

National Church of England Academy Trust (NCEAT) Board Meeting

Minutes of Meeting

Tuesday 12 May 2020

REVIEWED

6.00 PM – By video conference

Membership			'A' denotes absence
Mrs L Allen	LA	Parent Governor	Apologies
Mrs C Ball	CB	Foundation Governor	
Mrs K Cowley (Chair)	KC	Foundation Governor	
Mr C Dean	CD	Community Governor	
Mrs J Eastwood	JE	Foundation Governor	
Mrs A Harmston-Hall	AHH	Parent Governor	
Mrs G Johnson	GJ	DAT Governor	Apologies
Mr B Marshall (Vice-Chair)	BM	Foundation Governor	
Mr J Oldfield	JO	Foundation Governor	
Rev J Stephens	JS	Foundation Governor (ex-officio)	
Mr M Paine	MP	Foundation Governor	
Mr S Yardley	SY	Foundation Governor	
Vacancy		Parent Governor	
Vacancy x 4		Foundation Governor	
Vacancy x 3		Staff Governor	
<i>In attendance</i>			
Mr M Brailsford	MBR	Principal	
Mrs K Boothroyd	KBO	Vice-Principal	
Mr A Hawkins	AHA	Acting Vice-Principal	
Mr S Bray	SBy	Clerk	

Mrs Cowley began the meeting with a prayer.

NCE/80/1920	Apologies & Welcome	
	The Chair welcomed everyone to the meeting and drew attention to the protocol for remote meetings, copies of which had been previously circulated. She urged all to follow the protocol when taking part in the meeting.	

	<p>The Chair advised that the following apologies for absence had been received: -</p> <p>Mrs L Allen: Work commitment Mrs G Johnson: Maternity leave</p> <p>Trustees were asked to consider and agree the apologies submitted. The apologies were approved.</p> <p>Trustees also noted apologies from Mrs S Robbins (Associate Governor).</p>	
NCE/81/1920	<p>Declarations of interest and any changes since last declaration made</p> <p>There were no new declarations of interest, either direct or indirect, for any items of business on the agenda.</p>	
NCE/82/1920	<p>Minutes of last meeting – 3 March 2020</p> <p>Minutes of the NCEAT meeting held on 3 March 2020, having been previously circulated, were agreed as a true record. The Clerk to make arrangements with the Chair for the minutes to be signed by the Chair as soon as possible.</p>	SBy – Sept 20
NCE/83/1920	<p>Matters arising from NCEAT Board meeting 3 March 2020</p> <ul style="list-style-type: none"> • NCE/66/1920 – Becoming a Nut-free academy - Mr Brailsford updated trustees on recent developments, confirming that the commitment to the issue remained in place and that it was intended to continue to work towards it. It will be a requirement for packed lunches brought to the academy during the current temporary opening arrangements to be nut free. Further updates to be presented to trustees in due course. • NCE/67/1920 – Future NCEAT Governance and Partnership Arrangements - These matters were considered at agenda item 84 below. • NCE/68/1920 – Safeguarding Culture and Compliance – Audit report – The Clerk confirmed that the full report had been circulated to members of the Standards & Outcomes committee. The meeting at which the matter had been due to be discussed had been cancelled due to the Covid-19 pandemic but trustees had the opportunity to raise any questions with Mr Brailsford or Mr Llewellyn. • NCE/69/1920 – Principal’s termly report – AIP Term 2 progress report – This matter was considered at agenda item 90 below. • NCE/70/1920 – Policies for review – Mr Brailsford confirmed that Nottinghamshire County Council had been informed that there were no changes planned to the Academy Admissions Policy for 2021/22. He advised trustees that the County Council had since written back requesting changes to the policy as submitted. Trustees sought clarification that it was within the power of the County Council to request any changes, which Mr Brailsford agreed to follow up. Should it be necessary, it was agreed that proposed changes would either be put before trustees at the next meeting of the Trust Board on 23 June or dealt with as an urgent matter (see minute 85 below) and reported back to the Trust Board for trustees’ information. • NCE/72/1920 – Membership Update - This matter was considered at agenda item 91 below. • NCE/73/1920 – Referrals from committees – The Clerk confirmed that minutes of the 11 February 2020 meeting of Finance and Resources Committee had now been published on SharePoint. 	<p>MBR – Summer 2020</p> <p>MBR – May 2020</p>

