

**MINUTES OF THE GENESIS EDUCATION TRUST BOARD MEETING
HELD ON
2nd April 2025
AT 6PM
BY VIRTUAL ZOOM**

Present: Ven. Ade Ademola
Deborah Haworth-Hampshire
Alisha Anderson
Beverley Hall (CEO)

Clerk to the Governors: Alison Brown

Also Present: Elaine James
Chane Hepper

Summary of agreed actions:

Minute Ref:	Formal Agreements and/or Actions identified:	Named person(s) for Actions identified:	Completed By:
8.3	Thanks to all staff particularly Joe for leading his first ofsted and Emma who had been head previously	All	ASAP
8.3.1	Thanks to the whole team, particularly Sophie Jennie and Amir	All	ASAP
8.3.2	Briefing paper to be produced and circulated after consultation closed	All	ASAP
9.1	Expansion report to be put on Agenda for Standards and full board summer meetings	AB	Summer term meeting

1. WELCOME/OPENING PRAYER AND APOLOGIES FOR ABSENCE

- 1.1 The Chair opened the Meeting with a Prayer and welcomed all those present to the meeting.
- 1.2 Apologies for Absence were received from Graham Moss, Fredericka Bines, Susannah Quinsee, Amir Lemouchi and Figen Bektasoglu and accepted.
- 1.3 There were no Apologies for Absence not accepted.

2. DECLARATION OF INTEREST

- 2.1 Governors were reminded to declare their Pecuniary Interests on Governor Hub.

- 2.2 There were no interests noted relating to the Agenda items to be discussed this evening.

3. NOTIFICATION OF ANY OTHER BUSINESS

- 3.1 One item

4. MEMBERSHIP AND VACANCIES ON THE TRUSTEES BOARD

- 4.1 Ratification of Leila Campbell-Gayle as parent Governor at St Margaret's
4.2 Ratification of Ruth Keane and Iftakhar Latif as foundation governors at St Mary's and St Saviour's LGB
4.3 To note Jacintha Danaswamy as Member to be ratified at AGM

5. CHAIR'S ACTION

- 5.1 No actions to be reported

6. MINUTES TO BE APPROVED

- 6.1 The minutes of the meeting held on 10th December 2024 were approved as an accurate record.

7. FINANCE

- 7.1 The Finance Committee met on the 3rd March 2025 and the Minutes were noted by the Trust Board.
- 7.2 It was noted that pupils numbers across the country are particularly London were falling however all 3 schools were going against this trend with numbers increasing. This is a huge achievement against the backdrop of schools locally and nationally struggling.
- 7.3 Capital reserves funding at St Saviour's and ST Margaret's will be used to upgrade the existing toilets and early years settings along with some additional work at St Saviour's. The boilers at both schools had works completed last year and seem to be working well, additional funds will remain ringfenced in case of further issues.
- 7.4 Additional expenses were noted due to more families facing hardships across all 3 schools. There has been a significant increase in parents/guardians requiring assistance for uniforms for example as well as providing hampers at Christmas and Easter. This expense is covered from the income received from breakfast and after school clubs as well as the nursery

Question: How are we managing the additional needs

Answer: Changing nature at both St Saviour's and St Mary's means we have more affluent parents however we have noted an increase in the last year in parents requiring support from school. The office staff often notice small uniforms or shoes for example which gives the opportunity to then speak to parents and offer support. There is a more general need than in previous years and we continue to provide hampers and presents at Christmas and Easter.

- 7.5 Cash flow accounts continue to look very healthy at all 3 schools. Funding is still expected from the RPA from flood 1 and 2 as well as flood resilience.

8. STANDARDS

8.1.1 The Standards Committee met on the 5th March 2025 and the Minutes were noted by the Trust Boards

8.1.2 An AI report was provided at the Standards meeting and a discussion took place around how AI was used in school along with the ethics and sustainability of this. It was noted that the Trust tends to use AI to differentiate the curriculum, for example in reading to simplify text by making it more age appropriate and therefore more accessible. It is also used to generate images or text in other lessons. It is a learning curve to get it to produce what it is you want but as you learn how to use it and it learns what you want it improves. Training for teachers is taking place to break down barriers for them to embrace this new technology.

Question: Do you take existing planning and run it through AI

Answer: Planning is always changing and being refined. We created a bank of resources for each different ability and then teachers would scaffold and support from this. With AI we fed the text in and asked it to generate a new more appropriate text and appropriate questions. You do then have to amend and edit as it can be very robotic and American but it gives you a base to expand and adjust on this.

