

**Joint meeting of**  
**EEGT NOMINATIONS AND GOVERNANCE COMMITTEE**  
**WSC NOMINATIONS AND GOVERNANCE COMMITTEE**

**Minutes of the virtual meeting held on 29 January 2025 at 2.00pm**

- Present virtually:** E D'Souza, EEGT Trustee and WSC Governor – **Chair**  
S Daley, EEGT Trustee and WSC Governor  
S Snowdon, EEGT Trustee
- In attendance:** G Cowles, Deputy Governance Professional  
M Downes, WSC Governor (observing)  
N Savvas, CEO  
S Gales, Governance Professional
- Apologies:** C Higgins, EEGT Trustee and WSC Governor – **Vice Chair**  
M Chatt, EEGT Trustee and WSC Governor  
S Howard, EEGT Member and WSC Governor

**Absent:**

**Action**

1. **Declaration of Interests and Apologies for absence**  
Members recognised the standing declarations. No other conflicts of interest in relation to the items of the agenda were declared.

Apologies for absence were received from C Higgins, M Chatt and S Howard.

2. **Minutes of the meetings on 9 October 2024**  
Members reviewed and **agreed** the minutes of the meeting on 9 October 2024 as an accurate record.

3. **Matters arising from the meeting on 9 October 2024**  
Three of the five matters arising from the previous meetings were complete, one is ongoing and one for discussion.

MA1 – the Chair, CEO and Gov. Prof. have started discussions about succession planning. Gov. Prof. to circulate dates for standalone meeting in March 2025.

MA3 – R Bamford is leading on the stakeholder voice mechanism as part of the quality cycle.

Gov. Prof.

4. **Membership**  
Members received and considered the paper provided which included an update on the constitution of the Trust and Corporation and EDI analysis of governance members. The Governance Professional summarised the key points.

Members **noted** the resignation of Zoe Whiteman as an Academy Council (Duke of Lancaster and Sunrise) member.

Members **noted** the resignation of Bruce Hamill as a Parent member of the Primary Educational Excellence Committee.

Members **noted** the resignation of John McCourt as a Committee member of the SEND Educational Excellence Committee and a member of the Academy Council (Duke of Lancaster and Sunrise).

Members **noted and accepted** the resignation of John Malone as Vice Chair of the Primary Educational Excellence Committee.

Members discussed the need to rapidly improve governance oversight of the SEND schools, improve the rigour of reporting by the Executive and clarify the processes

relating to Ofsted. Members discussed the need to consider whether we have the right governance structure (SEND Educational Excellence Committee and Academy Councils) and executive structure.

Members **agreed to recommend** the appointment of Mark Searcey as Vice Chair of the WSC Apprenticeship and HE Educational Excellence Committee.

Members **agreed to recommend** the appointment of Paul Frazer-Gale as member of the WSC Audit and Risk Management Committee.

Members **agreed to recommend** the appointment of Alexandra Friend as a member of the Academy Council (Priory and Chalk Hill).

Members **agreed to recommend** the appointment of Annette Goodfellow as Vice Chair of the EEGT Primary Educational Excellence Committee, replacing John Malone.

Members discussed plans to propose the establishment of a joint Finance Committee and **agreed to recommend** the temporary appointment of Martin Chatt as Vice Chair of the EEGT Finance Committee, until the joint Finance Committee has been established.

## 5. **Feedback from annual 1:1 meetings with the Chair**

Members received and considered the paper provided which summarised the high-level feedback themes from the Chair's 1:1s with Trustee and Governors, and S Snowdon (as chair of the SEND Educational Excellence Committee) with the Academy Council members.

The Chair and S Snowdon summarised additional information linked to members succession plans.

### Trustees and Governors

**Newer members pre-merger** report they had a good induction and training, and are open to taking on additional responsibilities

**Transferring members from Exning/SENDAT** report they had a good induction and training, and are finding their feet and would like to have more links to established members to share best practice

**Established members** report they are happy and feel the workload is appropriate and sustainable, and that they are learning about primary and SEN provision

**Vice Chairs** recognise the need to plan their succession but remain happy to serve until plan is in place, then as committee members

### Academy Council members

**Academy Council chairs** report their support of the transfer into EEG but note it is a very different approach, and workload has increased. Supportive of being part of the SEND Committee

**Established Academy Council members** pleased to see engagement with the schools and progress in improving quality and estates, concerns about their workload as role is different to what they first signed up to (e.g. LGB for 1 school)

## 6. **Results of annual 360 survey of Chair, CEO and Gov. Prof.**

Members received and considered the paper provided.

Members commended the positive feedback received and limited 'do not know' responses, despite several newly appointed members to the Boards.

The Governance Professional reflected that the 3-year trend analysis indicates that members' induction was effective in explaining our governance assurance framework and providing new members confident / assurance.

7. **Review of:**

- **joint Committees**
- **new Committees**
- **Academy Councils**

Members discussed that the new Committees and Academy Councils were established in September 2024 and have only been in place for one term. Moreover, as the Committees/Academy Councils echoed those at SENDAT/Exning before they joined the Trust, governance members were not best placed to reflect on what has / hasn't worked well.

Members noted that the review of the new Committees and Academy Councils should be informed by the CEO and align to the quality improvement oversight cycle of the Executive. Members to consider this as part of the succession planning session.

CEO  
N&GC

Members noted the joint Committees have in many cases been in operation for over a full academic year, and therefore should be undertaken by governance members as part of our usual annual internal governance review.

8. **Updated Governance documentation**

- i. **EEGT KPIs**
- ii. **WSC KPIs**

The Governance Professional informed that, following discussions at the Boards in December 2024, we will continue to use the KPIs from 2023/24 (with financial benchmarks updated to align to the budget KPIs) throughout 2024/25 and, as discussed at the Strategic Conference in January 2025, develop our KPIs for 2025/26 to align to our 2025-28 Strategic Plan and include KPIs for our primary and SEND provision.

9. **Any Other Business**

- i. **Ofsted at Stone Lodge Academy**

N Savvas updated on the ongoing inspection at Stone Lodge Academy.

- ii. **Update on quality and integration of our specialist SEND schools**

The CEO provided a verbal update on his observations from the Autumn term (post-merger) and his plans to improve quality, systems and communication.

- iii. **Letter from Minister for Skills**

The CEO informed that we received a letter from the Minister for Skills congratulating WSC for its outstanding Ofsted.

The meeting closed at 3.33pm