

STAR MAT Board of Trustees'

**Minutes of the additional meeting held 29th June 2021 at 9pm via Google Meet
(following the conclusion of the FAR Committee meeting)**

Present: Clare Thornton-Eckford (Chair), Peter Wilson, Nick Sheppard, Tom Fielden
Frances Dodd, Deborah Hastie, Richard Coy, Alison Smith, Simon Peacock

In attendance:

Ian Yapp (CEO, STAR MAT)
Melissa Boyes (COO, STAR MAT)
Iain Tessier (Clerk, Governance Advisor – STAR MAT)

1.0 Panel for Brayton Headteacher Recruitment

1.1 Three Trustees were required for the Panel to consider the Brayton Headteacher recruitment.

Resolved:

The panel was agreed as follows: Alison Smith, Peter Wilson, Clare Thornton-Eckford and Nick Sheppard (reserve). There would be input from HR, the LGB and the incumbent school headteacher as required. The CEO clarified the proposed recruitment timetable.

1.2 Peter Wilson to be the new link Trustee for Brayton, replacing Frances Dodd who was stepping down as a Trustee at the end of the academic year. The Chair thanked Mrs Dodd for her contribution to the Trust Board. In the short-term, prior to further Trustee recruitment, Mr Sheppard to pick up the link role for Monk Fryston / Saxton.

2.0 Settlement Agreement

2.1 Details had been circulated ahead of the meeting. The business case had been made, which included history of absence. This colleague had been off work for a considerable period of time. They were being dealt with through the attendance/absence management process. However, the individual concerned had submitted a grievance and continuing with the current course of action risked pursuit of this grievance. The Trust had to weigh up the potential consequences and costs.

2.2 There were elements of alleged disability discrimination within the submitted grievance. The CEOs recommendation was to approve the settlement agreement. Overall, this was the most cost effective move and allowed the Trust to move on to recruit to the post in question in a time effective manner. The CEO intended to work with HR and the school concerned to see if there were any lessons to be learned from this case. Lessons that could be shared across all of the schools. The Chair was aware of the case and was inclined to support the business case in this instance. This position was supported by other Trustees, who agreed that the cost/risk balance supported settlement. Responding to a Trustee query, the CEO was confident that if approved the settlement would be accepted by the employee.

Resolved:

The proposed settlement agreement was approved.

3.0 Trust Appointed Governor Recommendation

3.1 The Trust had received an application from Nicola Elder to join the LGB at Kellington Primary. The Chair was fully supportive of the application and recommended her approval to the Board.

Resolved:

Trustees appointed Nicola Elder as a governor at Kellington Primary School.

ACTION

4.0 Member Appointed Trustees

4.1 With Mrs Dodd departing, the Trust Board would be light from a capacity perspective in September. Trust Member John Hattam had been made aware of the proposal to form a working party to examine recruitment options and skills required and undertake a formal recruitment process. He had been happy for the Trust Board to proceed with the recruitment process and the rationale therein. Members looked forward to approving an appointment in due course. Alison Smith and Nick Sheppard would join the CEO to form a working party.

4.1.1 Should the Board revisit the previous proposal to have Martyn Sibley join the Board? This had been discussed. Mr Sibley was doing a good job on the ground supporting local governance and had recently taken up another Trusteeship in a MAT. It was felt that Mr Sibley would not have the required capacity at this time. However, the Board did need to recruit someone with that sort of level of educational experience. The Board also wanted to recruit someone with experience in the fields of ICT and technology innovation.

5.0 Trust Board Agenda Planner

5.1 Progress to date was noted ahead of approval at the July meeting.

6.0 Complaints Policy Addendum

6.1 Resolved:

Trustees approved the necessary addendum to the Complaints Procedure; this to clarify and allow for appeals regarding Centre Assessed Grades to be dealt with via the appropriate process.

7.0 Away Day

7.1 Away day materials had been circulated prior to the meeting. Trustees were asked to familiarise themselves with their contents ahead of the planned event. The CEO clarified the safety protocols that had to be upheld whilst Trustees were on site.

Meeting closed at 9.35pm