

HADRIAN LEARNING TRUST
MINUTES FOR MEETING OF BOARD OF TRUSTEES

Date of meeting	Thursday 22 May 2025 at 6pm
Present	Kate MacLachlan (KM, Chair), Veryan Johnston (VJ, Vice Chair), Graeme Atkins (GA, Executive Headteacher), James Heath (JH), Iain Veitch (IV), Carey Stuart (CS), Victoria Pugh (VP)
Also in attendance	Neil Seaton (NS, HoS QE), Liam Watters (LW, HoS HMS), Anna Vellinga (AV, Clerk)
Apologies	Florrie Darling (FD)

PART 1 (CLASSIFIED NON-CONFIDENTIAL)

		Action
1.	Apologies Apologies were received from FD.	
2.	Declaration of pecuniary, business or personal interest There were no changes to the declarations.	
3.	Minutes of previous meeting Part I: approval and matters arising The minutes of the following meeting were agreed as a true record: <ul style="list-style-type: none"> Hadrian Learning Trust Board – 20 March 2025 – Part 1 Matters arising <ul style="list-style-type: none"> GA noted the actions addressed and those featuring on the agenda. A record of future actions is held. 	
4.	Presentation: improving attendance <ul style="list-style-type: none"> GA delivered a presentation on improving attendance. He explained that there is a sharper focus on attendance at both schools to improve outcomes in general but in particular for disadvantaged students. GA referred to recent data showing a strong correlation between attendance and outcomes. GA informed trustees that the trust accesses the DfE attendance portal to compare data and is making particular use of attendance bandings analysis to inform more granular target-setting. GA advised trustees that revised daily procedures are in place that are being closely monitored by the Heads of School. GA noted that improving attendance will remain one of the main priorities across both schools next year. VJ asked if there are examples where this approach with particular students has had a positive effect. LW confirmed and referred to specific examples. KM added that she had seen evidence of this during the recent trustee visit day. VJ asked how students who are in school but not in their lesson are recorded. GA explained that this is recorded by teachers in Bromcom with immediate follow-up where students are recorded as missing. GA advised that trustees could expect to see the impact of the revised approach when reviewing attendance data in the respective monitoring committees. 	
5.	Trustee recruitment	

	<ul style="list-style-type: none"> GA and KM informed trustees of a forthcoming meeting with an HR professional who may be interested in joining the HR&PM Committee in the role of non-trustee participant with specialist expertise. The trust board agreed to revisit trust board membership in September. 	
6.	<p>Trust updates</p> <p>Trustees noted the content in the update document that had been circulated prior to the meeting.</p> <ul style="list-style-type: none"> Confidential aspects of the trust updates were discussed and minuted in part II of this meeting. GA reported on the DfE announcement regarding a 4% pay rise for teachers for the 2025-26 academic year, which will be only partially funded. JOR will report on the impact of this to the F&A Committee once more detailed information comes out, including on post 16 funding. CS noted the update regarding the supreme court ruling on the equality act asked if there are non-gender toilets in school. GA confirmed that there were. GA updated trustees that a sustainability and climate action plan has been introduced as a modest but realistic start to becoming more sustainable over time. CS asked how students are involved in this. GA let trustees know that students from both schools will attend an event celebrating progress with plans in June and will form a key part of the group moving things forward. Also, an action within the plan is to reinvigorate existing environmental/eco groups of which there have been various iterations over the years. 	
7.	<p>School updates</p> <p>Trustees confirmed they took note of the content of the update documents that had been circulated prior to the meeting.</p> <p><u>HMS</u></p> <ul style="list-style-type: none"> LWA reported that the SATs week process had gone smoothly. Results are expected on 8 July 2025. LWA updated trustees that the Y7 Young Green Briton Challenge team will go to the finals in London again. Last year a Y7 team won the nationwide challenge. Trustees wished the team good luck. VP asked if there is bicycle storage at school, mentioning a plan to form a cycling corridor between Corbridge and Hexham and a 'cycling bus' to school. LWA confirmed a bicycle storage facility with ample capacity is located around the side of the Leazes block. LWA confirmed that a letter to parents informing them of the new policy for smart phones had been sent. The vast majority of parents are in favour. <p><u>QEHS</u></p> <ul style="list-style-type: none"> NS noted that the exams are well under way and reported a successful organisation which involved use of several rooms in addition to the main halls. VJ asked if NS has been in contact with the Race family to thank them for the bursaries that were rewarded to students. NS responded that the bursary grants have been received with gratitude but reporting and expression of thankfulness will be done once students have been assigned a place at university. IV asked if there are any surprises on option numbers. NS responded that the numbers are very positive and school has been able to accommodate students well. Many students are former students. 	

	<ul style="list-style-type: none"> JH asked if school keeps engagement with former students. NS noted that the sixth form team does with former sixth form students. Andy H connects with wider alumni via the website, with a particular focus on careers. VJ and CS advised that LinkedIn might support such engagement. 	
8.	<p>Committee reports</p> <p>Trustees confirmed they took note of the minutes of the following committees that were circulated with the meeting papers:</p> <ul style="list-style-type: none"> Safeguarding meeting – 28 April 2025 <ul style="list-style-type: none"> GA noted transition arrangements for the designated safeguarding leads. A review of the Single Central Record is done termly and up-to-date. There were no questions arising from these minutes. Finance and Audit committee – 9 May 2025 <ul style="list-style-type: none"> JH reported on the main topics of the F&A committee meeting, which are management accounts, the AP and the budget which is expected for approval in the July Trust Board meeting. Confidential aspects of this meeting were discussed and minuted in part II of this meeting. There were no questions arising from these minutes. HMS Monitoring Committee –12 May 2025 <ul style="list-style-type: none"> There were no questions arising from these minutes. QE Monitoring committee – 19 May 2025 <ul style="list-style-type: none"> There were no questions arising from these minutes. 	
9.	<p>Management accounts</p> <p>Trustees confirmed they took note of the March management accounts that had been distributed with the meeting papers.</p> <ul style="list-style-type: none"> GA noted the overspend on alternative provision, for which better controls were now in place. JH asked if the current Y8 behaviour profile provided an indicator of likely demand for external AP places in Y9. NS and LW explained that it did, outlining the transition arrangements and adaptations intended to ensure external AP use remained within budget. 	
10.	<p>Risk register</p> <ul style="list-style-type: none"> Trustees reviewed the register and agreed no risks were due for review. GA thanked committee chairs for their focus on the risks that are assigned to committees. 	
11.	<p>Trustee visits:</p> <p>a. Reflections on recent visit – 2 May 2025</p>	

	<ul style="list-style-type: none"> • KM reported on a successful trustee visit day on 2 May. Trustees KM, FD and IV looked at attendance and behaviour and were reassured by very positive interactions throughout the day and effective processes in place. Action points have been fed back to the relevant committees. <p>b. Next visit – 26 June 2025</p> <ul style="list-style-type: none"> • Trustees agreed that the scheduled trustee visit day of 26 June will be canceled and three trustee visit days will be scheduled in 2025-26. 	
12.	Stakeholder engagement <ul style="list-style-type: none"> • GA reported that he continues to meet with the Hydro Neighbourhood Group. • GA noted a positive meeting of the HLT Members on 16 May and conveyed the Members' appreciation of the Trustees' governance and support of the schools. 	
13.	Urgent business with agreement of Chair <ul style="list-style-type: none"> • There was no urgent business. 	

Close and confirm date of next meeting: The meeting closed at 7.30pm. The date of the next meeting is 10th July 2025.

_____ **Chair**

_____ **Date**