



Company number 8098956

**MINUTES**  
**BRIDGWATER & TAUNTON COLLEGE TRUST**  
**EXTRAORDINARY BOARD MEETING**  
**16<sup>TH</sup> SEPTEMBER 2020**

**Actions from BTCT Board Meeting on 25<sup>th</sup> June 2020.**

Item reference	Action	Person responsible	Date Due
2.1	How to get from Good to Outstanding as an item for a future Trustees Strategic Planning day.	PLE	Spring 21

**Actions from BTCT Board Meeting on 16<sup>th</sup> September 2020.**

3.2	Report to the next Board meeting with an overview of SEND in the Trust from Ali Biddles	PLE	15/10/20



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**MINUTES**  
**BRIDGWATER & TAUNTON COLLEGE TRUST**  
**EXTRAORDINARY BOARD MEETING**  
**16<sup>TH</sup> 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
<b>1</b>	<b><u>Procedural matters</u></b>	
<b>1.1</b>	<b>Apologies</b> Apologies were accepted from Bob Brown.  The Clerk confirmed that with 9 of the 11 Trustees present that the meeting was quorate (30%).	
<b>1.2</b>	<b>Declarations of Interest</b> None	
<b>1.3</b>	<b>CEO's Report</b> The Chief Executive Officer (CEO) highlighted the main points of his report circulated with the papers for this meeting.  He focussed on the risk to the Trust from the proposed reorganisation of schools in the Crewkerne and Ilminster area from an Upper, Middle, First system to a Secondary and Primary system.	

Item	Description	Action
	<p>Wadham School (Upper) to Secondary Maiden Beech Academy (Middle) to Primary Swanmead Community School (Middle) to CLOSE</p> <p>The Local Authority (LA) are proposing to move fast with the public consultation starting soon for the changes to start in 2022.</p> <p>The Trust has been in comprehensive discussions with the LA and the Diocese of Bath and Wells (Wadham is a church school) but they appear to be determined to push these changes through. Trustees noted their plan to gradually convert Maiden Beach Academy to an all-through school after it joined the Trust in December 2019.</p>	
	<p><b>A Trustee asked about the extent of the forthcoming consultation?</b> It will be a comprehensive consultation including the local community and parents.</p>	
	<p><b>A Trustee asked if this was a financial decision by the LA to change the school structure in South Somerset?</b> The LA are unable to clarify if there will be any financial savings from the proposed changes.</p>	
	<p>Trustees discussed the “political forces” working behind the scenes on this proposal by the LA and Diocese. They noted the changes that would be made to the governance structure if they were to incorporate a church school into the Trust. Something that they were unwilling to consider when they discussed this in the past.</p> <p>Richard Hawkins (a Crewkerne resident) expressed his views on these proposed changes and said that he will write to the Chair and CEO with a more comprehensive paper. He particularly noted his concern on the impact on the education of the children in the Crewkerne and Ilminster area while these proposed changes are worked through.</p>	
	<p><b>A Trustee asked if the Trust could formally oppose these proposed changes?</b> The Trust will make representations through the consultation process when it starts.</p>	
	<p>To mount a legal objection would be very costly and the “feeling” is that the LA and Diocese are going to push these changes through regardless.</p> <p>The Chair noted that the CEO has challenged the proposals vehemently at every opportunity during initial discussions. There are significant “political forces” at work to support the changes.</p>	
	<p><b>A Trustee asked if resisting the proposals would help the Trust in the extraction process?</b> The LA will meet the cost of the changes at Maiden Beech Academy.</p>	
	<p>The CEO noted that this will be an opportunity to develop the estate at MBA to provide broader support for children in the local area through further provision on the site.</p> <p>The CEO will make the Board aware as soon as the consultation starts.</p>	

