

**MINUTES OF A MEETING OF THE GENESIS EDUCATION TRUST BOARD HELD ON  
TUESDAY 9 DECEMBER 2025 AT 6.00 P.M. VIRTUALLY**

Present: Graham Moss  
Venerable Ade Ademola  
Beverley Hall  
Deborah Haworth  
Alisha Anderson  
Fredericka Bines

Also in Attendance: Elaine McDonald-James, Chane Hepper

Clerk: Alison Brown

**Summary of agreements and actions:**

<b>Minute reference</b>	<b>Formal agreements and/or actions identified</b>	<b>Named person(s) for action(s) identified</b>	<b>Completion date</b>
7	Trust HR/Governance Officer documentation	AB	ASAP
9.2.1	The board unanimously agreed to the audit documentation and accounts being signed	GM/EJ	ASAP

- 1. WELCOME, OPENING PRAYER AND APOLOGIES FOR ABSENCE:** All were welcomed to the meeting which opened with a prayer from Venerable Ade. Apologies for absence were received from Hilton Idahosa Figen Bektashoglu and Susannah Quinsee
- 2. DECLARATIONS OF INTEREST:** There were no declarations of interest in the current agenda items. Standing declarations are per the Trust website.
- 3. ANY OTHER BUSINESS/CONFIDENTIAL ITEMS:** There was none tabled.
- 4. TRUST BOARD MEMBERSHIP:**
  - 4.1 Ratification of Daniella Peters as foundation Governor on St Margaret's LGB
  - 4.2 Ratification of Hannah Smith as Parent Governor at St Saviour's
  - 4.3 Ratification of Tom Thomson as Parent Governor at St Mary's
- 5. ELECTIONS OF CHAIR AND VICE OF BOARD AND CHAIRS OF COMMITTEES FOR THE CURRENT ACADEMIC YEAR 2025/6:**
  - 5.1. Election of Chair of Trust Board for the Current Academic Year 2025/6: Graham Moss was elected unanimously. (Proposed by Venerable Ade Ademola and seconded by Deborah Haworth).

5.2. Election of Vice Chair of Trust Board for the Current Academic Year 2025/6: Venerable Ade Ademola was elected unanimously. (Proposed by Beverley Hall and seconded by Deborah Haworth).

5.3. Election of Chair of Standards Committee: Susannah Quinsee was elected unanimously (Proposed by Venerable Ade Ademola and seconded by Beverley Hall).

5.4. Election of Chair of Finance Committee: Venerable Ade Ademola was elected unanimously. (Proposed by Deborah Haworth and seconded by Beverly Hall).

5.5. Standards Committee: Susannah Quinsee, Beverley Hall, Figen Bektashoglu, Deborah Haworth, Graham Moss, Hilton Idahosa.

5.6. Finance Committee: Ven. Ade Ademola, Beverley Hall, Fredericka Bines, Alisha Anderson.

**6. CHAIR'S ACTION:** Noted as reported with other items.

**7. TRUST BOARD DOCUMENTATION:** This item was noted.

**ACTION:** Trust HR/Governance Officer documentation

**8. MINUTES OF THE LAST MEETING HELD ON 15 JULY 2025:** These were received and accepted, considered signed with no matters reported elsewhere on the agenda.

## **9. FINANCE**

### 9.1 Chair of Finance report

9.1.1 It was noted that The audit commenced in June and concluded in October. There was one recommendation raised by auditors which related to the Pupil Premium policy/statement at St Margaret's which had been uploaded to the incorrect location on the website. This was rectified immediately once identified however, it was formally noted within the audit findings.

9.1.2 It was noted that a significant number of Multi-Academy Trusts are currently operating with deficit budgets, with publicly available financial reports indicating that many trusts continue to face financial challenges. In contrast, the Trust remains in a strong financial position.

9.1.3 It was noted that the combined profit generated from the extended hours provision at St Saviour's and St Mary's totals in excess of £600,000 after expenditure. When nursery lettings income is also taken into account, this makes a significant contribution to the Trust's overall financial position.

9.1.4 There continues to be significant demand for outstanding nursery provision. The Trust's current nurseries maintain waiting lists and have expanded in response to this sustained demand. It was confirmed that Little Learners Nursery will be opening a new provision on the St Margaret's site in January. The continued growth and development of nursery provision was recognised as a positive and exciting step for the Trust.

## 9.2 Post Audit report/Final Annual Reports and Financial Statements

9.2.1 The annual financial report and financial statements were reviewed in detail. Members received a clear and accessible explanation of the figures to support their understanding and scrutiny. The Letter of Representation and Going Concern documentation were presented for approval with arrangements made for these documents to be signed by the Chair and Accounting Officer and returned promptly to the auditors for submission to Companies House.

Confirmation immediately prior to the financial statements being signed that no significant events have taken place since the time of our audit that would impact on the financial statements.