	<ul style="list-style-type: none"> • NCE/73/1920 – Link Governor reports – Trustees were advised that the Safeguarding Link Governor report had been delayed as a result of the Covid-19 pandemic. Mrs Harmston-Hall confirmed her intention to complete the report and present this to the next meeting of the Trust Board. • NCE/77/1920 – Training Plan – Trustees noted that there had been no new specific training needs arising from the annual self-evaluation exercise carried out prior to the last meeting of the Trust Board. It was noted that further training needs were expected to arise from joining MITRE and it was agreed that the Training Plan should be updated once details of those training requirements had been clarified. The Clerk was asked to update the Training plan accordingly, for consideration at the first Trust Board meeting of the 2020/21 academic year. • NCE/78/1920 - Trips for authorisation – Trustees were advised that there were no trips to authorise at present due to the Covid-19 pandemic and that this was likely to continue to be the case for the foreseeable future. • NCE/79/1920 – Date of next meeting - This matter was considered at agenda item 93 below. 	<p>AHH – June 2020</p> <p>SBy – Sept 2020</p>
NCE/84/1920	<p>Future NCEAT Governance and Partnership Arrangements</p> <p>The Chair and Vice-Chair updated trustees on developments relating to this matter since the last meeting of the Trust Board.</p> <p>Contact had been made with the RSC to update on the current situation. Various conversations had been held with representatives of the Diocese of Southwell and Nottingham – the Diocese had been supportive but it was recognised that there was a need for the Diocese to ensure compliance on the matter of the academy joining MITRE. The Diocese had appointed a consultant to review the matter and the Chair, Vice-Chair and Mr Brailsford had all met with the consultant. The consultant’s report was awaited. Mr Brailsford advised trustees that he had also discussed the matter in a meeting with the newly appointed Diocesan Director of Education. It was understood that the DBE was due to consider the issue at a meeting in mid-May. Feedback on that would be shared in due course.</p> <p>Mr Brailsford and the Vice-Chair advised trustees that, due to the impact of the Covid-19 pandemic, the date for NCEA to join MITRE may need to be put back to 1 January 2021. It was however stressed that good progress continues to be made on the issue. A draft Service Level Agreement (SLA) between MITRE and NCEAT had been developed and would be shared with trustees for comment. The intention was for the agreement to begin from 1 September 2020, to ensure continuity in service provision to the Academy, even if the formal joining of MITRE is delayed to 1 January 2021. It was possible that the SLA may need to be agreed before the Trust Board’s next meeting on 23 June 2020 to allow for preparation to progress –should that be the case it was agreed that this could be treated as an urgent matter (see minute 85 below) and reported back to the Trust Board for trustees’ information.</p> <p>Mr Brailsford updated trustees on recent discussions with DAT in relation to the Hucknall Sixth Form Centre. DAT colleagues had put forward a draft budget for the centre which was subject of ongoing discussion. MITRE colleagues had been involved in the discussions. Further reports would be presented to trustees in due course. Interviews for the new Head of Sixth Form were due to take place w/c 18 May 2020.</p> <p>CONFIDENTIAL MINUTE</p>	<p>MBR- June 2020</p> <p>MBR – May 2020</p> <p>MBR/ SBy – June 2020</p> <p>MBR – June 2020</p>

