

## MAYFIELD PRIMARY SCHOOL

### Meeting of Governing Body Wednesday 7<sup>th</sup> March 2018 at 6.00pm in the Staff Room

**Attendees :-**

Judith Greenwood (Chair)  
Alison Cox  
Sarah Stepney  
Jim Thorpe  
Kate Vadhia (Clerk)  
Jane McHugh  
Bridget Somekh (to 7.00pm)  
Anthony Rayner

Kate Jones  
Petroc Mackenzie-Williams (from 6.25pm)  
Mary Wheeler  
Paula Ayliffe  
Jas Hill (Head)  
Jo Sharpington  
Ed Davison (to 7.35pm)

		<b><u>Action</u></b>
1.	<p><b><u>APOLOGIES FOR ABSENCE</u></b></p> <p>Apologies were accepted from Anna, Jake, David, Zareen and Avi.</p>	
2.	<p><b><u>WELCOME NEW GOVERNORS</u></b></p> <p>Judith welcomed the two new parent governors, Anthony and Ed, and everyone introduced themselves.</p>	
3.	<p><b><u>SFVS</u></b></p> <p>The governors reviewed and unanimously agreed the SFVS returned which had been prepared by the Finance Committee. Costs have been added into the SDP and the latest version is available on the website. Judith signed the document.</p>	
4.	<p><b><u>MAT UPDATE</u></b></p> <p>The conversion date had been pushed back to 1 September due to delays at County in dealing with their side of the legal and land issues. The GB would need to make a final decision by July for a September conversion. Sufficient information will not be available until the summer term and therefore the reserved dates for an extra meeting in either March or April would not now be needed.</p> <p>Birketts had visited Mayfield to assess any potential legal and land issues. There is a need for minor legal work around the caretaker's house, the HSC and Roundabout but nothing of concern.</p> <p>Kate V explained the process for due diligence; one director to take the lead on each area with a second director helping. The two directors to look at the answers and evidence from each school and ask for an expert view if they feel it's necessary. Judith, Alison and Mary to complete the governance section of the due diligence spreadsheet with Kate V.</p> <p>Petroc arrived at 6.25pm.</p> <p>The MAT board to have two committees; Resources to oversee premises, HR and finance and Standards to oversee teaching and learning and pupil-related matters. All the GBs will be brought together to go through the proposed governance structure and scheme of delegation.</p> <p>There was concern about how to future proof the chain of responsibility. The articles of association use a very prescriptive draft from the DfE which is difficult to</p>	Judith/Alison/ Mary/Kate

amend. The Shadow Trust Board (STB) have proposed three amendments:

- change Chairman to Chair throughout
- if the board unanimously approves a conflict of interests it is to be referred to the Members for minuted approval
- remove the AGM requirement from the articles and insert into the terms of reference instead.

There is more freedom in writing the terms of reference and these will include fundamental principles of the MAT eg recognition of collective agreements; keeping Local Governing Bodies (LGBs).

The GB discussed the parent and staff consultation meetings. At Mayfield there were 20 to 30 people at each meeting and KSI parents were more involved than those in KS2. There had been lots of questions and some good points had been made both at the meetings and via email. The questions have been answered. It was noted that Mayfield parents had got much more involved than those at the other two schools with the morning meeting in particular becoming quite heated.

Concerns expressed included:

- Ideological opposition to academisation.
- Late engagement with the consultation process resulting in a request for an extended deadline. Sense of a done deal but also disquiet as to why all the information isn't available yet.
- Bad experience with academisation in Peterborough.
- Worries about future proofing.
- Worries about staff being moved around between schools. Judith clarified that new staff will have a voluntary mobility clause in their contract. In some cases a job will be working across schools and this will be clear in the advert and job description. It was also noted that there may be more scope in avoiding redundancies as staff under threat will be able to internally apply for jobs across the MAT.
- A 3 primary MAT is borderline financially viable and would therefore be expected to increase in size but concern that this process may be too fast due to financial pressures. It was noted that a school with a "Requires Improvement" would bring £75k of funding with it with which the MAT would provide support.
- Is a 3% top slice enough to run the MAT? Will each school be disadvantaged by paying the 3%? A grant of £100k has been applied for and a decision is due soon – this would support the conversion.

There had been positive feedback from parents too which would also be shared.

A leaflet explaining the reasons behind the proposed MAT has been circulated to parents and carers. A further consultation meeting for parents to be held on 15<sup>th</sup> March. A one page summary of financial information to be shared with parents once it is available, having been circulated to the GB first.

There was a recap of the background to the proposed MAT for the benefit of the new governors with particular reference to the rapidly changing Local Authority (LA) landscape ie there is no status quo.

Bridget left the meeting at 7.00pm.

Judith and Jas updated the governors on the recent TUPE meeting with staff and union reps. The main concern was whether the LA would recognise continuity of service for any staff moving from the MAT back to the LA in the future. The LA honour it currently but the steering group are asking for firm confirmation that this

	<p>will continue. A Q&amp;A summary to be produced for staff and circulated to governors. Overall there were not many questions and staff were interested in the opportunities offered by the proposed MAT.</p> <p>The GB considered the pressure to have a parental vote. It is the GB's responsibility to make the decision. A parent survey had been suggested but it would be difficult to ensure parents had all the information in sufficient depth to make an informed decision given that the GB have been through a two year process to reach the current position; it would be too difficult to assimilate the whole process in a few meetings. There was a very lively discussion around the proposed MAT. Everyone agreed that the parents, staff and governors shared a love of Mayfield and did not want to jeopardise its future and that there was risk either way.</p>	<b><u>Action</u></b>
5.	<p><b><u>ANY OTHER BUSINESS</u></b></p> <p>There has been curiosity within the school community around how the shared headship will work. Paula and Sarah to give a presentation in July to staff and in September to parents.</p> <p>Ed left the meeting at 7.35pm.</p> <p>News from the Governing Body At their meeting on 7<sup>th</sup> March the GB:</p> <ul style="list-style-type: none"> <li>• Welcomed Ed Davison and Anthony Rayner as new parent governors.</li> <li>• Continued to discuss the proposed MAT: the conversion date, the progress of due diligence, feedback from parent and staff consultations, finance, legal and land issues and governance.</li> <li>• Looked forward to meeting with parents again at the meeting on March 15<sup>th</sup>.</li> </ul>	

The meeting closed at 7.55pm.