

Minutes - Board Briefing

Version: Approved
Meeting Date: Thursday 5 February 2026
Location: Online via MS Teams
Time: 4.00pm

Chairing this meeting	Mark Davies (MD)	Trustee
Vice Chair:	Rachel Mortlock (RMO)	Vice Chair of the Board
Trustees:	Georgie Gough (GG)	Trustee
	Nicky McAllister (NM)	Trustee
	Zarah Morwood (ZM)	Trustee
	Adrian Coleman (AC)	Trustee online
	Orville Lynch (OL)	Trustee
	Nitin Parmar (NP)	Trustee
	Bryony French (BF)	Trustee
Attendees:	Steve Taylor (ST)	CEO
	Sally Apps (SA)	Deputy CEO
	Andy Ling (AL)	Interim COO
	Sarah Lovell (SL)	COO
	Liz Tincknell (LT)	Head of Governance
	Martin Thomas (MT)	Director of Estates and Facilities
	Susie Weaver (SW)	Education Director
	Kate Richardson (KR)	
	Alison Fletcher (AFL)	Director of CLF Institute
	Rachel Mylrea (RMY)	Director of HR
	Wendy Hellin (WH)	Clerk
Apologies:	Yvonne Beach (YB)	Chair of the Board
	Jemma Griffiths (JG)	Trustee

Minutes

Item	Description	Action
1	Introductions, Administration, Apologies	
1.1	MD welcomed everyone and introductions were made. Apologies are recorded above.	
2	Declarations of Interest/Member & Director Declarations	
2.1	No verbal declarations were made.	
3	Verbal updates	
3.1	CLF Review	
3.1.1	ST provided an update on recent events at BBA. Ofsted have now completed their inspection, and the report is positive and found no evidence of political partiality. An external review will now take place, commissioned by the CLF with Terms of Reference agreed between the DfE and the MP, Damien Egan. The purpose of the review will be to check the circumstances around the postponement of the visits to BBA and the culture of the trust in relation to the allegations of antisemitism. ST confirmed that Dame Joan McVittie has been appointed to lead the review, which has now commenced. ST shared the details and timeline for the review and confirmed that Dame Joan McVittie will be visiting the academy on Monday in order that she can view the entry/exit points for students, to assist her in understanding safety considerations that guided leaders' decisions around the postponement of the visit planned for September. ST shared the 8 key lines of enquiry that have emerged from initial	

	conversations with the reviewer. It is hoped that the review will be concluded ahead of half term.	
3.1.2	NM, in her role as Chair of BBA, provided further information about the events and the response from the staff at BBA. NM commended the SLT at BBA and also the wider executive team, noting that the support given to the academy from them, and from YB, MD, RM and NP was outstanding. A discussion took place about the effect of these recent events, and the subsequent media activity, on the academy staff, students and wider community.	
3.1.3	ST confirmed that a visit from Damien Egan MP had now subsequently taken place on February 5 th and was positive. TS provided information about how the visit was planned and carried out; there was careful planning and involvement from local authority, DfE, police, and the MP's office. ST advised that an email has been sent to Damien Egan MP's office to thank him for his visit and to reiterate the academy and trust's commitment to providing inclusive and diverse education in East Central Bristol.	
3.1.4	ST provided an update on some BBC filming that took place at BBA this week. The BBC confirmed they were capturing some background footage for a politics programme being aired on Sunday involving Damien Egan MP, which will feature coverage of the situation relating to BBA. It was confirmed that no students were filmed.	
3.1.5	ST confirmed that the board would be kept updated with the progress of the DfE review and the outcome and any recommendations once the final report is available.	
3.2	Industrial action at Tewkesbury	
3.2.1	ST provided an update on industrial action at Tewkesbury academy. The trust has been in negotiations with the NUSUWT since November and with the NEU since December. Following a mandate for action, the academy saw industrial action take place across two days this week. There were 40 – 50 staff members on strike. The academy remained open for students in years 11,12 and 13. There is potentially further action taking place next week. The trust has already engaged ACAS to support ongoing negotiations in order that a resolution can be reached as soon as possible	
3.3	Trustee Recruitment	
3.2.1	LT advised that good progress has been made towards filling the vacancy for a trustee; a proposal is being put to members later this week.	
3.2.2	ST provided an update regarding the Chair of Trustees, YB, who is experiencing some challenges in attending meetings due to a change of her role at UWE. The board discussed succession planning and the process for appointing a new Chair, which may be required in the near future. The board agreed that appointing an additional trustee until such time as the current Chair steps down would provide additional capacity to the governance structure and allow for a smooth transition.	
3.4	Staffing Changes	
3.4.1	SA provided an update on the Education Executive structure. Kate Richardson has taken up the role of Director of Performance. Craig Jones has taken up the role of Executive Principal. Additionally, three Associate Executive Principal roles have been introduced to provide additional capacity to the team in the short term. These have been taken up by Chris Barratt, Kate Willis and Sam Hodder.	
3.4.2	SL advised that she was returning to work on 23 March, on a part time basis. From this date she will resume the roles of COO and CFO.	
3.5	Performance Focus	
3.5.1	SA detailed the renewed focus on performance and explained the four phases of Securing Foundations, Embedding frameworks, Deepening Impact and Ensuring Sustainability	
3.6	Barber's deliverology	