**ACTION:**The board unanimously agreed to the audit documentation and accounts being signed

9.2.2 Directors discussed the benchmarking comparisons referenced in the financial report. It was noted that two of the comparative measures are closely linked, particularly the proportion of salary expenditure as a percentage of total income. On initial review, this figure appears relatively low for the Trust. However, it was explained that total income includes nursery income, which increases the overall income figure and therefore reduces the salary percentage proportionately. If nursery income were excluded from the calculation, the salary proportion would appear significantly higher and more reflective of the Trust's strategic priority to invest in staffing and direct support for pupils.

9.2.3 A discussion took place on the percentage of income retained centrally across trusts of varying sizes. It was noted that the Trust sits at the lower end of the range for central retention. Some trusts choose to centralise a significant proportion of services and purchasing, which results in a larger percentage of individual school budgets being managed centrally. In contrast, this Trust maintains a model that preserves a greater degree of school-level autonomy, allowing governing bodies and school leaders to retain control over their budgets.

## 9.3 Minutes of Finance meeting 12th November 2025

9.3.1 The minutes of the Finance Committee meeting were received alongside the consolidated management accounts. Members of the Finance Committee confirmed that financial information is presented in a clear and understandable format and that they are given full opportunity to ask questions and challenge where appropriate.

9.3.2 The considerable work undertaken by the finance team, particularly in generating external income across both schools was noted. This additional income has enabled the Trust to invest in developments and opportunities that would not otherwise have been possible.

## 9.4 Academy Conversion costs summary

9.4.1 Item recorded under confidential minutes

10. Standards

10.1 The Board received the minutes of the Standards committee and the Risk Analysis for each school.

**11.**

11.1 Ofsted Framework update Report

11.1.1 The Board received and considered the Ofsted Briefing Report which summarises the revised inspection framework effective from 10 November 2025.

11.1.2 It was noted that the paper provided a clear and accessible overview of the key changes, including the removal of a single overall effectiveness grade and its replacement with detailed report cards using a new five-point grading scale ranging from Urgent Improvement to Exceptional. It was noted that safeguarding will be judged separately on a binary “Met / Not Met” basis and remains non-negotiable. A judgement of “Not Met” will trigger urgent action irrespective of strengths in other areas.

11.1.3 Discussion confirmed that the new framework places a stronger and more explicit emphasis on inclusion, disadvantaged pupils, SEND, and vulnerable learners, with inclusion forming one of the six core judgement areas. The Board noted that this focus aligns well with the Trust’s existing priorities and ethos. It was also observed that inspections are increasingly data-informed, particularly in relation to outcomes for pupil premium and SEND pupils.

11.1.4 It was reported that the changes had been discussed in detail at both Federation and Standards meetings, and that leaders had provided clear explanations of the implications. Training opportunities were referenced, and it was noted that further familiarisation with the new grading language and expectations would be beneficial for all Trustees.

11.1.5 The Board reflected positively that many elements of the revised framework including curriculum coherence, ambition, inclusion, and governance oversight are already embedded within Trust practice. The importance of ensuring improvement plans, safeguarding audits, and inclusion strategies are explicitly aligned to the new framework language and expectations in advance of inspection was acknowledged.

11.1.6 It was agreed that further data analysis, particularly relating to outcomes for pupil premium and vulnerable groups compared with national benchmarks, would be brought to Standards to support oversight and readiness under the revised framework.

11.2 Curriculum review

11.2.1 The Board received the Curriculum Review 2025 document which summarises national recommendations and future-facing curriculum considerations. It was noted that the review emphasises inclusivity, coherence and high expectations for all learners, particularly disadvantaged pupils and those with SEND.

11.2.2 It was acknowledged that the review reinforces the importance of secure foundations in literacy and numeracy at primary level, alongside oracy, digital literacy, financial

education, citizenship and climate education. Discussion highlighted the increasing emphasis on oracy from early years, the need for clearer progression across key stages and the importance of ensuring curriculum depth rather than overload.

### 11.3 Evaluated Strategic Plan 2024-2025

11.3.1 The Board received and noted the evaluated Strategic Plan 2024–2025 which outlined the Trust’s priorities across Academy Performance, Academy Effectiveness, Governance and Leadership.

11.3.2 It was noted that strong progress has been made in embedding data-informed practice, strengthening the coaching model and delivering a structured, research-led CPD programme. The evaluation evidenced improved consistency in teaching, clearer use of assessment to inform planning and demonstrable gains in pupil outcomes across key stages.

11.3.3 It was noted that there was an emphasis on SEND provision, inclusive practice and the systematic monitoring of progress for vulnerable pupils, recognising this as central to the Trust’s ethos and moral purpose.

## 12. Policies

The following policies were ratified:

- Charging and Remissions Policy
- Investment Policy
- Conflict of Interest Policy
- Capability Policy
- Whistleblowing policy

## 13. DATE AND TIME OF NEXT MEETING: 6pm 17th March 2026

**The meeting closed at 7.45 p.m. with a prayer by Venerable Ade Ademola.**



19 March 2026

Autumn Term 2025

GPM