



Trustee's Development Plan

2023/24

(Updated 19 October 2023)

Strategic leadership: setting direction				
Action	Person	Date	Success criteria	RAG Rating
1. To review and rewrite Strategic Plan	Trustees (SH & KCT) & SLT (ET & SMc)	July 23 scoped, final Dec 23	School action plan is cross referenced to Strategic Plan goals Strategic plan Goals are RAG rated & performance reviewed by TB.	Amber: To have agreement between SLT & Trustees on presentation.
2. Build on work to look at SAT Vs MAT - pros and cons paper	ST, AM & DB	Dec 23	Share findings then next step recommendations with TB.	On Course
3. Link RAG Rating to all pieces of work	Trustee	Sept 23	All completed.	On going: complete with Board.
4. Ensure all trustees understand what evidence has been used to inform the school's judgement.	Trustees	Dec 23	Ongoing understanding: specific training being undertaken by New Trustees.	As recommended in Governance review.
Accountability for educational standards and financial performance: educational improvement				
1. Ensure committees set clear priorities for themselves As recommended in Governance review.	Chairs of committees	Sept 23	Trustees & SLT agree Priorities	Complete but ongoing
2. Academic progress monitored and improved	Standards Committee	Sept 23	Trustees have understanding of what achieved and how can be improved. Presentations in Committee & all faculties have lead Trustee.	Complete but ongoing

3. Ensure budgets are challenged and proposal for funding are considered at Macro & Micro level	Chair of Resources	Sept 23	On going challenge and discussion as the budget progresses	Minuted Review ongoing, Green
4. Risks within Risk register to be monitored and actioned by appropriate committees	Chair Standards & resources	Sept 23	Action plans on any 'Red' Risks. Risks reviewed added / deleted as appropriate	Minuted Review ongoing, Green
5. Meet training needs of Trustees, including compulsory safeguard training	Trustees	Sept 23	Survey sent out in Feb 23 to understand needs.	Minuted Review ongoing, Green
6. Understanding of Suspensions and exclusions to ensure consistency and fairness.	SL (Trustee) LS (SLT)	Sept 23	Share Findings and recommend actions, if required.	Amber: started Sept 23 with new Deputy Head & Trustee
Evaluation: Managing and developing the Board's effectiveness				
1. Build on work from Governance review completed Sept 22	Trustees	Sept 2023	Review held Jan 23: outstanding issues within this plan. Requested further review from external Trust.	Ongoing as minuted in meetings

The Trust Board's Development Plan for this academic year is informed by:

- a. the results of a self-review exercise using 'A Self- evaluation tool for School Governing Bodies, based on the All-Party Parliamentary Groups' "twenty questions for school governing bodies to ask themselves" and,
- b. reflects on the knowledge, skills and behaviours required from Trustees in order to deliver effective governance, as set out in Department for Education's (DfE) A Competency Framework for Governance (March 2017).
- c. Governance review undertaken by Liz Holmes in Summer 2022, and follow up review January 2023.

The plan sets out our how we intend to further improve our operation and practices for the year ahead and it will be regularly reviewed to check on progress towards completion of goals.

The Trust Board's Development Plan should be reviewed by the Chair, Chairs of committees and Head termly and represented to the Board minimum annually.