







Agenda item	Discussion	Action
	Technology allowing hybrid meetings to take place across all sites was to be installed. This would have a positive impact with communications and online learning. PWSfase 3 was still being pursued and a meeting had been set up with NCC. The council has confirmed that they had funding in place and a summer start was likely. NIA A definitive defects list and 125-year lease was to be signed in the coming weeks. In response to a question from a trustee regarding the ongoing issues with the outdoor patio at NIA PW confirmed that the whole patio had been replaced during lockdown with a much more stable structure.	
10. HR Update	JC gave a verbal update to trustees: EMAT was successfully working towards having its own staff bank. More than 30 people had been already recruited and were being trialled at the NIA. HR was expecting to launch the service before Christmas. This would reduce dramatically the current agency costs. Staff numbers across the trust have increased up 600 people in total. Attendance is high across all sites. NIA restructure is currently being undertaken by the new HT with a new matrix and small school system to be put in place. 3 new Heads of schools (HAR/SAA/Castle) They were closely working together, supported by LB, ZM and AIPs. All central team appraisals had been completed. Pay rise agreed by trustees had been implemented. HTs had been briefed about the importance to link pay progression with appraisals, how to document the process and the importance to seek validation with CEO/CFO before communicating decision to staff. No staff grievances In response to a question from a trustee regarding trust expansion and potential increase of staffing costs JC explained that there was not an immediate need to increase the central team. The structures of any school joining in the future and any potential efficiencies to be made would be managed through the due diligence process and TUPE transfer. This would also include further discussions with the RSC.	
11. Policies for	•	MJ to

 Policies for Ratification MJ to upload policies to website

MJ confirmed that the Emergency Business Continuity Plan had been withdrawn pending further amendments.

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