

The work of the CIT Trust Board

Key aspects of the work of the work of the Board – academic year 24/25

Overview, assurance and accountability

We have continued to work, through our committees, to seek assurances linked to all key aspects of Education and Safeguarding, Finance and Estates and People (HR).

We have worked on a refreshed Oversight and Assurance Framework to direct the above work. The refresh has involved the ELT, Trustees and LSB governors.

The new DfE Trust Quality Descriptors have been framed as a self-evaluation tool, which the ELT are using to drive an on-going review and improve process on all aspects of the Trust's work. The views of the ELT are shared with Trustees who then have an opportunity to provide input based on the overview and assurance work they do in committees.

The CEO's performance management includes an objective linked to commissioning an external review of the Trust. This will give Trustees an independent external view of the work of the Trust and will identify any key development priorities that the internal self-review processes may have not be sighted on.

Risk

The Audit and Risk Committee have worked to establish that we have identified all of the key risks facing the organisation and that the mitigations in place linked to identified risks are strong enough. The work has involved ELT, Trustees through committee work and Local School Boards.

The Audit and Risk Committee have also looked at which aspects of the Trust's work would benefit from an independent third-party scrutiny process. This work has been undertaken with input from committees. The work has identified some areas which are potentially high risk (significant impact for the organisation if there are problems). Independent third-party reviews have been commissioned to look at data security, safe recruitment, school safeguarding processes, procurement processes, staff recruitment processes).

The strategic direction of the Trust

Growth

We have agreed to increase the number of schools within the Trust. Each potential additional school is considered in detail by Trustees using a risk and opportunity matrix tool.

We have agreed that the following schools join CIT:

- the two Robert Carré Trust schools
- Osbournby Primary,
- Newark Orchard School.

We have also agreed that the ELT can submit a bid for a Nottingham Free school to be run by CIT.

Development priorities

We have agreed the following key strategic priorities as key drivers for the focus of the ELT:

- The implementation across the Trust of the newly reviewed and refreshed Equity, Diversity and Inclusion policy.
- The incorporation of a mainstream secondary schools into the Trust.

Key appointments by Trustees

We have agreed to the appointment of an internal interim Chief Finance Officer post. This will be reviewed in December 2025.

We have agreed to the appointment of a Director of Education – Secondary.

Recruitment of new Trustees

- Four from the RCT
- Laura Cook (subject to Members approval) - Education/Early Years/Executive Headteacher

- Paul Tallentire – Education/ Children’s Social Care / Safeguarding.
- Alex Hole. – Estates/Health and Safety.

Trustee resignations

- Stephen Hopkins
- Kim Adele - Randall

Trustees whose term of office is ending and who are not continuing.

- Julia Lindley-Baker