

**MINUTES OF THE GENESIS EDUCATION TRUST BOARD MEETING**  
**HELD ON**  
**15th July 2025**  
**AT 6PM**  
**BY VIRTUAL ZOOM**

Present:                               Graham **Moss**  
  Ven. Ade Ademola (left at 6.45)  
  Deborah Haworth-Hampshire  
  Alisha Anderson  
  Susannah Quinsee  
  Hilton Idahosa  
  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:
6.2	Ofsted briefing paper to be produced for the Autumn meetin	BH	Autumn term
8.6.1	To identify the hard costs of conversion	BH	Autumn Term

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 Fredericka Bines and Figen Bektasoglu and accepted.
- 1.3

There were no Apologies for Absence not accepted.
2.

**DECLARATION OF INTEREST**
- 2.1


There were no interests noted relating to the Agenda items to be discussed this evening.
3.

**NOTIFICATION OF ANY OTHER BUSINESS**
- 3.1

There were no items noted
4.

**MEMBERSHIP AND VACANCIES ON THE TRUSTEES BOARD**
- 4.1

Ratification of Ven.Ade reappointment to St Margaret's Local Governing Body

Chair's Initials:  


- 4.2 Ratification of Alisha Anderson reappointment to St Margaret's Local Governing Body
- 4.3 Ratification of Hilton Idahosa reappointment to St Margaret's Local Governing Body

**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 6th November 2025 were approved as an accurate record.

6.2 It was noted that all actions had been completed with the exception of the briefing paper on the Ofsted consultation, which had just closed. The briefing paper would follow at the next board meeting

**ACTION: Ofsted briefing paper to be produced for the Autumn meeting**

**7. FINANCE**

- 7.1 The Finance Committee met on the 3rd March 2025 and the Minutes were noted by the Trust Board.

7.2.1 EJ noted that the forecasted budgets included an assumed 4% increase for teachers and a 2.5% increase for support staff for the next three years. These figures were based on previous years increases and were subject to change.

7.2.2 It was noted that both the stability of pupil numbers and the increase in income from breakfast and after-school clubs and lettings aided the Trust to be in the position where all 3 schools have ended the financial year with a small surplus.

*Question: Does the money received from the Mayor's FSM fund cover the costs of the school meals and Has this had an effect on the portion size or quality*

*Answer: A discussion did take place with the external caterers however they did agree that they would not increase the costs to us and the FSM funding does cover the KS2. The MDA's are very good at informing us if the quality or portion size are not up to our standards. Senior leaders will often have school dinners to ensure that there is no drop in standards*

*Question: Both Waltham Forest and Barking have falling pupil numbers. The fact that our schools do not is a huge credit*

*Answer: There was a lot of movement at St Saviours for a while due to the cost of living and there is still some movement, however we are full at all 3 schools for reception and we have significant in year transfers with many year groups full. There is still some movement in the feeder years due to secondary schools however that appears to be changing as well*



7.3 It was noted St Saviour's Nursery was expanding, with work beginning in the summer. The tender for St Margaret's nursery had been re-submitted due to the initial tenders coming in higher than expected. There was a potential for expansion at St Mary's in the future. All of these expansions would bring in additional income through lettings. A discussion took place on the location of the new nursery at St Margaret's and where at St Mary's there was potential space for expansion.

*Question: Who completed the IT internal audit*

*Answer: It was an external agency, The report appears to be missing the final page which has the auditors names and dates on.*

7.4 A discussion took place on which parts of the budget gets submitted to the DfE with EJ confirming the budget forecast report was used for this submission and that a large amount of detail was required when inputting figures to show how the schools had arrived at these figures. EJ clarified that the assumptions in the forecast were based on the trends over the past few years and looking at trends and that this detail was added when submitting to the DfE.

## 8. **STANDARDS**

8.1 The Standards Committee minutes were not yet drafted, the meeting having only just taken place. These would be circulated when completed.

8.2 It was noted that the committee had discussed the recent SAT's result in detail. The results were good across the board. It was noted that GOS writing and GOS in pupil premium and SEND would be a focus for the upcoming year.

8.2.1 It was noted that ARE across the schools was at a very good standard and that the schools had very supportive parents which along with the opportunities that the schools could offer GOS was achievable and the nearer pupils could get to GOS the better for them on moving to secondary school.

8.2.2 It was noted that a new role of champion of the 0.5% was being put in place in order to ensure support for the most vulnerable pupils is in place where it needs to be. This role will support pupils all through the school to give the continuity of support.

8.2.3 A discussion took place on the recent report published by the DfE on the KS2 attainment report on life time earnings and wellbeing. The report confirms that KS2 results matter for narrowing the barriers to learning and providing a range of choices for for all pupils

8.3 The Risk Analysis were also discussed in detail at the Standards committee. With it being noted that the boiler work had now been signed off. Flood was nearing completion but flood 2 was still ongoing.

8.4 There had been a discussion on the changes of leadership teams and the impact on moral and how this was being monitored in terms of staff and pupil wellbeing

8.5 The potential Trust expansion was discussed in detail with it being noted that the interested school was currently doing due diligence. They had met with the diocese and spoken with advisors. The sip officer for that area had recommended mee.ting 3 other trusts



Chair's Initials:



which they have done. They are still very interested however their concern is that they have been quoted £30-40k in order to convert and the DfE no longer provides funding.

8.6 As a board we need to decide if we can or would be able to fully or partially fund the conversion costs. In order to decide on this we have started to look at the accurate picture of what these costs actually would be. Some costs would already be in place in house for example with HR and finance. As a 1 form entry school they do not have the funding to cover these costs themselves. We have previously discussed central funds being in place once they had converted however we now need to look at the potential of funding the conversion itself.

*Question: The 30-40k what is that actually spent on?*

*Answer: It would be legal fees, land fees, diocese fees along with other costs. The DfE used to provide a 25k fund to convert but no longer do. Exactly how much it would cost is something we will need to explore in detail if it is something the board would like to consider.*

*Question: The cost is also in terms of our time. Using senior leaders, HR, finance would take away from our current schools and this impact also needs to be taken into consideration not just the financial costs.*

*Answer: Sending staff out to other schools also hones their own skills. These costs are soft costs which we already incur in supporting other schools, everyone benefits in the long run. It is a long term commitment which ultimately must benefit the children.*

8.6.1 A discussion took place on the need to weigh the risks and benefits of both the hard and soft costs to the Trust and the need to identify what the tangible costs in both would be and the need to balance the needs of the new school with that of the current schools and the direction of the Trust.

### **ACTION: To identify the hard costs of conversion**

8.7 CH noted that the expansion at ST Saviour's had now begun with pre-start meetings having taken place. The work would begin as soon as the school closed for the summer. There would be a new room with 15 baby spaces created which would be ready for the start of the new term in September.

## **9. POLICIES TO BE RATIFIED**

The following policies were ratified:

Acceptable Use Policy  
Accounting Policy  
Anti Fraud and Corruption  
Business Charge Cards  
Code of conduct  
Consultancy Policy  
Cyber security policy  
Data Breach Policy (GDPR)  
Data protection Policy (GDPR)  
Data Retention policy

Summer Term 2025      The Chair thanked everyone for attend!ng the Meeting this evening and to all staff for the work over the last academic year.

The meeting closed at 7.30pm with a Closing Prayer led by Susannah Quinsee.

Chair: .....MR. J. G. EA -..... (print)

.....J. G. EA -..... (sign)

Date: 11<sup>th</sup> December 2025

Chair's Initials: