

CIT TRUST BOARD GOVERNANCE IMPACT STATEMENT: ACADEMIC YEAR 2023/24

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
We have ensured that the development of the trust has a clear and relevant strategic trajectory for the next three years	We have: <ul style="list-style-type: none"> - Agreed formally that the trust should grow through the acquisition of additional schools. - Put in place a process which manages the risks associated with the growth of the trust - Asked the CEO to commission an external review of the leadership and management of the trust and to ensure that any relevant findings are incorporated into the refreshed/revised strategic plan January 2024. - Approved the acquisition of two additional schools to the trust.
Education and safeguarding matters	
The impact we have made	The activities and actions we have undertaken to secure impact
We have ensured that the work of the trust gives the highest priority to securing high quality educational opportunity, care and safeguarding,	We have: <ul style="list-style-type: none"> - Sought and secured assurances that: <ul style="list-style-type: none"> • the trust executive ensure compliance with required regulations and national directives, and alignment with best practice. • Schools within the trust have the level and quality of support that they need to improve further. - Approved the expansion of the central school support team.
Finance and Estates matters	
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"> - Sought and secured assurances that the trust executive ensure compliance with required regulations and national directives, and alignment with best practice. - Worked with the CEO to develop a budget for 2024/25 which does not reduce the

<p>Buildings and facilities</p> <p>We have ensured that school buildings and facilities are of the highest standard.</p>	<p>reserves position.</p> <ul style="list-style-type: none"> - Implemented a system for trustees to monitor that resources that are available for school building and facilities are used well.
Governance matters	
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:</p> <ul style="list-style-type: none"> - Ensured that the finding of the external review of governance linked to potential further improvement have been implemented. - Established a separate audit and risk committee to provide greater consideration and scrutiny linked to the identification and management of risk. - Appointed a new Member of the trust. - Appointed four new trustees.
People matters	
The impact we have made	The activities and actions we have undertaken to secure impact
<p>We have ensured that the trust's human resource management is highly effective and support the recruitment, development and retention of excellent staff.</p>	<p>We have:</p> <ul style="list-style-type: none"> - Sought and secured assurances that the trust executive ensure compliance with required regulations and national directives, and alignment with best practice. - Begun the process of ensuring that the trust's executive leadership team are remunerated in line with national benchmarks. - Ensured that support staff holiday pay is increased.
Audit and Risk matters	
The impact we have made	The activities and actions we have undertaken to secure impact
<p>We have ensured that the trust has a robust approach to the identification and management of risk.</p>	<p>We have:</p> <ul style="list-style-type: none"> - Worked with the trust's executive leadership team and an external partner to identify the areas of focus for in-depth quality assurance work.