



Company number 8098956

CONFIDENTIAL MINUTES
BRIDGWATER & TAUNTON COLLEGE TRUST
EXTRAORDINARY BOARD MEETING
16TH SEPTEMBER 2020

Meeting held via Microsoft Teams and started at 5.00pm

Members:

✓	Andy Berry	(AB)	Chair	<i>Bridgwater College</i>
	Bob Brown	(BB)		<i>Independent Trustee</i>
✓	Carole Chevalley	(CC)		<i>Independent Trustee</i>
✓	Peter Elliott	(PLE)		<i>CEO</i>
✓	Sid Gibson	(SG)		<i>Independent Trustee</i>
✓	Jane Gillespie	(JG)		<i>Independent Trustee</i>
✓	David Hannay	(DH)		<i>Independent Trustee</i>
✓	Richard Hawkins	(RH)		<i>Independent Trustee</i>
✓	Denys Rayner	(DR)	Vice Chair	<i>Independent Trustee</i>
	Bex Sinclair	(BS)		<i>Independent Trustee</i>
✓	Heather Strawbridge	(HS)		<i>Independent Trustee</i>

In Attendance:

✓	Nicola Mould	(NM)	<i>Chief Finance Officer</i>
✓	Lynne Stanbury	(LS)	<i>Head of HR Services</i>
✓	Greg Jones	(GJ)	<i>Company Secretary</i>

(✓ In attendance)

The chair welcomed everybody to this virtual meeting.

Item	Description	Action
2	<u>Confidential Item</u> The following item was deemed confidential and is contained in a separate minute.	
2.1	The Case for redundancy at Maiden Beech Academy and Stanchester Academy The Chief Executive Officer highlighted that he had worked on the proposed new staffing structures at MBA and Stanchester with the headteachers during the summer. The report that accompanies this item was the outcome of those decisions. Trustees noted that they were aware that changes to the staffing structures were required when the schools joined the Trust in December 2019. The CEO noted his concerns about the wellbeing of staff during the Covid-19 crisis. These redundancies would be a "step too far" at this time. How can you ask staff to work harder over this period and then make some of them redundant.	

Item	Description	Action
	<p>The cost of postponing the start of the redundancy process until January 2021 would be between £40k and £50k. (The Trust has a very healthy reserve position at this time).</p> <p>A Trustee asked about the likelihood of the “wrong staff” seeking voluntary redundancy? There is a risk of losing some good talent, but each voluntary redundancy request will be looked at on merit within the selection process.</p> <p>Some Trustees noted that they were not comfortable in starting the redundancy process at this time.</p> <p>A Trustee asked if there would be any recruitment of staff at these schools? No – recruitment will be frozen.</p> <p>A Trustee asked if there was any mitigation to the cost of up to £50k to the Trust? There will be no recruitment but there may be an opportunity for staff to move to the central team or other schools where there are some vacancies in the relevant areas.</p> <p>A Trustee asked if the staff in the schools are expecting redundancies? The staff are aware that a review of staffing was going to take place when the schools joined the Trust. Therefore, they must be expecting something to happen at some point.</p> <p>It was noted that some staff may choose to leave knowing that a reorganisation is coming; but at this time of uncertainty during the Covid-19 crisis it is unlikely that people will move jobs.</p> <p>Trustees agreed with the CEO’s recommendation to postpone consideration of redundancies at Maiden Beech Academy and Stanchester Academy until the start of 2021.</p> <p>End of Confidential minute</p>	
	<i>The meeting finished at 6.00pm.</i>	

I certify that this is a true, complete and up-to-date copy of the resolutions passed at a duly convened and quorate meeting of the Board of BCT and that the resolutions set out above have not been revoked, rescinded, amended or varied in any manner and remain in full force and effect as at today's date.



Signed.....
 Authorised Signatory for and on behalf of **Bridgwater College Trust**

15th October 2020
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