

Trustee's Development Plan

2024/26

Trust Development Plan - December 2024: Based on External review of Governance, River Learning Trust						
Number	Action Point	review recommendations	Actions	RAG	Lead	Time Scale
1	Review make up & skill set of Trust Board	<p>a) Recruit a new trustee Consider the necessity for a new trustee with HR experience.</p> <p>b) Identify possible new trustees who are not parents to bring more diversity to the board.</p>	<p>A) Skills Audit completed.To consider when have vacancy. In process</p> <p>2) Started recruiting process – have two vacancies</p>	A	Chair of Trustees, to be agreed by Trust Board / Members	Sept 2025
2	Trust Board to Complete Priority Training	<p>All Trustees to have completed the following:</p> <ul style="list-style-type: none"> a) Declaration of Interests b) Code of Conduct c) Read KCSIE d) Cyber Security e) Skills Audit f) Prevent g) Safeguarding 	<p>All Trustees to complete.</p> <p>GovPro to chase, then to Chair of Trustees</p>	A	Chair of Trustees	Dec 2024

3	Monitoring Visits by Trustees	Being reviewed in line of new expectations and DfE guidelines.	To be reviewed and agreed by Standards committee. Started (Dec 2024)	A	Chair of Standards in conjunction with GovPro	March 2025
4	Future Governance of Denefield School	Consider the available options of governance of Denefield School to ensure the ongoing excellence in education into the future. Agreed to do so. Final decision to be taken by Full Trust Board	Ongoing. Trustees & SLT ongoing review, to report to Trust in 27 March 2025 for further actions / decisions.	A	Chair & Trustees	March 2025
5	Published Admission Number (PAN) The PAN is the maximum number of pupils that the admission authority will admit to each year group.	Review our admission numbers with a view to agree a new PAN or stay as is.	External Review being completed by RLT. Decision to be made by Trust board.	A	Chair & Trustees	Sept 2025
6	Review Strategic Plan	Focus on pride and kindness: including review on the impact of	Full External review for January 2025	A	Head	June 2025

	Incorporates EDI Review.	school policies on different groups of students including those from different racial or ethnic backgrounds and on quality of education.				
--	---------------------------------	--	--	--	--	--

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"
- 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) Academy trust governance guide - Guidance on strategic leadership and the governance of academy trusts (October 2024).
- c. Governance reviews undertaken by RLT in 2024 and
- d. Requests from Governance Professional / Trustees from ongoing work / reading material.

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. It is important to recognise this is a 'living' document and therefore will be regularly updated and does not include the day to day work of The Trustees and Board.

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