



## Greater Manchester Academies Trust - Section 172 Statement

Under Section 172 of the Companies Act 2006, the Trustees of GMAT must act faithfully in the way they consider, would most likely to promote the success of the Trust for the benefit of all of its stakeholders as a whole.

In doing so each trustee must have regard (amongst other matters) to: -

- (i) the likely consequences of any decision in the long term;
- (ii) the interest of the Trust's employees;
- (iii) the need to foster the Trust's business relationships with suppliers, customers and other stakeholders;
- (iv) the impact of the Trust's operations on the local and wider community and on the environment;
- (v) the desirability of the Trust maintaining a reputation for high standards of business conduct; and
- (vi) the need to act fairly as between members of the Trust.

### (i) The likely consequences of any decision in the long term

The Trust primarily engages its key decision making in alignment to its Strategic Business Plan, and in particular the Key Priorities. The Key Priorities link back to the Trust's vision which is 'to provide high quality teaching & learning through a supportive framework for academic success which engages local communities, mitigates the effects of disadvantage and positively impacts social mobility'.

The Key Priorities in the 2019-22 Strategic Business Plan are:

- (a) Ensuring Educational Excellence
- (b) Networking for Success
- (c) Building Trust and Capacity
- (d) Transforming Lives and Futures

All Trust decisions are made with the intention of directly or indirectly improving educational outcomes for our students; however, each individual decision considers the impact on all stakeholders and considers the need for any changes to, or refinements of decisions previously taken.

The principal decision taken during 2020-21 was to bring the catering functions for both MCA and MCPA in-house. The transfer of catering away from the local authority into the Trust's full control took effect from April 2021.

The Trust now receives better value for money in relation to food, consumables and catering compliance costs; has better control over the menus in the academies; and can better synergise the catering teams with teaching departments as a way of promoting healthy eating, better nutrition and using food as a catalyst for positive change.



### **(ii) The interest of the Trust's employees**

The Trust recognises the importance of its employees and it values the contributions made by all staff to providing the best possible education for our young people; to supporting the ambitions of our young people and their families; to delivering transformational, positive social impact in our communities; and to improving the life chances of our young people.

During the year, the Trust made positive changes to its Family Policy by way of favourable changes to occupational paternity, maternity, adoption and shared parental pay.

The Trust has engaged with its employees through staff surveys, and through promotion of honest, open, respectful and regular communication within and across teams throughout the Trust. Any issues raised are addressed as soon as is practically possible which steps taken to address communicated back to staff.

Staff are offered access to a wide range of wellbeing and other support initiatives. As we emerge from the coronavirus pandemic, we will re-introduce staff sports sessions, mentoring sessions and other face-to-face engagement and enhanced pastoral support.

### **(iii) The need to foster the Trust's business relationships with suppliers, customers and other stakeholders**

The Trust recognises the importance of building a good working relationship with all of its suppliers, especially those from within the locality. The Trust's Financial Control Policy has a comprehensive section on procurement, payments and expenditure, in which it details how it is desired that preferred suppliers who can clearly demonstrate value for money are those based within the local community or those having an affinity with what we are striving to achieve in the local community.

The Trust has a lettings portfolio, which comprises of a hybrid of community and commercial bookings for a wide range of sports, activities, meetings and sessions. The Trust's Lettings Policy articulates how the two-way engagement between hirers and the Trust has a positive impact on the communities we serve.

The solid working relationships the Trust has with partners, suppliers, customers and other stakeholders are continually evolving and improving, and the Trust acknowledges that these working relationships are cardinal to our effectiveness and delivery of services.

### **(iv) The impact of the Trust's operations on the local community and on the environment**

The Trust has a positive impact on the local community of North Manchester by way of delivering deep social impact through extensive community and stakeholder insight. Fundamental to the mitigation of the effects of disadvantage and to the positive impacts on social mobility, is the provision of an excellent education to our students; however, further to this is the facilitation of a number of programmes and initiatives within our community.



The Trust is also keen to further improve its impact on the environment. During the year and during previous years, the Trust has taken the following steps to drive developments in energy efficiency and in elimination of waste: installation of a full suite of LED lighting throughout both academies; installation and maintenance of efficient boiler systems; working with energy brokers to help us execute cultural awareness across the Trust, utilising their best practices; introduction of a hybrid of face-to-face and video conference meetings, as the Trust emerges from the coronavirus pandemic.

The Trust is developing an Environmental Strategy which will articulate how we will aim to reduce our carbon footprint and how we will make more efficient use of our resources with regards to our environmental impact. The Trust recognises its responsibility to care for the environment.

**(v) The desirability of the Trust maintaining a reputation for high standards of business conduct**

The reputation of the Trust and of its academies is a fundamental part of its current and future successes. The values, vision and strategy of the Trust are an integral part of recruitment, selection, training and continuous professional development of our staff, and these have a consequential positive impact on dealings with all internal and external stakeholders.

**(vi) The need to act fairly as between members of the Trust**

The Trust has a clear, well-communicated vision and strategy which underpins our desire to provide high quality teaching & learning through a supportive framework for academic success which engages local communities, mitigates the effects of disadvantage and positively impacts social mobility.

The Trust produces transparent comprehensive financial and management reporting which is appropriately reviewed and scrutinised, before being used to substantiate business decisions, ultimately impacting our pupils and students.

The Trust strives to continue to be a fully inclusive organisation and does not unfairly discriminate against our students, staff or any other member of our community and stakeholders.