Question: So is this additional planning to what is already in place

Answer: Yes it is complimentary to the plans in place. This is all done by the central planning team so not individual teachers.

8.2 The school improvement risk analysis was discussed in detail at the Standards meeting.

8.2.1 It was noted that flood mitigation had been removed from the analysis previously but had now been returned. The flood resilience works were due to start on the 7th April but the need for a 50% down payment had been informed to us at the last minute, the DfE had initially agreed to pay this and we were awaiting this in writing. We have since been advised that the DfE were also unable to do this due to financial regulations but that they would take out insurance. The start date was currently delayed while waiting for this to be confirmed in writing.

8.2.2 Part of the discussions taking place are on how to make the concrete wall which will go around the school more attractive with cladding or potentially a green wall. The budget for this was only 35k which will not be enough to complete the works and so this has gone back to them to re-cost

8.2.3 It was noted that flood 1 and 2 at St Saviour's and St Margaret's are closed and St Mary's is nearing completion. Flood 1 still has final sign offs and approvals on the plant room and outstanding snagging to be carried out but this should be completed by the end of summer. For flood 2 there were still outstanding issues with the lift. Discussions were taking place on whether this will be

replaced or fixed

- 8.3 St Margarets and St Saviours had both had their expected Ofsted inspections. It was noted that both schools were delighted with the outcomes. St Saviours continues to be outstanding. The inspector was appropriately tough and the report is very positive.

ACTION: Thanks to all staff particularly Joe for leading his first ofsted and Emma who had been head previously

- 8.3.1 It was noted that St Margaret's was an upgrade inspection which meant the grade could not change from good to outstanding. Prior to September the report would have read 'at this current moment in time we think you are outstanding and would recommend you for a section 5 graded inspection'. The one wording grading has been removed and has been replaced with numbered gradings. Number 1 means the school remains good, number 2, which St Margaret's achieved means would be outstanding at the current time. This is the best current grading that could have been achieved

ACTION: Thanks to the whole team, particularly Sophie Jennie and Amir

- 8.3.2 The new framework will judge 11 areas with 5 gradings. Exemplary will not be the same as outstanding and will be very unusual to achieve. It is understood that this will involve case studies and outreach work which will be externally moderated. More will be known once the consultation is completed

ACTION: Briefing paper to be produced and circulated after consultation closed

Question: Will staff be trained on the new framework and when will this start?

Answer: There was a webinar last week which the heads attended. We have also begun looking at case studies and where we have these in place already. We have also spoken with schools we have done outreach work with. Once the consultation is completed will have a briefing with Sir Robin Bosher. All SLT will receive this and then cascade down to teachers who will obviously be concerned about what the inspections will look like. A few heads have put themselves forward for the inspector training, this is useful for their own development but also for us as a Trust.

Question: From the risk analysis, two ECTS who were on support plans. How is this progressing

Answer: these are not formal support plans but additional support beyond what we do already with training and mentoring. It is not seen as a negative and both are doing very well and have made significant progress.

9. REPORTS

- 9.1 It was noted the expansion report was due to be discussed as a visit to the school had been postponed until after Easter due to the ofsted inspection at

St Margaret's

ACTION: To be put on Agenda for Standards and full board summer meetings

10. POLICIES TO BE RATIFIED

The following policies were ratified:

Health and Safety
Employment of Close Relatives
Business Continuity Plan – St. Mary's & St. Saviour's
Business Continuity Plan – St. Margaret's
Procurement and Tendering policy
ICT and online safety
Freedom of Information
Leave of Absence Policy
School Support Staff Appraisal- Performance Management
Shared Parental Leave
ECT
Grievance Policy

11. ANY OTHER BUSINESS

- 11.1 The AOB was taken at 6.20 to allow CHane to leave the meeting by 7pm
11.2 It was noted that in October the Trust was notified that we were able to apply for capital grant funding to create additional nursery provision in existing school spaces. This is something that the trust had been wanting to do for some time however, funding had always been an issue. St Margaret's currently has no nursery provision and St Saviour's has a long waiting list.
11.3 Feasibility studies and plans were submitted for 150K at St Margaret's to create a new nursery provision in phases. Phase 1 would create 18 under 2 spaces then build to create more as funding becomes available. At st Saviour's a bid for 148k to create another baby room for 15 new spaces in a currently unused space. Both bids have been successful.

12. DATE OF NEXT MEETING

- 12.1 Trust Board Meeting 15 July 2025 6pm Virtual

The Chair thanked everyone for attending the Meeting this evening .

The meeting closed at 7.30pm with a Closing Prayer led by Ven Ade.

Chair: (Sign)

..... (Print)

Date:

