MINUTES of the BOARD MEETING

10 February 2026, 1pm

Part A Public

Item	Subject	Action
1	***Trustees present**: V = virtual* Matt Brierley (MB) Karen Brokenshire (KB) Amy Claridge (AC) Mike Hosking (MH) – Chair Nick Lake (NL) Ross Schreiber (RS) Peter Sheppard (attended item 9 to end of meeting) *Also present:* Cathryn Andrews (CA) – Director of Development (attended item 1-18) Simon Hague (SE) – CEO Jess Hutchings (JH) – Lead Governance Professional Sean Pinhay (SP) – Chief Finance and Operations Officer (CFOO) (attended item 1-18) Vanessa Schreiber (VS) – Executive Assistant (attended item 1-18) Claire Savory – CEO, GLA (attended item 1-18) Adam Lewis – Chair of Trustees, GLA (attended item 1-18) Josie Medforth – PHP Law (attended item 16.1) Anthony Power – PHP Law (attended item 16.1)	
	Apologies: Rob Gasson (RG), Tamsin Lamb (TL) Introductions were made for the benefit of GLA attendees. It was agreed that the order of the meeting be adjusted, to accommodate the attendance of PHP Law representatives. The minutes reflect the running order of the agenda.	
2	**Conflicts of Interest**	
2.1	KB and RS declared interest in item 16.1 Grounds Maintenance Tender.	
3	**Previous minutes** of 9 December 2025 were accepted as an accurate record.	
4	**Matters arising**	
4.1	Action 134: Updated GSoD will be presented to next FAR and then Board. Action 172: Paper on Estates Management to be presented to next FAR. Action 232: Skills Audit – to be included in governance review Action 267: Governance Review paper has been written and will be shared with Trustees after today, for comment.	
5	**CEO Update**	
5.1	SH shared the Risk Radar Report, highlighting key risks, and recommended presenting it to Trustees alongside reports on progress towards the Trust's strategic objectives. SH confirmed that when the horizon risks were set during strategy day, the specific changes to government policy were unknown and confirmed that although there is more clarity, we are still awaiting the education whitepaper. SH provided the following update regarding current risks:	

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	• Quantum of funding – biggest challenge when we start budget setting process. Will keep board informed. • Ofsted – changes becoming clearer now. Two Trust school have been inspected, and we have learnt from these visits. Schools are reframing to better present themselves in line with new framework. • Trust will monitor support staff pay • Extending the school day will create some challenges but we are managing this. SH provided following update regarding long term horizon risks: • Tensions emerging due to threat from far right. Currently lot of action within trades unions to defend their positions and push against hate driven speak. More support there now. • A recent media announcement from government implied that schools were not using offsite suspensions well enough and indicated they would insist on this. This prompted a response from CST and as a result, the government has announced a consultation on the use of offsite suspensions. Use of media to announce policies is not a good strategy. • Changes to Mobile phone policy announced in the media. Trust policy meets expectations and has been updated to clarify particular details linked to use of mobile phones. • Parental guide to complaints – helpful paper aimed at parents from DfE, outlining what parents should do. We will make our parents aware of this guide. Trustee questions were invited and the following was noted: • Pupil exclusions and SEND - message from DfE was that schools weren't doing enough. Trustee raised concerned that there is a lack of funding for SEND • Funding for SEND – Trustees noted that some Local Authorities have written off a proportion of the debt linked to SEND, but noted the debt still exists within the wider system	
6	**Director of Education Update**	
6.1	Director of Education Update. CA shared the following update on behalf of TL: • Mobile phone policy - few amendments made. Updated policy on agenda for approval • Updated safeguarding curriculum – statements are now on websites • New guidance for Relationship, Health and Sex Education – the 5 key changes noted will require a change to policy, and consultation with parents. Clear guidance on understanding bodies, personal safety and risk – emphasis on skills and knowledge. These changes were discussed during recent Quality of Education Risk visits. One school ready to consult with parents. PHSE subject network will be used to discuss and roll out policy changes. • Parental guide to complaints from DfE – intending to publish this alongside our complaint policy. • Ofsted – recent inspection has led us to look at leadership and governance, as Governors, trustees and leaders are responsible. Ofsted questions have been provided to Local Governance Committee, to assist in their understanding. • School Improvement Strategy is evolving in response to our learning from recent Ofsted inspections, and information shared by colleagues within education. Inclusion lead has completed Ofsted training to become an associate inspector.	