Item	Description	Action
<b>2</b>	<p><b><u>Confidential Item</u></b></p> <p><b>The following item was deemed confidential and is contained in a separate minute.</b></p> <p><b>End of Confidential Item</b></p>	
<b>2.1</b>	<p><b><u>A case for redundancy of CHICS staff at Maiden Beech Academy</u></b>  The Chief Executive Officer highlighted the main points of his report circulated with papers for this meeting</p> <p>The CHICS music tutoring service was started 15 years ago by a former headteacher of MBA. The Music Teachers were employed by the School on a zero hours contract with an administrator was to deal with the booking and payment for tutoring sessions.</p> <p>In other schools, parents have a direct relationship with the Music Teachers and the Schools have no involvement with booking and cost of lessons.</p> <p>The proposal is to end the CHICS service managed by MBA and for parents to set up direct relationships with the Music Teachers.</p> <p><b>A Trustee asked how many Teachers will be affected?</b> There are 10 Teachers and 1 administrator.</p> <p><b>A Trustee asked if the Teachers currently have a direct contract with the Trust?</b>  The Trust Solicitors were unable to clarify this position. Therefore, it advises that a full redundancy process is the best way to proceed.</p> <p><b>Andy Berry proposed that the Trust invoke the redundancy process as proposed by the CEO. Seconded by Denys Rayner and approved by all present.</b></p>	
<b>2.2</b>	<p><b><u>Redundancy Procedure</u></b>  Trustees noted that the existing redundancy procedure adopted in March 2017 will be followed for the process.</p>	
<b>2.3</b>	<p><b><u>Delegated power of dismissal</u></b></p> <p><b>Carole Chevalley proposed that the Power of Dismissal be delegated to the headteacher at Maiden Beech Academy. Seconded by Denys Rayner and approved by all present.</b></p>	
<b>2.4</b>	<p><b><u>Staff groups to be considered for redundancy</u></b></p> <p><b>Sid Gibson proposed that all CHICS staff be considered for redundancy. Seconded by Andy Berry and approved by all present.</b></p>	
<b>2.5</b>	<p><b><u>Size of reduction for each staff group</u></b></p> <p><b>Carole Chevalley proposed that all the CHICS staff will be made redundant. Seconded by Richard Hawkins and approved by all present.</b></p>	

Item	Description	Action
2.6	<p><b><u>Selection criteria</u></b></p> <p>It was noted that there are no criteria for selection as all CHICS staff are affected.</p>	
2.7	<p><b><u>Date of initial dismissal meeting</u></b></p> <p>Denys Rayner proposed that the date of the initial dismissal meeting be 13<sup>th</sup> November 2020. Seconded by Sid Gibson and approved by all present.</p>	
2.8	<p><b><u>Appeals committee and initial appeals meeting date</u></b></p> <p>The Appeals committee membership will be decided if required. David Hannay proposed that the date of the initial appeals hearing be 14<sup>th</sup> December 2020. Seconded by Jane Gillespie and approved by all present.</p>	
2.9	<p><b><u>Arrangements for staff obtaining figures</u></b></p> <p>Lynne Stanbury reported that figures will be available from the Trust Human Resources team. The Trust is waiting for advice from their Solicitors on redundancy for staff on Zero Hours contracts / Furlough.</p> <p>She noted that there are 3 Teachers of pensionable age who will be part of the national Teachers Pension Scheme.</p>	
3.	<p><b><u>Any Other Business</u></b></p>	
3.1	<p><b>Appointment of Chair at Stanchester Academy</b></p> <p>Trustees noted the pen portrait for Mike Robbins that was circulated with the papers for this meeting.</p> <p><b>Andy Berry proposed that Mike Robbins be appointed as Chair of the Local Governing Body at Stanchester Academy. Seconded by Jane Gillespie and approved by all present.</b></p>	
3.2	<p><b>Special Educational Needs and Disability policy</b></p> <p>Trustees reviewed the SEND policy circulated with the papers for this meeting They noted that the policy made reference to KCSiE 2019 – no 2020 in the text.</p> <p>It was noted that there will be a new KCSiE in the spring term and that there may be an updated policy.</p> <p><b>Action – Report to the next Board meeting with an overview of SEND in the Trust from Ali Biddles.</b></p> <p><b>Carole Chevalley proposed that Trustees approve the Special Educational Needs and Disability policy. Seconded by Andy Berry and approved by all present.</b></p>	PLE

Item	Description	Action
<b>4</b>	<b><u>Next meeting</u></b>	
	Thursday 15 <sup>th</sup> October 2020 <b><u>5.00pm</u></b> Via Microsoft Teams	
	<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**

15<sup>th</sup> October 2020  
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