

STAR MAT Board of Trustees'

Minutes of the EGM held Wednesday 24th February 2021 at 6pm via Google Meet

Present: Clare Thornton-Eckford, Nick Sheppard, Tom Fielden, Peter Wilson, Frances Dodd, Alison Smith (until item 2.11), Simon Peacock, Deborah Hastie

In attendance:

Melissa Boyes (Chief Finance Officer, STAR MAT)
Iain Tessier (Clerk, Governance Advisor – STAR MAT)
Lyndsay Greathead (AVEC HR)

1.0 Welcome, Apologies for Absence and Declarations of Interest

1.1 Apologies were received and accepted from Richard Coy. There were no declarations of interest.

2.0 Ratification of the Appointment of a Permanent CEO of the STAR MAT

The Vice Chair, as Chair of the Panel, was invited to address the meeting.

2.1 Ian Yapp was recommended as the preferred candidate for the position of CEO.

2.2 With regards process, there were presentations from both candidates on strategy followed by a panel Q&A, alongside formal interviews. The recommendation of Ian Yapp was unanimous, both from the panel's perspective and following feedback from the STAR headteachers. The Vice Chair divulged some of the feedback. It was clear that there was absolute confidence in Mr Yapp's leadership skills and his ability to lead the Trust. This had been practically demonstrated during his time as interim CEO. The strengths and areas for development of the other candidate were briefly outlined.

2.3 If Trustees ratified Mr Yapp as substantive CEO, this would then require a headteacher recruitment process to commence very swiftly for Riverside Primary. The Trust needed to consider the timing of the commencement of Mr Yapp's tenure as CEO.

2.4 The Vice Chair was clear that a rigorous, fair and challenging recruitment process had been undertaken. The interim CEO had been subject to the same expectations at interview as the other candidate.

2.5 The Vice Chair noted that he would encourage Mr Yapp, if ratified as CEO, to share his educational strategy for the Trust and for Trustees to receive this. It was quite inspirational.

2.6 Trustees were invited to share their observations. The level of the quality of the two presentations given by the candidates was markedly different. A Trustee felt that the preferred candidate was better than any potential candidates available on the open market and now the Board could have complete confidence that they were recruiting the right person for the job.

2.7 Mrs Greathead agreed that there had been a fair and rigorous process. The panel and stakeholders were clear that Mr Yapp had a great deal of integrity and, on the basis of the process completed, the correct candidate had been selected.

2.8 A Trustee said that Mr Yapp had been open and honest about his development needs in terms of his understanding of church schools and church school effectiveness. Mr Yapp had contacted

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the Diocese about receiving support with this area for development. His openness and honesty about this had been welcomed. This did not detract from the Trustee's overall assessment and they echoed the endorsement put forward by the Chair of the Panel.

- 2.9 **Resolved:**
Trustees approved the appointment of Ian Yapp as permanent CEO of the STAR MAT, on a full time basis.
- 2.10 The COO was invited to share the budget impact of a proposed appointment at L41. The COO was also asked to comment on requirements with regards recruiting a substantive headteacher for Riverside Primary School. Mrs Greathead indicated that a timeline had been drafted – it was tight but achievable – and advised the Trust Board on the necessary next steps.
- 2.11 A discussion on logistical issues followed. *During this discussion Alison Smith left the meeting.*
- 2.12 **Resolved:**
Trustees agreed to appoint Mr Yapp as CEO with effect from 12th April 2021, on salary point L41. A further decision on whether Mr Yapp would retain statutory responsibility, in an executive capacity, for Riverside Primary School past 12th of April and until the end of the academic year, or whether alternative arrangements would be made, to take place in due course.
- 2.13 The Vice Chair wished to thank panel colleagues for their support with the process. Mr Yapp would be notified forthwith and his appointment would be shared with wider Trust colleagues and school stakeholders as soon as possible. The Chair of Trustees to pen a letter to that effect.

Meeting closed 18:40