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	• The bar has been raised - to gain expected in a standard is really good and it is likely that schools will have different gradings for each area. This change may take some getting used to. • We are asking trustees to be linked to one or two schools, to increase their knowledge of that school. Trustees noted the following: • Ofsted questions for governors were well received by governors and helped them to gather useful information about their school • It has been beneficial for chairs to listen to the Headteachers Ofsted script • Trustees being interim LGC Chairs should not be a long-term solution to Chair of Governor Vacancies. • Round robin approach to chairing has been suggested as an alternative, for those LGCs without a Chair. Trustee questions include: *Q: Do you think there is more of a focus on 3-year trend data, and could we use this to help schools prepare?* Yes, achievement over time is a focus, which has encouraged us to look at the IDSR. Previous data says that middle attainers weren't doing as well, so this was a focus of a recent inspection.	
6.2	School Overview/Risk Report. CA explained the Ofsted self-evaluation colour coding on the report and noted: • Yellow indicates risk at Halwin – hoping they are at expected but need to be robust in our defence of this • If a school has an area that needs attention, and the leadership of the school is strong enough to address this, the School Improvement Team will not need to be involved. • Negative impact of recent parental complaint is noted. Trustees questions included: *Q: Will parent expectations of Ofsted need adjusting?* Yes – Ofsted have produced a video which is helpful, but it will take time for parents and staff to understand that meeting expected is good. It will take time for everyone to accept and understand the variation in colours on an Ofsted report. *Q: Is the new Ofsted framework acknowledging areas of deprivation?* There was some recognition on the Rosemellin report, but we could do with a few more Ofsted's before we have a commentary.	
7.1	Rosemellin Ofsted Report. Trustees questions included: *Q: Does it have to be a complete fit for a standard to be met?* Yes. In the old framework it was best fit. Now it is a secure fit. Ofsted start with expected standard and then decides where to go. At Porthleven, achievement required attention as we couldn't demonstrate sustained improvement over time. CA confirmed she asked the inspector a lot of questions and noted the IDSR contained a lot of useful information for schools.	

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	Q: Do schools get the summary or the large IDSR document? They get the big document. CA confirmed that schools Self Evaluation Form and School on a Page are being amalgamated into a strategic plan. This will contain some of the IDSR key information, to increase your knowledge of where your school is at and enable questions to be asked. Trustees noted that the report commentary focusses on what it's like to be a pupil at this school.	
8.1	2026/27 Godolphin PAN Reduction. SH confirmed: • Current Reception class is over PAN – pupils were accepted as we knew we would have lost an appeal if we had declined the applications • Information from preschool indicates a higher intake this year, so in year variation to PAN requested to manage this • Paper presented to Board contains the contains key information • Trustee approval required, as need to act quickly when DfE confirm if reduction is approved. *Q: If we reduce PAN, is there capacity at local schools to take pupils that cannot attend Godolphin?* Yes, there is. **Outcome: Trustees approved the proposed reduction of PAN for Godolphin School from 15 to 10.**	
8.2	Amended Admissions Arrangements 2026/27	
9	SIG Committee. KB gave the following update: • SEND annual report – approved • Ofsted questions have now been shared with governors • Chair vacancies increasing • Round robin approach to chairing suggested for those LGCs without a Chair • Governor advert to be released after half term • Confidential minutes – lots discussed • Ofsted – discussed actions going forward. Parc Eglos – Requires Improvement school. Garras and Halwin are due inspection. Porthleven had positive inspection. • Treloweth – acting head in place - information in confidential minutes • Trannack – standards in school are concerning. Combined with low pupil numbers and the time and resources required to support improvement, Trustee raised question about the schools long term viability • Culture shift at Marazion – staff finding this hard • Plan for school improvement when CA becomes CEO was mentioned • Advocets project – long term positive impact	
16.1	Part B Confidential.	
10	**Budget Monitoring**	
10.1.1	SP highlighted the following: • £166k overspend on staffing – £140k covered by extra funding so net effect is less than £30k which is a marginal overspend	

