



# CEO Report

## The Gryphon Multi-Academy Trust

Alan O'Sullivan | 17<sup>th</sup> July 2018

### Corporate Plan

A year ago I presented a Corporate Plan which showed the vision and sense of direction for the Trust. I have amended this plan to bring it up to date with current information and confirm that we will continue with our priorities as set out below.

There are five priorities in this three-year rolling plan.

- 1. Provide robust governance, leadership and accountability.
- 2. Increased membership of the Trust.
- 3. Improve the working environment.
- 4. Deliver value for money support services.
- 5. Support Eaglewood building project.

This plan sets clear aims for the Board of Directors to achieve in a realistic time scale.

### Trust Membership

The Trust has in the last year been improving its robustness and would still like to work with similar minded schools. We have a good working relationship with Ringwood but they are not ready to consider a MAT yet. We are continuing to consolidate our relationship with our feeder schools which not only has improved transition but has enabled us to show the advantage of joint use of resources which may be a way forward.

## Eaglewood

Since our last meeting Eaglewood has had three follow up visits from Sue Phillips who is an Education Adviser for the DfE. At these meetings as well as observing lessons she has interviewed myself and Nigel Himmel and spoken to David Richards, as Chair of Governors, following which she has been pleased with the progress being made and has given us positive reports and useful advice. We are also pleased to have secured both Nigel Himmel and John Wood by seconding them until August 2019 which will give continuity of progress and stability for the pupils and staff. This followed increased funding being agreed by the DfE which has allowed the building of the new school to commence. They are due to start work on site in August.

## DfE Visits

Arnewood has had various inspections instigated by the RSC (Regional School Commissioners) during the last year including visits to director meetings. These visits highlighted potential areas of focus which have been noted and actioned where appropriate. The outcomes from this year's year 11 cohort are much more encouraging following positive assessments and more confident students. Following an announcement by Damian Hinds, the new Education Secretary, there will not be any more inspections that will be instigated by the RSC. They will in future only follow a poor Ofsted inspection.

## Support Services

As you know we appointed a Facilities Manager in November to be a Trust employee reporting to me. His post would cover both school sites with the day to day management of the caretaking staff and taking responsibility to maintain health and safety procedures and fire regulations as well as covering the new building projects. Unfortunately we have parted company with our present Facilities Manager Mr Currell and we are in the process of advertising for a replacement to take up the position as soon as possible. As I write this we are in the process of arranging interviews and will give you a verbal update at the directors meeting.

## Website

We hope to have a dedicated area set up on the Gryphon website for easy access to agendas and minutes. This will enable you to find all the paperwork relating to any meeting in one place, to call up and print, or to bring up on your electronic device. You will be able to do this on any device from iPad to laptop PC with ease. I will send you login and password details in two separate emails.

## Scheme of Delegation

Together with this report is the Scheme of Delegation which was approved last year. This needs to be reviewed annually and approved by yourselves. I have only made one amendment which is highlighted in red.

## Projects

At Arnewood the SCOLA(Second Consortium Of Local Authorities) project is well under way and is ahead of schedule and maybe finished by Christmas. It has become a logistic challenge as we will have no access during the summer until the day before term. We also have secured funding for new changing rooms, toilets and windows to be replaced in the gym area and in the hall over the summer break with access to the changing rooms also being made available from the Astroturf area. Other staff toilet areas are also being refurbished.

We have also put in a bid to have the ROSLA(Raising Of School Leaving Age) building clad at the same time, as we already have the temporary classrooms on the playground which would reduce the cost. We are awaiting the result of an appeal as our initial application was turned down.

At Eaglewood we have at long last received the funding to go ahead with the project and they have begun preparing the site and will soon be securing the area. The aim is to have the new building available for Easter 2019. We will then need to consider the staffing for an increased September 2019 intake with a potential full capacity of 72.

## Directors/Members

There is at the moment a vacancy on the board for a Director. We have a shortage of skills with regards to Human Resources and also Legal experience. Also we should bear in mind our gender balance when appointing if possible. We also require another Member to replace Mr Daniels who resigned in December 2017. If board members have any recommendations can they please let me know or I will try and source appropriately.

## Looking Forward

Following potentially improved results from Arnewood and positive outcomes from Eaglewood together with our new look buildings and improved environment can only encourage staff and pupils to be optimistic and find the whole atmosphere in our schools uplifting.