	<p>The Clerk informed trustees that a meeting had been arranged with the MITRE Chief Executive Officer (CEO) to consider future governance support, governor training and transitional governance arrangements. Trustees were asked to inform the Clerk of any issues they wished to see discussed in this meeting by 24 May 2020.</p> <p>Further to discussion at the NCEAT Board meeting, trustees were invited to consider draft Terms of Reference for NCEA's Local Governing Body (LGB) on joining MITRE. Copies of the draft Terms of Reference had been previously circulated. The Clerk reminded trustees that the document had been developed within a template format provided by MITRE and that it reflected the MITRE Scheme of Delegation under which the NCEA LGB would operate. Should the document be approved by trustees, it would be forwarded to MITRE for consideration by the MITRE Trust Board.</p> <p>Following further discussion it was moved and seconded that the draft NCEA Local Governing Body Terms of Reference be approved and, on putting the resolution to a vote, the draft NCEA Local Governing Body Terms of Reference were agreed unanimously. The Clerk to inform MITRE CEO of the decision made.</p>	<p>All – May 2020</p> <p>SBy – May 2020</p>
<p>NCE/85/1920</p>	<p>Governance Matters</p> <p>Trustees noted recent National Governance Association (NGA) guidance and DfE advice on governance during the Covid-19 pandemic, copies of which had been previously circulated.</p> <p>In the light of that guidance, trustees agreed that meetings of both Standards & Outcomes Committee and Finance & Resources Committee scheduled for Pentecost Term should be cancelled. Urgent strategic matters relating to the business of either committee would be referred direct to the NCEA Trust Board for trustees' consideration. Ad-hoc urgent committee meetings may be scheduled should the need arise.</p> <p>Trustees further agreed that, should any urgent matters need to be decided on outside the scheduled meetings of NCEA Trust Board during the Covid-19 academy closure period, such decisions should be delegated to Chair and Vice-Chair, in consultation with Principal, with any decisions made reported back to the next meeting of the NCEA Trust Board.</p> <p>CONFIDENTIAL MINUTE</p>	
<p>NCE/86/1920</p>	<p>Covid-19</p> <p>Mr Brailsford updated trustees on a range of matters relating to Covid-19 and its impact on the academy.</p> <p>He confirmed that there had been regular engagement with the Chair and Vice-Chair as the situation had developed, in particular in the wake of key government announcements. Leadership Team were currently reviewing latest government guidance. No changes were currently planned with regard to academy opening. It appeared that years 10 and 12 were most likely to return to the academy first on a phased basis but this was yet to be confirmed.</p> <p>Arrangements to support vulnerable students – Mr Brailsford explained that this included support for children in need, looked after children and those students with EHCP plans. He outlined arrangements in place at the academy to comply with the requirements. He advised trustees that a majority of vulnerable students had</p>	

engaged with the offer, though a small number had remained at home, often on account of parent or social worker views. Arrangements for “on-edge” vulnerable students were outlined and it was confirmed that Mr Llewellyn had contacted the students listed.

The academy was also providing for the children of key workers as required. Staff were working closely with Hucknall Sixth Form Centre colleagues to ensure provision for Year 12 students. Mr Brailsford thanked Mrs Boothroyd and Mr Hawkins for their work to put these arrangements in place.

Mr Brailsford invited questions from trustees on support for vulnerable students and arrange of issues were raised, each of which were answered in turn. In response to these questions, it was confirmed: -

- The number of students attending the academy during the Covid-19 closure period had varied between 3 and 15, the majority of whom were the children of key workers. Vulnerable students attending largely had EHCP plans – some were also children of key workers. Parents were being actively encouraged to send their children to school to the limit of legal requirements. Members of Leadership Team on duty were feeding back to colleagues on the matter.
- As much as possible had been done to contact children affected and their parents. In the very few cases where direct contact had not been possible, the matter had been logged and social workers contacted where appropriate.
- Key worker parents had been contacted regularly to indicate the days on which their children would be in school to help with planning of provision.

Access to study for students and engagement with students - Mrs Boothroyd advised trustees that arrangements to identify the children of key workers had been completed and that these students and their families were being contacted fortnightly with details of the programme on offer to allow them to book into sessions (morning, afternoon or both). She summarised the timetable on offer for trustees’ information. Numbers attending in forthcoming weeks were set out. Any students not booked in were being contacted.

With regard to access to work on-line, Heads of Faculties were collecting work from students done remotely and Mrs Boothroyd was reviewing work weekly. Work was being uploaded each Friday and changes and updates notified through ParentMail. Work for Year 11 students had come to an end during the current week but materials remained accessible to students on SharePoint for reference. Transition tasks were available for students through the Hucknall Sixth Form Centre. For Year 10 students, teachers were providing work for specific classes as well as work generally available on SharePoint. Teachers were engaging weekly with all Year 10 students on Insight, with follow up where needed to ensure ongoing engagement. The Year 9 curriculum would come to an end this half term. Transitional tasks would be set for the second half of Pentecost Term to support GCSE work from September.

A log of students unable to access on-line learning had been developed. Support staff were printing study packs for those students weekly and posting these packs out each Friday for the following week’s work. A significant number of students were being supported in this way. It was intended to use the government scheme to provide laptop PCs to support these students, with a focus on those in highest need since the number of laptops available was unlikely to be enough to provide for all students in such need. It was stressed that internet access was also needed where not in place. Priority would be attached to those in year 10. It may be possible to use Pupil Premium funding to support others in similar need.