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	• Extended activities a concern – extra guidance given to schools so this will improve • Pencoys currently over staffed. Grant is ending, so we will need to revisit staff levels. • In depth scrutiny of supply staff usage underway and constructive challenge with Heads. Currently being used to cover long term sickness, training, sickness (insured and uninsured) ad hoc PAA cover etc. Currently establishing if there are themes to usage and whether there needs to be a budget allocated. There have been some miscodes. • About to start budget setting process for next year	
10.1.2	Trustee questions included: *Q: What are the parameters for the budget?* SP gave view that in year overspend of less than £100k should be the target, noting that our reserve is at 4.9%, and the threshold is 5%. Currently have a healthy reserve of 1 million. Need to set an even budget next year, not an overspend. SH confirmed the ambition would be to break even and acknowledged the need to review the KPI's, which will create more challenge. SP confirmed that the KPI would be adjusted, and that non-supply cost will be an area for review. SP suggested the biggest pressure is pupil to staff ratio and noted that a number of schools have two classes with low pupil numbers. SP confirmed the cost for staffing a class is circa £100K and suggested that a target teacher to pupil ratio of 1-30 is hard to achieve. SP confirmed that the pupil to staff ratio is embedded within some schools, and other will need to be brought into line. *Q: What is the additional cost of a small school?* SP confirmed this is not easy to answer as small schools attract additional income per pupil. SP was of opinion that we need a threshold of accepted overspend for small schools. Trustee voiced view that small school can absorb a large amount of management time. Chair signposted Trustees to the Kreston Reeves report that provides financial benchmarking on the level of reserves and size of MATS and suggested FAR should read this.	
10.1.3	Part B Confidential.	
11	NL provided the following overview of the FAR Committee meeting that took place on 27 January 2026: • Update from SP given • Review and forward plan for IT and Estates • Positive feedback from staff about the timely support provided to schools during Storm Goretti • Discussed future KPI for FAR review • Budget monitoring - verbal update on budget • Management accounts – capital budget bought forward for 2025/26 • Reviewed current estates grading given to schools - there wasn't a lot of difference between the grade the Trust gave, to that from County. • ClearVu energy presented for information • ICT print tender presented for information • Annual audits – two positive, one with concerns. We knew there would be issues with the business continuity audit	

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<tr><th>Item</th><th>Subject</th><th>Action</th></tr>
<tr><td></td><td>Report on risk was presented
Confidential minutes were noted.</td><td></td></tr>
<tr><td>12</td><td>Trustees received the Safeguarding Trustee Report. RS confirmed:
Safeguarding meetings are well run – Trust Inclusion Lead and Safeguarding Lead attend. Attendees provide effective challenge of where areas need reviewing
The first Trustee Safeguarding Report suggested board wasn't looking at Safeguarding as a function and suggested Safeguarding Lead sets plans for the year, report to board throughout the year, and submits an end of year evaluation to Board. RS suggested this would represent activity that is already happening but just isn't being reported to Board. Trustees were in agreement with this approach.</td><td></td></tr>
<tr><td>13</td><td>Trustees proposed and voted in favour of appointing NL as the new Whistleblowing Trustee.</td><td></td></tr>
<tr><td>14</td><td>KB confirmed the School Improvement and Governance Committee (SIG) had discussed the idea of having Link Trustees, to support those schools without a Chair of Governors. Trustee raised concern that may have an adverse effect on Local Governance Committees, and suggested LGC may begin to rely on Trustees to be the Chair. Trustees considered the idea of Link Trustees and noted the following points for consideration:
Have we devalued the LGCs too much, so they don't think they are important enough?
Chair vacancies are increasing. Board will need to consider possible solutions.
Suggestion to run the planned governor recruitment campaign and then review options.
There are two points requiring Board consideration – Trustees being link trustees and covering the Chair vacancies. Suggestion that we only have link trustees where we don't have chairs.
Trustees raised the following questions:
Q: Can Heads be involved in recruitment?
Yes. We have spoken to heads about the importance of strong governance and how they can support the recruitment process.

