costs due to changes to teachers pay and budgeting for staff pensions. It was highlighted that the current budget put the Trust into deficit for the year. Ongoing uncertainties over the accuracy of the figures were highlighted: this resulted from the government's announcement of an increase for teacher's pay without any clarity on how much funding would be provided for this, which could be leaving schools themselves to cover the extra cost. It was noted however, that due to the staffing model at Cheney School the school was likely to be negatively impacted. - Trustees discussed next steps and actions. It was highlighted that due to the current uncertainties the school felt unable to commit to any definitive action at this stage, but was instead being cautious particularly in its approach to recruitment. It was also highlighted the Finance Manager was working closely with the Headteacher and CEO to secure clear and accurate figures as well as to analyse the current staffing model through benchmarking processes as well as analysis of the current curriculum model, and consider the target spend for the school on staffing. Trustees also stressed the need for greater clarity on the Site budget based on a clear plan. It was noted that the Head of Premises was currently reviewing this. - Trustees requested that an update was provided as soon as further information, particularly on the provision of government funding for pay increases, due to be announced by the end of October, was available. Trustees stressed the need to be active in raising awareness and concerns if adequate funding was not provided. Trustees also suggested that consulting with the Members, given their extensive HR and financing expertise, would be useful.
6.	<p>Policies updates</p> <p>Mr Hegedus present on policy updates (circulated in advance of the meeting), which had been made in response to both staff feedback and statutory changes. Key changes were highlighted, including the additional responsibilities of Trustees and Chairs of Local Governing Bodies in the Appointment of Staff policy as well as streamlining of the Complaints Policy with an emphasis on informal early intervention where appropriate.</p> <p>Trustees reviewed and approved the changes.</p>



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