

5.	<p>LGB Minutes Summary minutes from CEC, St James, Exwick Heights and West Exe were considered.</p> <p><u>West Exe</u> –JM clarified that following the Trust taking over the PFI contract management, agreement had been secured from MSEL for schools to have access to CCTV footage. Schools had been notified of this change. JM to contact Tim Rutherford to reiterate this.</p> <p><u>Exwick Heights</u> –JM noted that the comments made around lack of support with premises/maintenance seemed very much at odds with the extensive support that had been/is being provided to the school and the positive feedback received from the headteacher and team. JM to clarify with Exwick Heights the context of their comments. The school’s financial strategy was discussed and this is recorded in Part B of the minutes.</p>	JM JM
6.	<p>Financial Position and KPIs The key indicators of success, budget forecast for the Exeter schools and management accounts dashboard had been circulated. SP noted that the budget evolves continuously due to the volatility of funding and information is made available to headteachers monthly to enable them to make the most of their budgets. SP also reported that the key indicators of success framework had proved a useful tool in the due diligence process for potential new schools joining the Trust. SP presented headlines from the finance report (recorded in Part B of the minutes).</p>	
7.	<p>Statutory Gender Pay Gap Report</p> <ul style="list-style-type: none"> • The Trust gender pay gap as of 31st March 2018 was 41.8%, which is significantly higher than the national average of 17.9%. However, this gap is almost entirely a reflection of the higher proportion of women in teaching and support roles (89.6% female/10.4% male in the lowest pay quartile; 79.3% female/20.7% male in quartile 2)) rather than a gender inequality in pay per se. Indeed, the difference in mean pay in each pay bands is minimal. • These outcomes are in line with the education sector’s occupational profile and are unlikely to raise concerns when published. • The balance of women in lower paid roles is traditionally even greater in primary education (eg. teaching assistants, mealtime assistants) and primary schools joining TWMAT are likely to further impact on the Trust’s pay gap. • In the highest pay quartile, the women/men balance is almost even, showing equality of opportunity in progression within the Trust. Whilst positive, it was noted that the balance in higher quartiles could better reflect the overall gender balance of the Trust. <p>The group gave authority for SP to submit the report on the Trust’s behalf.</p>	SP
8.	<p>Risk Impact Review</p> <p>Revisions to the Strategic Risk Register were noted. Items on the register could helpfully be numbered in future to facilitate cross-checking against the table of proposed changes.</p> <p><u>Exclusions</u> –MM reported that exclusion levels were now on a downward trend overall and that no permanent exclusion had been made since the introduction of The Bridge. The project had also generated a new sense of shared responsibility for challenging students across all schools within the partnership (TWMAT, St Luke’s, St Peter’s, QE).</p> <p><u>Estates Management</u> (new risk) –JM noted that with the now significant size of the Trust’s estate, the ageing fabric of non PFI buildings and planned refurbishment/building works, the</p>	FM

	<p>workload and level of risk to the Trust warranted the creation of an Estates Manager post. After consideration, the group accepted the need for this appointment, and the cost effectiveness of recruiting rather than using external consultancy services.</p> <p>SP confirmed that our current charging structure to the Plymouth schools accurately covers the cost of the support provided by central services. MM noted that it is in fact the addition of the Plymouth schools which places the Trust in a financial position to consider the Estates Manager post at this time, for the benefit of all schools within TWMAT.</p>	
Items for Approval		
9.	<p>School Condition Funding Capital Programme</p> <ul style="list-style-type: none"> The size of the Trust has now made it eligible for School Condition Funding (SCF). This will be financially more favourable than bidding for ESFA Condition Improvement Funding. The SCF funding is allocated annually and based on a set formula, which will guarantee funding for the Trust year on year. However, the funding formula is complex and it is difficult to assess at this stage what the Trust will receive. The Trust Capital Programme aligns with the priorities identified in the Trust Asset Management Plan, drawn up in consultation with headteachers and previously reviewed by the AF&R Committee. This will be the platform for a five year capacity and maintenance programme linked to Trust budgeting, which will be developed by the new Estates Manager. This programme will capture works linked to condition as well as remodelling within school buildings to meet the changing curriculum/growing pupil numbers. It was noted that the £4 million awarded for the refurbishment of Whipton Barton would require shrewd management to ensure the school gets maximum benefit from the available monies bearing in mind the significant improvements needed. JM confirmed that prioritisation of ACOs and timescales for the completion of works in PFI schools had improved as a result of the Trust taking over management of the PFI contract. <p>The Committee was content to approve the proposed Trust Capital Programme.</p>	
10.	<p>Policies Update</p> <p>The group approved JM's suggested updates to policies due for review: Freedom of Information, LGPS Discretions, Gifts and Hospitality, Due Diligence for New Schools, Conflict of Interest. FM to proceed with making the revisions to the policy documents.</p> <p>The Trust Finance Policy is due for review on 31st March 2019. Due to current commitments, and to give the document due attention to ensure it is fit for purpose across all Trust schools, SP proposed to make revisions over the Summer. The Committee supported this proposal.</p>	<p>FM</p> <p>SP</p>
Items for Information		
11.	<p>PFI Update</p> <p>Rachel Carter, PFI Contract Manager, took up post on 14th January 2019 and great strides have already been made in improving standards of service and in developing our relationship with partners within the contract. David Johnson, external PFI advisor, was commissioned from 1st March 2019 to take forward the recommendations of his original report. The Committee confirmed its support for the PFI Working Group's direction, outlined in Part B of the minutes. AW shared plans for Andy Mulcock to add his PFI experience to the working group.</p>	
12.	<p>Compliance Report</p> <p>The Committee noted the contents of the report and the major progress made in gathering information. JM felt confident the quality of information would continue to improve.</p>	

13.	<p>Independent Internal Audit The findings of the audit were noted and felt to be appropriately cautious but not cause for concern. SP shared her intention to request a focus on Whipton Barton in the next audit.</p>	
14.	<p>Growth <u>Whipton Barton Federation</u> –Joined the Trust on 1st March 2019. SP tabled FMGS return questions linked to the academisation of the federation. SP clarified this was standard procedure. The Committee authorised SP to respond on behalf of the Trust. Discussions relating to other schools are reported in Part B of the minutes.</p>	SP
Any Other Business and Next Meeting Date		
	<p>Any Other Business –none was raised.</p> <p>Date of next meeting: Wednesday 05 June 2019, 17:00, Cranbrook Education Campus.</p> <p>The meeting closed at 19:05.</p>	

Signed by the Chair of the Committee:



Date: 5th June 2019