



East Midlands Academy Trust – Finance, HR and Estates committee

Wednesday 14th July 2021 @ 12.30pm. Meeting to be conducted virtually.

Seventh meeting of academic year 2020/2021

These minutes reflect the order of the agenda, not necessarily the order of discussion

Agenda item	Discussion	Action
1. Welcome	<p><u>Present:</u>            Andrew Davis (Trustee) - Chair <i>left meeting at 14.23pm</i>            David Houghton (Trustee)            Asvin Morjaria (Trustee) <i>chaired the meeting from 14.23pm</i>            Fiona Wheeler (Trustee)            Ayo Salam (Trustee) <i>left meeting at 14.00pm</i></p> <p>Joshua Coleman (EMAT: CEO)            Paul Wheeler (EMAT: COO)            Nattia Dhana (EMAT: Management Accountant)            Daryl Unitt (EMAT: Head of Shared Services) <i>joined at 12.50pm</i>            Ruhena Mahmood (EMAT: Senior Workforce Planning &amp; HRBP)            Monica Juan (EMAT: Head of Governance &amp; Compliance) – Minutes</p> <p>AD welcomed everyone and reminded all present that the matters raised within this meeting would remain confidential until the minutes were agreed and na</p>	





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challenges the organization had moving forward was to look at the centralized HO functions and adjust the best way to spend resources.

PW presented the final HO structure which had been designed to build capacity. The two main new posts, *Head of Education* and *Head of Inclusion and EMAT Training Hub* were central to the development of the trust and its growth aspirations. PW explained that the new HoE, being an experienced Ofsted HMI, would be able to deliver extensive support to school improvement, providing a forensic eye to the curriculum and furthering the journey of EMAT s



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	<p>After a robust discussion the FHRE committee unanimously agreed to approve the staff retention payment.</p> <p>Trustees noted the Accounts for the May Period.</p>	

9. HR Update (paper)  
Pay Review 2021/2022

*AM took the chair*

*Papers had been distributed with the agenda for the meeting.*

RM presented the highlights from the HR report and answered questions from trustees.

In response to a question from a trustee regarding how the staff still isolating was being utilised and what was the impact in schools RM explained that there was a mix of support and teaching staff on an adapted timetable, mainly

