

**Present:** Mr I Grant (Chair), Mrs D Smith (Head), Mr M Ali, Mrs J Arif, Dr J Dow, Mr T Howorth, Ms S Mushtaq, Ms M Phillips, Ms E Walters

**In Attendance:** Victoria Bray (BDAT), Mr W Suleman (Business Manager), Mrs S Edwards (Clerk), Mrs S Grice (SGS observer)

**70/17 Bradford Diocesan Academy Trust update** *continued*

*BDAT presentation* Victoria Bray, BDAT Governance Manager & Company Secretary, was welcomed and introduced. Her presentation to governors had been circulated prior to the meeting, the following matters arising were discussed:

- Each academy has its own local governing body (LGB) which acts as a sub-committee of the MAT Board.
- The Chair is appointed by BDAT rather than by the LGB; the candidate is required to meet with the Chair of the Trust and Chief Executive before the Trust Board ratifies the appointment.
- Staff representation on the LGB is limited to the Head/Principal's ex officio position and one elected staff member.
- Co-opted governors can be nominated by the Parish as previously but will there will be more emphasis on key skills needed, term of office is four years. BDAT appoints all governors and has the power to remove them.
- Governor Hub database is used for communications and sharing information, documents etc., it is possible for the school to buy into it now to start using from September if required.
- Centralised clerking will be provided by BDAT, the clerk will be expected to report back to BDAT on any decisions made outside the GB terms of reference stated in the Scheme of Delegation.
- BDAT directors can attend and vote at any GB meeting, **governors asked if directors would attend in number to sway a vote?** This has never been the case to date and is very unlikely; directors are more likely to attend to ensure a meeting is quorate.
- **What is the general ethos across the Trust?** It is very much one of being a family of schools working collaboratively to support each other.
- **How would the Trust deal with issues?** If it is an internal issue the Trust would support the school, if there was an issue between the Trust and an individual school it would be dealt with in a Christian, professional and fair manner.
- **Why is governorship limited to 12 years?** To avoid going 'stale'; however they could be appointed governor in a different BDAT school.

*Conversion update* Head and Chair had recently been advised that BDAT will no longer be adhering to the 'Burgundy Book' (*Conditions of Service for School Teachers*), for example sick pay entitlements will change and national pay rises may not be honoured. Staff have not yet been informed or consulted on about these changes; the Head said that it is very disappointing and difficult to have to go back to staff with this news.

Carole Dewhirst (CEO) and Peter Thompson (Director of Operations) have offered to come in and speak to staff. Victoria Bray indicated that it had been a difficult decision to make but that it had been necessary in order to retain jobs.

The Chair said that he was deeply unhappy that this decision is effectively breaking a promise made at the beginning of the process and that he was personally very concerned as to what other aspects could be changed by BDAT.

It was acknowledged that 1 September is not now a viable date for conversion (due to the additional staff consultation now necessary and the ongoing land issues).

7.11pm Victoria Bray was thanked for attending and left the meeting

*Conversion discussion* Mrs Smith gave further details of BDAT changes in conditions of service: entitlement to full sick pay will reduce from 26 weeks to 13 weeks (followed by up to 13 weeks on half pay), there are also changes to notice periods etc.

Mr Grant **proposed** that the Governing Body is not prepared to continue with the academisation process with BDAT if the implication is that staff will not continue to be employed under their current terms and conditions of service, **seconded** by Mr Ali and **approved by a majority** of the Governing Body.

Action

Head/  
Chair

**71/17 Headteacher's items continued**

- Internal interviews for SLT posts to cover Mrs Wild's maternity leave and Mrs Ibrahim's reduction in hours will take place 19/17/18.
- Four e-safety incidents have taken place, the PCSO has attended. An e-safety workshop for parents was well received and hard copies of the information provided will be circulated
- There are 4 Looked After Children in school plus 2 more recently admitted; there will be 5 in total from September
- Safeguarding data was distributed, figures are rising, eg new concerns up from 137 last year to 154 and other agency involvement up from 5 to 45. It may be necessary to consider having a wider safeguarding meeting three times a year involving more staff and governors.
- Holiday in term time has dropped since last year but has not had a significant impact on overall attendance. 21 penalty notices have been issued for 5+ days off.

**58/17 Budget approval continued**

- NJC pay increase for non-teaching staff is included in the budget, a teaching staff pay rise of 2% from September is expected but not yet confirmed
- Having made adjustments to maintenance and resources expenditure the budget is set to break even
- Eight out of twelve BDAT schools are currently re-structuring and/or making redundancies
- Reduced expenditure has been assumed in years 2 and 3 due to savings on bought in services etc. on joining BDAT
- Income assumes that sports funding and UIFSM continue for three years
- Other assumptions include a teacher retirement in 20/21 and that all maternity leave staff return
- Some fixed term posts may not be renewed
- BDAT will accept a deficit budget if there is a plan in place to address the pay rise
- The library/IT room alterations have been factored in (on a reduced budget to previously), £10k outside funding has been applied for
- E12, building maintenance is significantly reduced (maintenance work has already been carried out in anticipation of poor budgets ahead)

**59/17 BDAT update continued**

- Staff consultation ends 14/5/18 and a meeting for parents will be arranged before half term
- The BDAT Scheme of Delegation will be circulated for comment, **agreed** that any responses be emailed to the Chair and that a small group of governors will meet to look at these (date to be advised)

Signed as a correct record..... Date:.....