Mrs Boothroyd invited questions from trustees on access to study for students and arrange of issues were raised, each of which were answered in turn. In response to these questions, it was confirmed: -

- With regard to drop off and pick up arrangements, students were being allowed to leave unattended at the end of the school day. Students leaving at lunchtime had to be collected and this was logged.
- Contact from parents had been largely positive. Concerns had focused on students' ability to complete work at home where the home PC is shared between students and their parents.
- In Year 12, one student did not have either PC or internet access, irrespective of vulnerability. The student in question had been supported through a bursary. For all students in other years (including Year 10), Heads of House were continuing to check whether there were any students without PC and internet access as far as practicable.
- Consideration was being given by Leadership Team to the use of on-line platforms for remote meetings with students. A system was already in place for year 12 students. A reliable network was essential for this to be effective and small group approaches were most likely to follow, using MS Teams. A three-week timetable of on-line meetings with Year 10 students was being planned – each student in Year 10 should have a meeting with each of their teachers through this method during that three week period. Clear guidance will be issued to parents with regard to backgrounds in rooms and related matters to ensure safeguarding requirements are complied with.
- Leadership Team were considering transition arrangements for Year 6 students. Current arrangements had been paused to allow for the matter to be reconsidered in the light of the Covid-19 pandemic and it was possible that on-site meetings may need to be replaced by booklets and on-line provision. It was however hoped that direct contact with vulnerable students could continue, subject to risk assessment. The potential to delay transition until September, with a phased return to school for other year groups, was also being considered. It was acknowledged that, throughout the academy, it would be unreasonable to expect everything to be “as normal” when students return.
- With regard to staff welfare, feedback from staff had been positive. Work to minimise risk and to protect and shield vulnerable staff had been appreciated. Leadership Team continued to brief staff and Mr Veasey was co-ordinating receipt of and response to staff welfare concerns, working closely with Mr Brailsford. Counselling had been offered to staff wanting or needing this. MS Teams was being rolled out gradually. Staff were being given the option of taking part in on-line meetings at the academy for those unhappy to take part in online meetings from home.
- Parent/Carer View feedbacks had previously been positive from the parents and carers of Year 7 students, but had been less so from the parents and carers of Year 11 students. Recent emails and feedback from parents and carers of Year 11 students had however been very positive. Mr Hawkins shared examples of feedback gathered from previous Year 7 and 11 parents' evenings for trustees' information.

Trustees **noted** the Covid-19 update and **thanked all staff for their work to support all students at this difficult time.**

NCE/87/1920	<p>Safeguarding – Culture and Compliance</p> <p>Mr Brailsford advised trustees that the government was carrying out a further review of Safeguarding arrangements prior to 1 June 2020. The Academy continued to work to current guidelines in the meantime and Mr Llewellyn continued to remind staff frequently of the need for continued compliance.</p> <p>Trustees were invited to consider and agree an appendix to the academy’s Safeguarding and Child Protection Policy reflecting the Covid 19 academy closure and arrangements for safeguarding and child protection, copies of which had been previously circulated.</p> <p>Following discussion, it was proposed and seconded that the appendix document be adopted and trustees agreed to adopt the appendix to the academy’s Safeguarding and Child Protection Policy reflecting the Covid 19 academy closure and arrangements for safeguarding and child protection.</p>	
NCE/88/1920	<p>Standards & Outcomes related matters</p> <p>Standards and Outcomes Committee - 4 February 2020 - Minutes of the Standards and Outcomes Committee held on 4 February 2020, having been previously circulated, were agreed as a true record by committee members present at the meeting. The Clerk to make arrangements with the Chair for the minutes to be signed by the Chair as soon as possible.</p> <p>The following matters arising were considered further: -</p> <ul style="list-style-type: none"> • SO/03/1920 – Safeguarding Audit full report – A summary document was considered at the NCEAT Board meeting on 3 March 2020 as agreed. The full document was made available to all members of the committee, with a view to further consideration at the meeting scheduled for 17 March 2020, which was cancelled due to the Covid-19 pandemic. • SO/04/1920 – Key Indicators of performance – student attitudes to learning - Mr Hawkins reported back on attitude to learning grades and the reporting of these to parents. Approaches to grading had been improved by ensuring greater consistency in approach between faculties, against standard criteria shared widely with staff. The approach had as yet only been applied to year 10 students but had demonstrated improved consistency for the benefit of individual students and faculties. • SO/06/1920 – AIP Progress reports - Mr Brailsford drew trustees’ attention to the Term 2 RAG rated AIP summary report, copies of which had been previously circulated as part of his termly report to the Board. Progress overall had been positive and any actions not completed were likely to be carried forward where relevant. The impact of the Covid-19 pandemic and the resultant academy closure was now being factored in for the remainder of the academic year and academy leaders were being asked to prioritise key impact items for the remainder of 2019/20. The 2020/21 AIP would be developed within the MITRE framework for such documents and would be reported to a future meeting of NCEA Trust Board. • SO/08/1920 – Parent/Carer View analysis - Latest views from parents and carers had been discussed at agenda item 86 above. • SO/09/1920 – Quality Assurance – The Clerk advised trustees that arrangements were in hand to ensure that items on QA and on Attitudes to Learning were programmed into the agendas of future Standards & 	<p>SBy – Sept 2020</p> <p>MBR – Jun 2020</p>

