



FENVA



FINAL



Agenda item	Discussion	Action
	<p>COVID19 Honorarium: As agreed during the last FHRE meeting a £100 tax free COVID19 allowance had been paid to all members of staff in their July salary. The response from staff had been extremely positive.</p> <p>In response to a question from a trustee regarding the reason for high staff attendance during the pandemic JC explained that open communication with staff had played an important factor in securing engagement. At the beginning of lockdown staff had been given the choice to work from home or school and had been added to a rota to either oversee online learning or work physically in schools. Staff had felt well supported and informed by the trust and in turn had been very keen to support schools and pupils in any form. This also included the central team. Also, the delivery of food hampers to vulnerable families had boosted confidence in the community resulting in a positive student attendance outcome when schools opened widely to certain year groups in June.</p> <p>LB pointed out that staff and parents had quickly recognized the trust's culture of integrity through the transparency of communications and therefore felt they could place their confidence on the school/trust. Schools had been allowed and supported by the trust to manage their own engagement with the community which had in turn boosted the positivism within the staff.</p> <p>Trustees thanked the CEO for his report and agreed that as the ultimately responsible body they were meeting the five systems of control required by the government. Trustees felt they had been kept fully informed during the pandemic and had been able to agree, through a robust process, of any decisions taken.</p> <p><i>LB left the meeting at 10.00am.</i></p>	

8. Finance Update:
- i. EMAT Academy Management Report May 2020
 - ii. EMAT ICFP Budget Report 2021 – Academies Staffing
 - iii. NIA Restructuring -0.004 m3







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	<p>PW presented the contract award report to change the current provision of Gas and Electricity from the current supplier to ESPO from September 2020 representing savings of £433,538 over a three year period which would be reinvested in energy saving measures to bring consumption down.</p> <p>The FHRE committee unanimously agreed to approve the Gas & Electricity new contract award subject to point 2.2 being amended.</p> <p>PW tabled at the meeting the NIA staircase feasibility study. Trustees asked for the item to be deferred to the next Trust Board meeting so there was time to scrutinise the plans before approval.</p> <p>PW highlighted to trustees the School Trip Cost Avoidance Summary paper and the success recouping a total of £61,096.40 from trips cancelled due to COVID19. The money had been obtained through travel insurance claims and RPA claims, which have bridged gaps left by travel companies not fully refunding the cost of these trips.</p>	<p>PW to amend point 2.2 to reflect that cost and savings will be across 3 years.</p> <p>PW to present NIA staircase feasibility study at the next TB.</p>
10. HR Update	<p><i>The Recruitment Report paper had been distributed with the agenda for this meeting.</i></p> <p>JC presented the paper, highlighting the success appointing a new workforce planning manager, Lorna Stockwell, who had secured the recruitment of 50 new members of staff across the Trust so far, 38 of these during the lockdown period using the Covid-19 guidelines.</p> <p>Trustees were pleased to see the inclusion of Mental Health in the paper and the support currently being provided by EAP as they acknowledged that the current crises might have affected employees in very different ways.</p>	
11. Policies for Ratification	<p><i>The following policies were presented for ratification</i></p> <p><i>Gifts Policy</i> <i>Accessibility Policy</i> <i>First Aid Policy</i> <i>Social Media Policy</i> <i>Acceptable Usage Policy</i></p> <p>The FHRE committee unanimously agreed to ratify all policies.</p>	MJ to upload policies to website
12. Governance Review <ul style="list-style-type: none"> • ToR • Chair Report 	<p><i>The FHRE ToR and Chair Report papers had been distributed with the agenda for the meeting.</i></p> <p>The Chair presented his annual report to the committee. A robust conversation took place around the effectiveness of the committee. Trustees pointed out that the dynamic of the group was very strong and</p>	



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members were confident discussing different issues and bringing diverse perspectives and backgrounds to the debate. Trustees acknowledged that sometimes it was difficult to release papers seven days in advance to the meeting and complimented the high quality of information presented to them, aiding to the forensic challenge that was being conducted during meetings.

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