



Governance Performance Indicators 2010 / 2011

Composition & Membership Indicators

Performance Indicator	Target / Measure	Target Met	Comment
Achievement of composition.	100% filled against vacancies being filled within one termly cycle.	Yes	There were no vacancies during the 2010 / 2011 Academic Year that were not filled within the termly cycle.
Overall attendance target.	80%.	No	75%.
Individual attendance target.	75%.	No	Seven Governors did not reach the 75% benchmark.
Annual comparison of skills / experience against template.	To be undertaken annually and reviewed at all Search Committee meetings.	Yes	The Template of Skills & Experience was up-dated by the Clerk to the Corporation. This was presented to the Search Committee on the 18 May 2011.

Performance Indicator	Target / Measure	Target Met	Comment
Annual Training Needs Analysis.	Approved by 31 December 2011.	Yes	Approved on the 21 September 2011 by the Search Committee.
Annual Training Plan.	Approved by 31 July 2011.	Yes	Approved on the 11 July 2011.
Annual review of Standing Orders, Terms of Reference, Committee Membership and Register of Interests.	Approved by 31 July 2011.	Yes	Standing Orders, Terms of Reference both approved 4 April 2011. Committee Membership reviewed in year with the last review being 11 July 2011. Register of Interests Updated in March 2010 and September 2011.
Annual Governance Self-Assessment undertaken and Action Plan produced.	To be undertaken annually. Action Plan produced and monitored.	Yes	On-line Governance Self-Assessment undertaken and reported to the Governing Body on the 10 May 2011. The results fed into the "Governance With Impact" Project, which has continued into 2011 / 2012.
Annual appraisal of the Principal / Chief Executive, Clerk to the Corporation and Senior Postholders.	Chairman of Governors to report to Remuneration Committee and / or Governing Body.	Yes	This was undertaken and reported to the Remuneration Committee on the 24 November 2011.

Performance Indicator	Target / Measure	Target Met	Comment
Attendance at Employer Liaison Board Meetings.	75%.	No	Records kept centrally within the directorates. Employer Liaison Boards undergoing a review at the present time.
Production of a Corporate Governance Annual Report.	To be approved annually.	Yes	The 2010 / 2011 Corporate Governance Annual Report was approved on the 26 March 2012.
Publication of the College's Annual Report.	To be approved annually.	Yes	The 2010 / 2011 Annual Report was approved on the 26 March 2012.

Key Performance Indicators

Performance Indicator	Target / Measure	Target Met	Comment
Annual review of Mission, Strategic Objectives and Strategic Plan.	To be undertaken by 31 July 2011.	Yes	Approved on the 11 July 2011.
Monitoring the financial performance of the College.	Receipt of bi-monthly management accounts.	Yes	Finance, Assets & General Purposes and / or Governing Body minutes.
	Revenue & Capital Budgets approved by 31 July 2011.	Yes	Approved on the 11 July 2011.
	Finance, Assets & General Purposes termly Committee meetings.	Yes	Finance, Assets & General Purposes Minutes.
	Maintain "Good" Financial Performance.	Yes	Outstanding – awaiting confirmation from Funding Body.
	Annual Financial Statements approved with unqualified audit opinion by 31 December 2011.	Yes	Approved 19 December 2011.
Monitoring the strategic performance of the College.	Termly strategy review reports.	Yes	Governing Body minutes.
Annual review of targets for retention, achievement and Success Rates.	Targets set annually and reviewed termly by the Standards' Committee.	Yes	Approved 31 January 2011 and monitored by Standards Committee under its new agenda structure.

Performance Indicator	Target / Measure	Target Met	Comment
Annual review of Examination & Achievement.	Examination & Achievements Report to be approved by 31 December 2011 and termly reviews by the Standards Committee.	Yes	Approved 19 December 2011.
Annual review of the College's Self Assessment Report.	Report to be approved by 31 December 2011.	Yes	Approved 19 December 2011.
Effective Risk Management Process.	Substantial / Adequate Internal Audit Reports.	Yes	Excellent Annual Audit Report.
	Substantial / Adequate External Audit Reports.	Yes	Audit Committee minutes.
	Risk Management Plan approved.	No	Risk Management Plan for 2010 / 2011 carried over from 2009 / 2010 and subject to further review in 2011 / 2012. Risk Registers up-dated and reported to Risk Management Group, Audit Committee and annually to Governing Body.

Performance Indicator	Target / Measure	Target Met	Comment
Monitoring the Health, Safety & Welfare of the College.	Termly reports to Finance, Assets & General Purposes.	Yes	Finance, Assets & General Purposes Minutes.
	Annual review of the Policy.	Yes	Approved 11 July 2011.
	Health & Safety Audits. (internal & external)	Yes	Audit Committee received Internal Audit Report on the 14 June 2011 with substantial assurance and one medium and three low recommendations.
Contribute to the overall grade awarded to Leadership & Management by OfSTED.	Self Assessment Report approved.	Yes	Approved 19 December 2011.
	FMCE Submission by 31 December 2011.	Yes	Approved by the Audit Committee on the 6 December 2011.
	Positive Annual OfSTED Monitoring Visits.	Yes	Full OfSTED visit in February / March 2011 with a GOOD Grade awarded.