	<p>Outcomes committee meetings and reflected in terms of reference for the committee going forward.</p> <p>Year 11 and 13 data and grading update – Mr Hawkins provided an overview of arrangements for how grades were being assessed and reviewed for the current year, following the cancellation of summer 2020 exams due to the Covid-19 pandemic. He explained that the process varied slightly between years 11 and 13 but that all students would have a grade and a ranking within that grade. He observed that Heads of Faculties had done an outstanding job on this, working proactively and honestly. Line managers were now reviewing grades, following the submission of reports to Heads of Faculties at the end of April. The Quality Assurance process would come to an end by 18 May 2020, at which point grades would be submitted to examination boards. The format to be adopted by the examination boards was to be confirmed.</p> <p>Trustees thanked Mr Hawkins for his thorough explanation of the issue and raised further questions to which the following responses were provided: -</p> <ul style="list-style-type: none"> • Grades proposed by the academy could not be discussed with parents under data protection rules. This helped protect staff with regard to grades awarded. Questions on the matter had been raised by over 100 parents, all of which had been responded to. • Clarification was awaited from government on some aspects of coursework assessment, but arrangements had largely worked smoothly. Implications for disadvantaged students had been considered. <p>Significant behaviour and welfare issues to report – Mr Brailsford advised trustees that there were no major behavioural concerns to report but assured trustees that the matter continued to be under constant review. With regard to welfare, the government’s Free School Meals portal had been found to be ineffective during the first few weeks of academy closure, during which time the academy had made arrangements for the delivery of vouchers to families affected by post or by hand. The portal was now working effectively. For families without email access, vouchers were being sent to Mr Hawkins, who was printing the vouchers in question for sending out.</p> <p>Trustees asked whether the academy’s insurance policy provided cover for Covid-19 related matters and asked for sight of the policy document. Mr Yardley and Mr Marshall offered to support Mr Brailsford with review of the documents if required.</p>	<p>MBR – June 2020</p>
<p>NCE/89/1920</p>	<p>Finance & Resources related matters</p> <p>Finance and Resources Committee - 11 February 2020 - Minutes of the Finance and Resources Committee - 11 February 2020, having been previously circulated, were agreed as a true record by committee members present at the meeting. The Clerk to make arrangements with the Chair for the minutes to be signed by the Chair as soon as possible.</p> <p>The following matters arising were considered further: -</p> <ul style="list-style-type: none"> • FR/03/1920 – Finance Update- Mr Brailsford updated trustees on matters relating to the disputed invoice previously discussed. <p>CONFIDENTIAL MINUTE</p> <ul style="list-style-type: none"> • FR/04/1920 – Management letter 2019 – Academy response – This matter was deferred pending further clarification from auditors. 	<p>SBy – Sept 2020</p> <p>MBR – May 2020</p>