Q: Can schools use their own recruitment processes? Parc Eglos were unsure.
There is a formal process, so schools should liaise with JH in the first instance, who will support them though this.

CS confirmed that GLA are trialling different LGC structures. They have a mixture of parents advisory groups that are led by the Headteacher, and local academy boards. The local academy boards have a remit in their scheme of delegation and review Pupil Premium and Sports Premium. CS noted this is a challenging area for trusts to get right.</td><td></td></tr>
<tr><td>16.2</td><td>ICT Tender was presented to Trustees for information, as had previously been approved.</td><td></td></tr>
<tr><td>17.1</td><td>The Admission Arrangements 2027/28 was shared, and the following was noted:
Arrangements take into account demographic
Been through consultation process - no meaningful response
Now require Trustees approval.
Q: Is there any risk that we will get another letter from County, like the one we received about the Godolphin PAN change?</td><td></td></tr>
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	No, County have been involved in these planned changes. **Outcome: Trustees approved the Admission Arrangements 2027/28.**	
17.2	Trustees received, reviewed and approved the updated Gifts & Hospitality Policy.	
17.3	Part B Confidential.	
17.4	Trustees received the School's Policy for Handling Unreasonable Persistent, Harassing or Abusive Complaints. SH noted: • Amendment to include definition of vexatious complaints - sits alongside document 17.5 code of conduct for parents. These are important documents to have when dealing with parents who are becoming unreasonably motivated to use the complaints process • There is a rise in complaints across the education system and various professional bodies are supporting schools and Heads though the complaint process. • As a trust we do exceptionally well and manage most complaints at stage 1, but we are seeing an increase in stage 2 complaints which – large amount of work for school leaders. • Current complaint at Illogan has required input from Trust senior leaders, the Headteacher and our legal team. We have taken a robust approach, but we need these policies to do that. Trustee suggested that the new parent kind guidance be included in this policy. SH confirmed this could be added. SH confirmed NEHT have a 'no excuse for abuse' campaign they are using. **Outcome: Trustees approved School's Policy for Handling Unreasonable Persistent, Harassing or Abusive Complaints.**	
17.5	Trustees received the updated Mobile Phone Policy. SH confirmed this had been updated to include new guidance from the DfE and includes details on use of smart tech and smart watches. **Outcome: Trustees approved the Mobile Phone Policy.**	
17.6	Trustees received the updated Parent Code of Conduct. SH confirmed this will sit alongside our other policies and will be provided to parents if required. **Outcome: Trustees approved the Parent Code of Conduct.**	
18	The following Delegated Decisions were reported to Trustees: 18.1 - Travel and Expenses Policy (FAR approved) 18.2 - Support Staff Performance Management (SIG Reviewed) 18.3 - Support Staff Performance Management (SIG Reviewed) 18.4 - Teacher Performance Management Policy (SIG Reviewed)	
18	Part B Confidential.	
19	Part B Confidential.	
20	The following items were agreed as confidential: 10.1.3, 16.1, 17.3, 18 and 19.	
	Meeting 15:44pm	