Quality Indicators

These set of answers resulted in a questionnaire being circulated to all Governors in January 2012.

Of the 18 circulated, 16 were returned.

For the **target met** – this is measured as a percentage of those Governors satisfied based on the sample of 16.

For example below – 15 Governors satisfied, therefore $15 / 16 = 95\%$ (target met).

	Satisfied	Neutral	Dissatisfied	Comments	Target Met
Overall satisfaction with the performance of the Governing Body.	✓ ✓ ✓ ✓	✓		Satisfied is ok but would like to see some Governors take a more active role both in meetings and College life!	<p style="color: red;">Review through the Annual Governance Self-Assessment Questionnaire (85% target)</p> <p style="text-align: center;">Yes</p>
	✓ ✓ ✓ ✓			Much improved.	
	✓ ✓ ✓ ✓			Excellent structure, process and decision making abilities, excellent Chairman with clear vision for the organisation.	
	✓ ✓ ✓			Significant improvements, with potential to become highly effective at setting strategy and holding to account.	

	Satisfied	Neutral	Dissatisfied	Comments	Target Met
Overall satisfaction with the performance of the Chairman of Governors.	✓ ✓ ✓ ✓	✓ ✓ ✓		An experienced Chairman who is proactive and considerate of the Board. Key man for the development of the College.	<p>Review through the Annual Governance Self-Assessment Questionnaire (85% target)</p> <p>No (81% were satisfied)</p>
	✓ ✓ ✓ ✓			Excellent.	
	✓ ✓ ✓ ✓			Difficult job.	
Overall satisfaction with the performance of the Clerk to the Corporation.	✓ ✓ ✓ ✓			Exceptional skills in ensuring Governors are kept informed of key issues.	<p>Review through the Annual Governance Self-Assessment Questionnaire (85% target)</p> <p>Yes</p>
	✓ ✓ ✓ ✓			Excellent.	
	✓ ✓ ✓ ✓			Very satisfied and pleased we are getting a Deputy Clerk to help and develop.	
	✓ ✓ ✓ ✓			Excellent support provided.	
				Distribution of papers could be a bit more timely.	
				Good – very helpful.	

	Satisfied	Neutral	Dissatisfied	Comments	Target Met
Overall satisfaction with the performance of the Principal / Chief Executive.	✓ ✓ ✓ ✓	✓ ✓		We could not have a better person in this position. The College is in good hands.	<p>Review through the Annual Governance Self-Assessment Questionnaire (85% target)</p> <p>Yes</p>
	✓ ✓ ✓ ✓			Excellent.	
	✓ ✓ ✓ ✓			Very satisfied – good relationship with Governing Body.	
	✓ ✓			Strong leadership through change and challenge.	
Overall satisfaction with the performance of the Senior Postholder(s).	✓ ✓ ✓ ✓	✓		Satisfied is ok but would like to see some Governors take a more active role both in meetings and College life!	<p>Review through the Annual Governance Self-Assessment Questionnaire (85% target)</p> <p>Yes</p>
	✓ ✓ ✓ ✓			Excellent.	
	✓ ✓ ✓			Very satisfied – some excellent work from Principalship.	

	Satisfied	Neutral	Dissatisfied	Comments	Target Met
Overall satisfaction with the performance of the College Leadership Team.	✓✓✓✓			Excellent.	Review through the Annual Governance Self-Assessment Questionnaire (85% target) Yes
	✓✓✓✓			A spikey profile with more highs than lows – I know Principalship is tackling areas of concern.	
Overall satisfaction of the Governors that their views are heard and considered.	✓✓✓✓	✓	✓	This is important and the College administration takes care to see that Governors' wishes are carefully considered.	Review through the Annual Governance Self-Assessment Questionnaire (85% target) Yes
	✓✓✓✓			Excellent.	
	✓✓✓✓			The CLT / Principalship is keen to hear from us.	
	✓✓			Have asked people to call me – it hasn't happened (Senior College staff).	

	Satisfied	Neutral	Dissatisfied	Comments	Target Met
Overall satisfaction that Governors' time is effectively used.	✓✓✓✓	✓✓✓		Changes in hand will help to improve.	<p>Review through the Annual Governance Self-Assessment Questionnaire (85% target)</p> <p>No (only 63% were satisfied)</p>
	✓✓✓✓	✓✓✓		It is pleasing to see that the role of Vice Chairman has been developed to allow the post holder to play a real role, with the Chairman, in managing the work of the Board.	
	✓✓			Excellent.	
				Yes – everything I have been involved with this year has been worthwhile.	
				Yes – effectively used at meetings, but not in preparation for meetings, as Governors are provided with too much documentation to ensure that there is appropriate focus on the key issues.	
				Papers are too bulky – can't see wood for trees.	
				The Clerk and Chair are working hard to sharpen focus and manage time; this will take time to bed in.	

Performance Indicator	Target / Measure	Target Met	Comment
Overall learner satisfaction with the College.	Learner Questionnaire (95% target.)	No	88% achieved.