

Milford Trustees' Impact Statement July 2025

Whole School Aim

Our vision is clear: we aim to be the school of choice for all children in Clifton. We pride ourselves on offering a curriculum that is not only engaging but also diverse, ensuring that every pupil discovers their passions and strengths.

Trustees' Role

The Trust Board is an important part of the leadership of the school and we share with the leadership team the commitment to raising aspirations and ensuring lifelong learning for all our children. Like them, we believe all children have skills, interests, gifts and talents and it is our responsibility to identify, develop and nurture these so that they can achieve to the best of their capabilities. This impact statement is one way in which the Trust Board can explain its role in school leadership, provide transparency about what we do and the impact it has on school improvement.

The Trust Board is made up of volunteers willing to use their skills and experience to support and act as a critical friend to the Head Teacher in her challenging role and ensure that the school is well managed and is providing the best for the children. As Trustees we are accountable for the performance of the school; we are measured by three core strategic functions:

- Ensuring clarity of vision, ethos, and strategic direction.
- Holding the Head Teacher to account for the educational performance of the school and its pupils.
- Overseeing the financial performance of the school and making sure the money is spent well.

Training

All members of the Trust Board continue to take part in appropriate training. The impact of this is that the Trust Board keep updated about their responsibilities regarding the latest requirements and expectations. Learning and actions from training is shared at Full Board meetings and can be put into practice during our monitoring visits to school.

Impact of Full Board meetings

Each term the Board of Trustees are invited to attend the main Full Trust Board meeting. In the Full Trust Board meeting, we use different sources of information from the school, Nottingham City and Nottingham School's Trust as well as national data to enable us to get an accurate picture about how the school is doing compared to similar schools. The impact of this is that Trustees understand and gain knowledge about areas of strength and weakness in teaching and learning within the school but also understand how well we are doing in comparison with schools in a similar setting and what we might learn from this. All this information helps us to provide challenge about what the school might do even better. This school year these meetings have been a mixture of in-person and virtual and have been very well attended, Trustees making a strong commitment to attend.

Impact of Finance and Audit meetings

The Finance and Audit Committee (FAR) also meets once a term. Relevant comparative data is also provided about school finance so we can judge how well we are doing against similar schools. The Finance Committee monitors and plans carefully with the headteacher for any large expenditures and reviews the budget in detail each term. This means that we are fully conversant with the school's financial needs and can track income and expenditure. As school budgets become increasingly tight, we help to ensure that school can afford to continue its provision of excellent education.

Impact of Pay Committee

The pay committee plays a pivotal role in determining the remuneration of teaching staff, particularly in reviewing headteacher recommendations. It is essential that the committee challenges these decisions, seeking robust evidence to support each recommendation. A rigorous process must be adhered to, ensuring transparency and fairness in the evaluation of performance and contributions. Furthermore, it is imperative that the committee balances any proposed increases against the institution's budget constraints, maintaining fiscal responsibility while striving to attract and retain high-quality educators.

Impact of Policy Committee

The Policy Committee is tasked with the thorough review of both new and existing policies, ensuring they adhere to established timelines for renewal. It is imperative that all policies are rigorously evaluated to ascertain their fitness for purpose. Moreover, we must guarantee uniformity across all documents while remaining compliant with all statutory responsibilities. The Committee is also responsible for ensuring that all policies are current and accurately reflected on the institution's website. This systematic approach will facilitate consistency and transparency, thereby enhancing the effectiveness of our organisational framework and safeguarding our commitment to educational excellence.

Head Teacher's Appraisal

The Trust Board carries out the Head Teacher Appraisal annually. Selected Trustees have undertaken Head Teacher's Appraisal Training, and the appraisal is carried out with expert assistance from an independent educational advisor. The appraisal process allows us to look closely at the performance of the Head Teacher, have discussions about areas of strengths and where necessary, areas for development. New targets are then set against criteria which the Head Teacher's performance will be evaluated.

Nottingham Schools Trust

The school continues to get value for money by its membership of the trust. It has supported other schools as well as staff being able to access training and networking events. We receive termly reports of the Trust's performance and support at the full Trust Board meetings.

Link Trustees

Link Trustees have responsibility for specific areas of interest within the school. Each Link Trustee has conducted a review, including various curriculum areas; Early Years; Special Educational Needs and Disability; Children's voice; Looked After Children; Pupil Premium and Health and Safety. Each Trustee has an identified member of staff with whom to liaise about his/her area of interest. The Chair meets with the Headteacher on a bi-weekly basis to discuss a wide range of issues, including staffing, standards, Safeguarding and Health and Safety.

Progress and Attainment

Data for all children across the school, including vulnerable groups, has been analysed and focuses on reading, writing and maths. Analysis is completed at varying levels, including year groups, classes, pupil premium, high ability, SEND, gender and ethnicity. The impact of this is that Trustees are aware of how children are performing and where the progress is slower or less advanced than we would expect. This means that we can ask challenging questions to ensure that any identified problems are addressed in a timely manner. It also means that we are reassured that all children have appropriate support for their needs. It also ensures that the Trust Board knows throughout the year how the school is progressing towards the school priorities and targets. School's performance is validated each term by a visit from an external School Improvement Advisor.

Safeguarding

- The Safeguarding Link Trustee meets termly with the Head as Designated Safeguarding Lead, to review and evaluate the effectiveness of the school's safeguarding procedures and reports back on these to the full Trust Board.
- The Designated Safeguarding Lead completes an annual audit of these procedures.
- This year a new online recording system has been introduced and staff trained in its use.
- The Head reports on Safeguarding at each Full Trust Board Meeting, and via half-termly progress reports.

Priorities for 2025-2026

The Trust Board will provide support and challenge in the implementation of school's priorities for the coming year:

- Mentor and embed new staff to ensure standards remain consistently high.
- Consolidate and further embed our Milford Curriculum which continues to be creative, ambitious, meets the needs of our community, ensuring cultural capital and prepares pupils for their next stage of education.
- Promote high expectations of children's attendance, behaviour and conduct.
- Review playtime provision, ensuring a range of creative play activities are provided for all pupils.
- Support the gain sponsorship/grants from businesses and charities to develop enrichment opportunities and staff well-being.

Trust Board and Committee Meeting Attendance 2025-2026

	TB 25/9	A&R 25/9	TB 20/11	A&R 20/11	TB 5/2	A&R 14/5	TB 17/7
David Dickinson	Y	Y	Y	Y	Y	Y	Y
Matt Cooke	Y	Y	Apols	Apols	Apols	Apols	Apols
Terry Smith	Y	Y	Y	Y	Y	Y	Y
Gus Steele	Y	Y	Y	Y	Y	Y	Y
James Strawbridge	Y	Y	Y	Y	Y	Y	Y
Joseph Turner	Y	Y	Y	Y	Y	Y	Y
Tiffany Iball	Y	Y	Apols	Apols	Y	Y	Y

Members of the Trust Board

- Chair of The Board: David Dickinson
- Vice Chairs: Mat Cooke (sabbatical since 20/11/2024) and James Strawbridge
- Parent Trustees: Tiffany Iball
- Co-opted Trustees: Terry Smith, Augusta Steele
- Members: Ian Fidler, Robert Perkins
- Head Teacher: Joe Turner

Vacancies – Parent Trustee, Co-opted Trustee