HADRIAN LEARNING TRUST
MINUTES FOR MEETING OF BOARD OF TRUSTEES

Date of meeting	Thursday 10 July 2025 at 6pm
Present	Kate MacLachlan (KM, Chair), Veryan Johnston (VJ, Vice Chair), Graeme Atkins (GA, Executive Headteacher), Iain Veitch (IV), Carey Stuart (CS), Florrie Darling (FD)
Also in attendance	Neil Seaton (NS, HoS QE), Liam Watters (LW, HoS HMS), Jon Riley (JR, CFO), Anna Vellinga (AV, Clerk)
Apologies	Victoria Pugh (VP), James Heath (JH)

PART 1 (CLASSIFIED NON-CONFIDENTIAL)

		Action
1.	**Apologies** Apologies were received from JH and VP.	
2.	**Declarations of pecuniary, business or personal interest** There were no changes to the declarations.	
3.	**Minutes of previous meeting Part I: approval and matters arising** The minutes of the following meeting were agreed as a true record: • Hadrian Learning Trust Board – 22 May 2025 – Part 1 **Matters arising** • GA noted the actions addressed and those featuring on the agenda. A record of future actions is held.	
4.	**Trust updates** Trustees noted the content in the update document that had been circulated prior to the meeting. • Confidential matters relating to trust updates were recorded in Part II of the meeting minutes. • KM noted that the proposed government white paper relating to SEND is expected to be released in the autumn. • FD noted the inclusion review that had been arranged at QE and asked for a copy of the report. NS reported that this had been a positive experience and he will share the document with FD and the monitoring committee. • IV asked if there is an opportunity to access capital funding as a new school? JR responded that this funding is currently heavily oversubscribed and successful applicants often require emergency repairs or similar urgent needs.	**NS**
5.	**School updates** Trustees confirmed they took note of the content of the update documents that had been circulated prior to the meeting. <u>HMS</u>	

	• LWA reported that SATS results arrived on Tuesday, 8th July. The overall performance was good, with improved reading and writing scores. Maths was slightly lower than expected but LWA noted a higher national pass mark. • VJ commented that Paul FM's work on the careers provision is excellent and it is great to see such strong commitment. • IV noted that it was encouraging to see attendance figures improving, though acknowledged that further progress is needed in specific areas. LWA highlighted the significant efforts of the Assistant Headteacher for Standards, Support and Inclusion, who has implemented a range of strategies to monitor and improve attendance in general and at an individual level, using a relational and supportive approach. <u>QEHS</u> • IV remarked that while overall attendance at QE is above the national rate, there remains a need for improvement in certain areas. NS empathised the school's ongoing commitment to improving attendance, noting some recently introduced changes in approach. NS noted that attendance will remain a high priority in the upcoming academic year. • NS noted the impact on year 11 attendance in the lead up to the exams. Students are expected to remain in school up until a certain date, but some parents choose to keep their children at home during this period, which has been a recurring issue despite efforts to address. • VJ praised Andy H regarding the success of the work experience programme. • VJ highlighted the various achievements of students as reported in the local press.	
6.	**Committee reports** Trustees confirmed they took note of the minutes of the following committees that were circulated with the meeting papers: • **Finance and Audit committee – 26 June 2025** o There were no questions arising from these minutes. o The budget will be discussed under agenda item 8. • **HR & PM Committee –27 July 2025** o IV asked about how staff turnover this year compares to last year. GA responded that overall turnover has been lower than usual and has predominantly affected senior positions, with two SLT moving on at HMS and two at QE (including the Easter departure of JIW). o GA confirmed that the two-week consultation on the deletion of two support staff posts had concluded. Both individuals at risk have secured new roles within the trust and therefore the process ended and the risk of redundancy is removed.	
7.	**Management accounts** Trustees confirmed they took note of the March management accounts that had been distributed with the meeting papers. • There were no questions.	
8.	**Budget**	

	• JR presented the budget to the trustees. • Trustees commented positively on the detail in the budget. • Trustees noted the importance of remaining vigilant regarding changes in pupil numbers. • Trustees noted the recommendation of the Finance and Audit Committee and formally approved the budget, expressing their appreciation to JR.	
9.	**Letter to accounting officers** • Trustees took note of the letter from the Department for Education announcing the publication of the Academy Trust Handbook 2025.	
10.	**Strategic plan review** • Trustees reflected on the strategic plan that was implemented one year ago. • They noted solid progress on the plan's priorities and confirmed that the strategy remains relevant. • IV noted the commentary on the quality of education and asked if this could be more objectively quantified. GA noted that the commentary was based on data considered at, for example, monitoring committee meetings so it had an objective basis. GA suggested using the new Ofsted criteria to determine a high level key performance indicator but advised he would give it more thought, to discuss further at the monitoring committee meetings in the autumn. • VJ commended the senior team for their work on strategic partnerships, noting significant progress in recent years.	**GA**
10.	**Risk register** • Trustees considered the register and noted forthcoming review dates.	
12.	**Stakeholder engagement** • GA noted those included in the school and trust updates. He advised that the regular meeting with neighbouring residents is scheduled to take place soon.	
13.	**Urgent business with agreement of Chair** • There was no urgent business. • Trustees thanked the Senior Leadership Team for all their hard work. • GA extended sincere thanks to the trustees on behalf of the SLT, noting that their ongoing support is much appreciated.	

Close and confirm date of next meeting: The meeting closed at 7.30pm. The date of the next meeting is Thursday 9 October 2025.

______________________ ***Chair***

______________________ ***Date***