3.6.1	The trust has deployed internal performance coaches to focus particularly on sharing successful approaches in our primary phase more widely and to share learning from external organisations such as Starbank, part of the Star trust in Birmingham.	
3.7	CLF Institute	
3.7.1	AFL provided an update on the successful SW Maths Raising Attainment Conference of 8 th January 2026 and the Boolean Maths Hub Annual Conference on 28 th January 2026. AFL detailed examples of the RISE universal support currently being provided, including an MPA Discovery morning and an Attainment Conference and Roundtable led by Kate Willis, JCA.	
3.8	Ofsted Updates	
3.8.1	<p>KR provided an update on the Ofsted Framework 2025. There is:</p> <ul style="list-style-type: none"> • A new 5-point grading scale applied across a wider range of evaluation areas, but with no overall single grade. These are: Exceptional, Strong Standard, Expected Standard, Needs Attention and Urgent Improvement. • A new ‘inclusion’ evaluation area to help break down barriers to learning and well-being. • New inspection Toolkits to clearly set out what inspectors will consider. • Inspection findings are to be grounded in clear understanding of each provider’s unique circumstances. • Greater resource and training for inspection teams to drive quality and consistency in Ofsted work. <p>KR outlined some of the ways in which the trust is preparing colleagues and teams for inspection.</p>	
3.9	Data update	
3.9.1	SA noted that the planned Executive Scrutiny meeting had to be postponed due to the inspection at BBA, and therefore a fuller data update was shared with the board.	
3.9.2	SA advised that the trust had been recognised by the Secretary of State, Bridget Phillipson, for several schools that had demonstrated strong attainment outcomes for disadvantaged pupils. These academies were Evergreen Primary Academy, Herons’ Moor Academy, John Cabot Academy, Minerva Primary Academy, Summerhill Academy and Uphill Village Academy. Additionally, the following schools were recognised for attainment outcomes among low performing schools nationally both for all pupils and for disadvantaged pupils: Broadoak Academy, Castle Primary School, King’s Oak Academy, Priorswood Primary Academy, Waycroft Academy and Winterstoke Hundred Academy.	
3.9.3	SA provided an update on the latest mock assessments. There are improvements from the last round of mocks for KS2 outcomes. For KS4, Basics 9 – 4 are tracking as at last year despite lower starting points, meaning larger gains have been made. The focus is now on keeping up the momentum of improvements between now and the GCSE assessments. Attainment 8 data started at a lower point and is taking longer to shift.	
3.9.4	The Post 16 progress figures look strong. There is some concern in the applied general subjects and that is where the focus for attention is currently. For alternative provision, PP students are more likely to achieve basics this year than previously. SA shared data for Sky Academy with the board, highlighting how many students are sitting formal assessments this year compared to none at all when the academy first joined the trust.	
3.10	EY Developments	
3.10.1	<p>An update on EY developments was provided. These included:</p> <ul style="list-style-type: none"> • PD investment with Principals through Leadership Forum • External links through EY teams • High quality resources • EY networks • RISE Reception Best Practice Network 	

	<ul style="list-style-type: none"> • Whole Education EYFS offer • Ongoing PD – Principal forum in phase • Appointment of a Senior Principal EY Lead 	
3.11	Key Projects Update	
3.11.1	MT provided an update on the four key building projects.	
3.11.2	Lime Hills Academy The planned handover date has moved from 1 September 2026 to a revised date of 3 August 2027, with works scheduled to begin on site on 20 April 2026.	
3.11.3	Airfield Primary Academy There is a revised opening date of October 2026, and the project is on track for that date. There are arrangements in place for temporary accommodation during term 1 to ensure provision is in place for the new pupils.	
3.11.4	Hans Price Academy Resource Base MT advised that since the previous report to board, North Somerset Council has appointed a contractor for the project. The opening date has been push back slightly from September 2026 to late October 2026. Temporary accommodation has been arranged for five students from term 1.	
3.11.5	Post 16 The DfE wrote to the CLF in December to confirm that the Government was ‘minded to terminate’ the Cabot sixth free school bid, intended for the former Speedwell Fire Station site. The trust has submitted an appeal and is waiting for the formal response. The existing temporary accommodation building at JCA is currently under a lease and this has been extended to August 2031.	
3.12	Employment Rights Act update	
3.12.1	RMY provided an update on the Employment Rights Act 2025, setting out the incremental changes coming into effect in February 2026, April 2026, October 2026 and into 2027.	
3.13	Growth	
3.13.1	Mitton Manor Primary School ST confirmed that the trust has been in contact with Mitton Manor Primary School for a couple of years. At the end of December, the CLF were invited to engage in due diligence to explore the school joining the trust. ST advised that commencement of the due diligence process does not mean that Mitton Manor will join the trust. ST shared the due diligence timeline with the board. Key approval dates are as follows: <ul style="list-style-type: none"> • Due diligence deadline – 27 March 2026 • CLF Board meeting - 7 May 2026 • DfE Advisory Board – 22 June 2026 Further updates will be provided to the board as the due diligence process progresses.	
3.13.2	Berkeley Green UTC (University Technology College) Berkeley Green UTC is part of a MAT, alongside a secondary and special school. There are just under 400 pupils on roll. Initial light touch due diligence is underway. There are some challenges with this potential transition due to the complex breakup of the MAT that is required.	
3.14	Schools White Paper	
3.14.1	The Schools White Paper is anticipated. It is likely to include two papers covering schools and SEND. Further details will be shared with the trust as they emerge.	
4	Governance – Modern Slavery Statement	
4.1	LT proposed the updated Modern Slavery Statement for approval. ZM noted that the date in the footer required updating and recommended that the numbers of schools and pupils in the trust be checked and confirmed before publication. The board approved the statement subject to those amendments.	

5	Any Other Business	
5.1	No further business was reported.	
5.2	The meeting closed at 6pm.	