



6. EMPLOYEE OPINION SURVEY 2024 - SUMMARY OVERVIEW PRESENTATION	
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Presentation previously circulated and CEO briefed the meeting with the headline Trust-wide information, as more detailed information briefs the Standards Committee. This was a biennial staff survey and the last one was held in 2022. It was encouraging to note that the 68% response rate was a marked improvement on the last survey, where there was a 43% response across the 10 schools. So, overall, the CEO felt that the response painted a positive picture.

SB - asked, as regards the Central Trust survey of a 79% response rate, it then states 100%. Was that 100% of the 79%?
CEO confirmed that was correct.

RP - results were outstanding but were they too good and what next? RP would be interested to know how the granular detail is communicated and received by individual schools via headteachers, just as a reinforcement of how everyone feels?

CEO underscored the pivotal role of HR in the dissemination of information. The headline information was shared at the Staff Parliament where there was a good cross-section representation by all schools, bar one. Hopefully this was the reinforcement that Directors were seeking.

JT further underlined that the feedback from the Staff Parliament was really positive. The only feedback was around employee benefits but there were suggestions and ideas from the Staff Parliament on how to improve and widen that offer.

GA - asked that although she knew that there was no national benchmark, did CEO know how Nexus Trust surveys had compared to other trusts of a similar nature?

CEO expressed scepticism about the likelihood of another trust being willing to share such information. However, he noted the possibility of exploring this with other trusts collaborating with Nexus. This avenue could potentially facilitate a broad benchmarking initiative among peers.

GA - asked if the Trust was planning to publish and talk more openly about the positives from the survey?

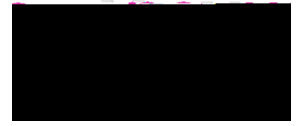
CEO mentioned that this information was disseminated to internal stakeholders via the Annual Workforce Engagement Statement. Meanwhile, the HR team, led by MS, was actively developing a Trust-centric recruitment strategy, aimed at establishing a corporate brand that complements rather than overshadows the unique character and ethos of individual schools. Integrating this achievement into such initiatives would be a seamless fit, and the CEO committed to discussing this further with the HR team.

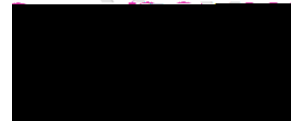
Action: CEO to discuss with MS in HR possibility of including survey highlights in new recruitment model.

GA - enquired about the 'disagree' or 'strongly disagree' statements (particularly with the 19% in performance management), seeking reassurance that the CEO was actively pursuing next steps to delve deeper and identify the underlying reasons behind the less positive responses?



JT said there was a mandatory induction for all staff as part of the CPD package, with additional school-specific training determined by headteachers. Schools' training needs were prioritised through the Train the Trainer programmes and a Trust subscription to the National College, aligned with appraisal and performance





<u>Action:</u> JH to issue a policy briefing to inform the workforce on the updates.	Action: JH 28/03/2024
10. CEO/CFO MID-YEAR REVIEWS FEEDBACK – FOR DIRECTORS TO RECEIVE FOR INFORMATION	
The CEO, SB, JH, JT left the meeting for this item (as appropriate) which was minuted confidentially as separate Appendices 1 and 2.	
11. SCHOOL RESOURCE MANAGEMENT SELF-ASSESSMENT RETURN - FOR DIRECTORS TO RECEIVE FOR REFERENCE	

As per the declaration on the self-assessment return, Directors received the report for reference