- **FR/05/1920 – Forecast 1 and CLFP data** – Forecast 1 data had since been received and reviewed.
- **FR/06/1920 – Capital planning** – Mr Brailsford informed trustees that works to improve the academy’s reception area were due to begin w/c 18 May. MITRE would review the programme of works planned as part of Due Diligence activity.
- **FR/07/1920 – Risk Management** – Mr Brailsford assured trustees that continuity of access to risk management systems was being addressed in transition discussions with MITRE. He summarised the academy’s current risk status, advising that two matters (Covid-19 and transfer to the new MAT) were currently at red status, while assuring trustees that actions were in place to manage the risks in question.
- **FR/08/1920 – Audit matters** – Further to the recent letter from the ESFA to Accounting Officers (see below), copies of which had been shared with trustees, consideration was given to audit activity to be planned. Mr Brailsford shared with trustees advice from the MITRE Chief Operating Officer that a “light touch” approach to finance related matters would be most appropriate in the current circumstances, allowing for a greater focus on Safeguarding and Health& Safety matters. Mr Brailsford advised that he was reviewing the current audit programme in the light of that advice and that he would report back to trustees to ensure that required duties are fulfilled.
Trustees supported this approach.
- **FR/10/1920 – Health & Safety** – Mr Brailsford reported to trustees on ongoing discussions with the academy Business Manager and Site Manager on current Health & Safety issues. Matters were being kept under constant review, including preparations for a return to school as and when government advice allowed this to happen. Practical issues including social distancing and the provision of PPE were under consideration – orders had been placed for PPE with a view to this being in place should it be required. Mr Brailsford confirmed that no major concerns had been raised with regard to staff well-being.
- **FR/11/1920 – Contracts and services** – Mr Brailsford confirmed that the cleaning contract had been extended for six months as previously agreed.
- **FR/12/1920 – Referrals to NCEAT Board** – Financial delegations had been agreed by trustees at the 3 march meeting of NCEA Trust Board.

Financial Performance report – March 2020- The report, copies of which had been previously circulated, was noted. Mr Brailsford advised trustees that the April report was likely to be key in terms of overall review – this was expected to be available to report to the next meeting of the Trust Board.

Rev Stephens left the meeting at 8.25 pm.

OFSTED Annual Return update – Mr Brailsford agreed to follow the matter up to see if the issue was still relevant in the current extraordinary climate. The position as reported in 2019 was further explained.

ESFA Letter to Accounting Officers 21 April 2020 – The letter, copies of which had been previously circulated, was **noted** (see also above with regard to audit matters).

Risk Matters – These were discussed under matters arising from the Finance & Resources Committee (11 February 2020) above.

MBR –
Summer
2020

	<p>Arrangements for budget setting 2020/21 – Mr Brailsford updated trustees on arrangements in place. It was likely that trustees would be able to consider the issue at the Trust Board meeting scheduled for 23 June 2020.</p> <p><i>Mrs Ball left the meeting at 8.40 pm.</i></p>	
NCE/90/1920	<p>Principal's Termly Report</p> <p>Mr Brailsford reported to trustees on a range of issues.</p> <p>Academy Improvement Plan (AIP) Summary – This matter had been discussed at agenda item 88 above. Trustees noted the report.</p> <p>AIR – Trustees noted the final AIR report, copies of which had been previously circulated.</p> <p>Mid-year PIP feedback – Mr Brailsford drew trustees' attention to the summary report on the outcomes of mid-year PIP reviews, copies of which had been previously circulated. Trustees noted the report.</p>	
NCE/91/1920	<p>Membership Update</p> <p>Trustees were informed that Rev Stephens' resignation had been postponed that she was now likely to remain in post until 10 September 2020. It was agreed that discussion of issues relating to church representation on the governing body could be reviewed at that point, pending developments in the meantime.</p> <p>Trustees agreed that any further review of governing body vacancies should take place in September, once new structures were agreed and in place. There would be potential to invite possible new governors to attend meetings as observers, pending the formal transfer to MITRE.</p>	KC – Sept 2020
NCE/92/1920	<p>GDPR</p> <p>Trustees were advised that there were no GDPR issues to report.</p>	
NCE/93/1920	<p>Date and time of future meetings</p> <p>The next NCEAT Board meeting is to be held on Tuesday 23 June 2020 at 6.00pm via remote video link.</p>	
NCE/94/1920	<p>Determination of confidentiality and Equalities Act and Nolan Principle consideration</p> <p>Trustees considered whether anything discussed during the meeting should be deemed as confidential and whether during the discussions any equal opportunities had arisen.</p> <p>It was resolved that discussion of:-</p> <ul style="list-style-type: none"> • Detailed financial matters, including those relating to disputed invoice • Hucknall Sixth Form Centre • Any individual students or staff members. <p>Were all confidential.</p>	

	<p>No further items discussed were deemed to be confidential and there had been no Equalities Act implications to consider.</p> <p>The Nolan Principles had been considered throughout all discussions.</p>	
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The Chair thanked all for their attendance and closed the meeting with a prayer.

The meeting closed at 8.50 pm.

SignedPrint.....Date:/...../2020