Minutes

Full Board of Directors Meeting

Time and date 22 May 2020 4pm		**Location** Virtual through Zoom	
Present		**Apologies**	
Jim Foley (JF)	Chair – Foundation Director	Darren Riddell (DR)	Foundation Director
Fr Simon Hall (FS)	Vice-Chair		
Kevin Dunnion (KDu)	Foundation Director		
Richard Pitt (RP)	Co-Opt Director		
Avril Staley (AS)	Foundation Director		
Vacancy	Foundation Director		
Vacancy	Foundation Director		
Sinead Smith (SS)	Director/Senior Exec. Principal		
Leo Burton (LB)	Staff Director		
Claire Wright (CW)	Staff Director		
Vacancy	Parent Director		
Vacancy	Parent Director		
Katy Dunnion (KD)	Chief Operating Officer		
Julie Sewell (JS)	Chief Finance Officer		

Agenda Item 1 – Opening Prayer	**Actions**
• JF welcomed everyone to the meeting and FS opened the meeting with a prayer.	
Agenda Item 2 – Apologies	
• DR sent this apologies	
Agenda Item 3 – Update from the Senior Executive Principal	
• An email had been sent to the board on Wednesday 20 May seeking approval to postpone the reopening on the MAC schools from Monday 01 June to Monday 08 June. The board agreed via email. • SS thanked the board for their replies and noted that this has proved to be a good decision so that we have more time to plan and prepare, and if necessary we can postpone this further based on the latest advice. **Risk Assessment & Plan** • The Risk Assessment and initial plan for reopening had been shared with the board via email on Thursday 21 May. The same documents have also been sent to the JNCC. • SS shared that Unison were unable to attend the JNCC meeting today, however she spoke with them yesterday. • Today, we the met with the JNCC and representatives from NEU, NAHT and GMB. • The NEU are not happy that the five tests they have set for the government not been met, and their national position is to not engage. • The others unions are fairly happy with the RA and the plan we have shared. **Response from Parents** • Earlier this week we sent information out to parents of the children in Nursery, Reception, Year 1 and Year 6. Explaining how the new school day will be, including	

some FAQs.

- We have contacted all parents with children in these year groups, and approximately 50% of parents do not want to send their child/children back to school. Of the remaining 50%, approximately 20% are anxious have asked for more time to make their decision.

Staffing

- We are seeing more anxiety amongst staff, especially those that are medically shielding, or live with someone who is shielding.
- One situation we are seeing across all schools is staff that do not feel comfortable with their own children going back to school and therefore do not have any childcare for them to return to work.
- The board discussed this, and agreed that this is not an isolated issued and would be replicated in every school up and down the country.
- It was thought that the DfE should have a view on this, although it would be a contractual dispute between the employee and the employer.
- The guidance is clear that school staff are key workers and should be in work, and children whatever year group should be able to access key worker provision at their children's school.
- The board agreed to try to seek central guidance on how to treat this, to be seen to be consistent across all cases.
- Q. Currently there are seven members of staff that have sited this as a reason for not being able to return, yet if this number was to increase, would we have enough staff to fulfil the reopening plan and risk assessment? SS no.
- Q. What are other MACs in the diocese doing? SS everyone is responding as they come across the issues presented.
- The board agreed that for the interim, until further guidance is known from the DfE the MACs response is "*the governments expectations is that you come to work. We think the likelihood is that if you don't come to work, you won't be paid. However we will be seeking national advice to verify this*".
- There are infinitely variable circumstances, however we need to be as consistent as possible, if we were to compromise on parts of the guidance, then it starts to create inconsistencies.

- SS concluded that at this point, the plan is as far as it can go at the moment under the current guidance. We are now waiting for information from the government on the face to face session for years 10 and 12.

Further Questions

- Q. Have the unions declared they will support the schools reopening on 08 June? SS only the NEU is refusing to engage. The others are engaging but they will not agree a RA but present questions, and looking at these cases locally.
- Q. With regard to 08 June, in terms of our own RA do we have enough time to fully implement this internally? SS we are as well prepared as we can be at the moment. We haven't had the evidence yet to support the reopening, this is due with the next government briefing about whether the five test have been meet on either 28 or 29 May. The only other factor that would change this, is if the NEU advised its members not to return then we wouldn't have enough staff to man the schools.
- Moving to 08 June has given us a little bit more time, and if the board meets again in early June, following the government announcements at the end of May, we can defer further if needed.
- Q. If the NEU continue to not engage are we to continue with the training week commencing 01 June, knowing that not everyone will be there? SS yes we should continue with the training even if the NEU have not yet engaged, and if we have to run further sessions we will.

Agenda Item 6 - Policies to be ratified (if required)	
• None	
Agenda Item 7 – Decision Required (if required)	

• None	
Agenda Item 13 – AOB	
• Next meeting Tuesday 02 June at 4pm.	

JF thanked everyone for attending and declared the meeting closed at 4:45pm

The minutes are agreed to be an accurate record of The Holy Spirit Catholic MAC – Board of Directors' meeting held on Friday 22 May 2020.