

CIT TRUST BOARD GOVERNANCE IMPACT STATEMENT: ACADEMIC YEAR 2022/23

The following table provides an overview of the key impacts which the CIT Trust Board have secured during the academic year.



The strategic direction of the trust.	
The impact we have made	The activities and actions we have undertaken to secure impact
<p>We have ensured that the development of the trust has a clear strategic trajectory for the next three years</p>	<p>We have:</p> <ul style="list-style-type: none"> - 'signed off' a three year strategic plan which future proofs the organisation and ensure that the mission and vision of the trust is secured. - 'signed off' a revised set of values which we want to see underpinning and guiding every aspect of the trust's work. - put in place a process which ensures that we are keep the trust's values uppermost when making strategic decisions. - agreed a risk-based process which we use to evaluate potentials growth opportunities. - we have put in place a process to ensure that the trust's equality objectives are being actively pursued.
School improvement / development	
The impact we have made	The activities and actions we have undertaken to secure impact
<p>Curriculum and Standards We ensured that the improvement needs of our schools are met by using the trusts resources appropriately and that the return in investment is evident.</p> <p>Buildings and facilities We have ensured that school buildings and facilities are of the highest standard.</p>	<p>We have:</p> <ul style="list-style-type: none"> - established s school improvement tracker tool which we use to monitor the progress our schools are making on their improvement journeys ands to hold the CEO to account this progress. - established a process to focus in depth on schools which are causing a degree of concern and to seek the assurances we need that the trust is responding appropriately to these. - established a process to monitor for assurance how the resources that the trust has available for buildings and facilities are used well.

Financial sustainability	
The impact we have made	The activities and actions we have undertaken to secure impact
We have ensured that the trust's budget secures the financial sustainability and of the trust and enables the ambitions embodied within the strategic plan to be realised.	We have: <ul style="list-style-type: none"> - worked with the CEO to develop a budget for 2023/24 which does not reduce the reserves position. - established an approach to monitor and externally benchmark the trust's financial management using an agreed set of financial KPIs.
Safeguarding	
The impact we have made	The activities and actions we have undertaken to secure impact
We have continued to ensure that the trust's safeguarding arrangements are robust and effective.	We have: <ul style="list-style-type: none"> - strengthened the process by which trustees can monitor for assurance the effectiveness of safeguarding in all our schools.
Governance	
The impact we have made	The activities and actions we have undertaken to secure impact
<p>We have continued to ensure that the trust board, working in partnership with the Local School Boards, provides effective and efficient governance of the trust.</p> <p>We have strengthened the board's audit and risk related work.</p>	We have: <ul style="list-style-type: none"> - commissioned an external review of the trusts governance arrangements and have ensured that the recommendation for improvement have been incorporated within a governance development plan. - Removed the audit and risk responsibilities form the finance, audit and estates committee and established a separate audit and risk committee which meets three times a year.
The trust board as employer	
The impact we have made	The activities and actions we have undertaken to secure impact
<p>We have ensured trust employment/people policies are fit for purpose.</p> <p>We have ensured that the trust boards' oversight and assurance functions extend to staff wellbeing matters.</p>	We have: <ul style="list-style-type: none"> - Reviewed critical /people policies and ensured that they incorporate best practice across the sector. - We have set up a mechanism for executive reporting linked to staff wellbeing matters

Health and Safety

The impact we have made

The activities and actions we have undertaken to secure impact

We have ensured that the trust has a robust approach to health and safety

We have:
- Established a robust mechanism to monitor potential health and safety risks and to gain assurances that any identified deficiencies are dealt with effectively.