

THE FURTHER EDUCATION CORPORATION OF MIDDLESBROUGH COLLEGE
CONFIRMED MINUTES OF THE STRATEGIC TRAINING SESSION (PART 2) OF 24 MAY 2021

PRESENT: R Davies (CG and Chair), R Anderson (CG), H Ashton (CG), A Coleman-Cooke (CG), C Cooney (CG), M Gaze (CG), J Golightly (CG), M Laidler (CG), S Lane (CG), Z Lewis (Principal/Chief Executive), P Lynn (CG), M McClintock (CG), S Mirsalehi (CG), S Mudd (Student), P Sharp (CG), P Studd (CG), S Shepherd (EM), A Thompson (Student), I Wright (CG).

OFFICERS: J Chance (VP), G Cumiskey (DP), Z Foster (Clerk), C Kipling (VP), S Marshall (ED), K Parkinson (ED), J Steel (VP).

KEY: CG College Governor EM External Member DP Deputy Principal
VP Vice Principal Clerk to the Corporation ED Executive Director
AP – Assistant Principal

1. **Pre-reading** – Ofsted Framework and updated Curriculum Intent documents were issued in advance of the meeting.
2. **Apologies for Absence – R Davies**
C Cannon (EM), S Green (EM), A Hanif (EM), D Still (Staff Governor), S Wilson (EM).

3. **Declarations of Interest** – no declarations

It was noted that the order of the items had been changed from the original agenda, but continued consideration of the key aspects of the strategic plan started at the 8 May 2021 session.

4. **Skills and Post 16 Education Bill**
Z Lewis drew attention to key aspects of the newly published bill and its current status including: Legal Local Skills Improvement Plans; Student Loan Reforms; Accountability for HE; Legal Intervention Powers; Regulate Independent Training Providers and Powers to Regulate FE Teacher Training.

5. **ITE Update**
G Cumiskey gave a confidential update on the recent inspection and resulting action plan.

6. **One Ambition**
Wider Teaching and Learning Changes
G Cumiskey introduced governors to the bigger picture for teaching and learning culture in College which would include: learning from other providers, identifying staff to be Ofsted trained, a new Teaching and Learning Strategy, new quality assurance process and new middle manager training to be launched in June 2021. An additional Standards meeting in July would be considering the plans in detail.

Governors' discussed readiness for the anticipated TTE Ofsted monitoring visit across its provisions.

Curriculum Intent 2018-2023

Z Lewis introduced the detailed document as a result of the recent curriculum intent workshop which considered the curriculum in detail. She drew attention to the spider diagram which visually depicted where the College was in the local community and the key employers (Health and Care, Manufacturing, Teaching and Education and Public Services).

Governors' discussion and questions included: the accuracy of the data in the current climate post Covid and the need to be forward thinking; Construction as one of the current key shortage areas particularly 'retrofit' type demand; an increase in 'green' jobs such as energy and water supply, waste management, and linked environmental consultancy professional, scientific and technical roles (including digital) in which further investigation of demand would be useful; high demand across the area for Project Management roles and how the College could support that; the complexities of the curriculum offer and the link to destinations; and collaboration and competition with other local providers.

G Cumiskey to discuss the local economy skills, shortages and need further with S Lane and H Ashton.

The curriculum intent document would be considered in an annual workshop in the spring alongside wider curriculum planning and destinations.

7. One Community

7.1 Transition, PDEP and Sexual Abuse – J Steel gave a comprehensive update of current safeguarding interventions both in number and type in which mental health, domestic and sexual abuse cases had risen.

She also drew attention to Ofsted's recent review into sexual abuse in schools which would result in new statutory guidance and detailed what type of incident came under this umbrella. J Steel also informed governors of new safeguarding training for all staff and the pastoral curriculum which supported students in this area (Personal Development and Employability programme).

Z Foster emailed governors with the current summary of interventions to read ahead of discussion in breakout groups.

Governor post breakout feedback included: policy and process for student-to-student allegations; mandatory training for students; positive outside agency collaboration; support for staff dealing with safeguarding incidents; the difficulties regarding comparative data from other learning organisations and over time; the differing support offers available for students; whether there was sufficient capacity in the team (which had recently been expanded) to cope with the increased demand; the potential effects of Covid; and whether there was additional External funding to support (not currently).

Governors welcomed the positive reporting culture within the College.

7.2 Education Inspection Framework – G Cumiskey detailed the key three judgement areas (Leadership and Management; Behaviour and Attitudes; and Personal Development). He then detailed the areas for development which included learning support; transition and leadership of personal development.

8. One Commitment

G Cumiskey took governors through the draft **Employer Engagement Strategy**, highlighting plans for greater formal collaboration and communication (including employer advisory boards) and detailing what employers wanted from students and how the College could support that through the curriculum (and beyond) to ensure students were work ready.

Apprenticeship Quality Improvement Process - G Cumiskey detailed the recent Apprenticeship mock-inspection summary findings where good progress had been made and key areas of improvement and how these were being addressed.

More widely, industry placements and the structured curriculum (16-19 year olds) was outlined and T Levels in some detail using the Health and Care example to illustrate the key risks and complexities.

Governors' questions and discussion included: communicating to employers the financial support for T Levels; the setting of T Level entry requirements; fewer options for Levels 3 and 4; mandatory qualifications and funding clarification; use of local employer groups; incentives for employers; risk of insufficient industry placements; future impact of work placements on destinations (e.g. greater number of job offers; fewer students going to university etc.); and the continued need to develop soft skills and linked enrichment opportunities within the College.

- 9. One Team** – K Parkinson gave a brief overview of the People Strategy KPIs which were generally positive – key aspects included an increase in staff satisfaction; decrease in absence and progress in relation to BAME.

She also briefly detailed key priorities going forward including a paperless system; workforce development strategy, wellbeing, changes to the annual appraisal system and succession planning.

A full update would be taken to Corporate Services Committee in July.

10. One Ambition

Z Lewis introduced the section with a Future Focus wordal exercise based around the key elements of the Education Inspection Framework (pre-reading). This had been used for CMT and Staff Council with common themes emerging to focus on next priorities.

Z Lewis would compare the Governors' word cloud to those of CMT and the Staff Council and report back at a later date.

- 10.1 KPI Reporting** – J Chance gave a brief overview of KPI reporting in relation to changes in the FE landscape. He detailed some of the complexities which Colleges would have to deal with in relation to two year programmes (e.g. T Levels) and how KPIs might be split to accommodate this and also the need to ensure that the KPIs are measuring the right things.

The Standards Committee would consider this in detail at their additional meeting in July.

10.2 Destination Reporting/Outcome Success Measures – J Chance gave a full overview including:

- an explanation of the differing reporting methods around destinations data between regulators who used 'sustained destinations' measured six months post course and 'intended destinations' as given by students
- detailing the potential difficulties for the College and other areas of high deprivation should the DfE move to 'outcome payments' based on destinations
- the current College measurement of destinations generally and between programmes (which considered all learners) and how this differed from the DfE model (which only considered leavers).

Going forward (from July) the College would report on two sets of destination data:

- i) for all learners (as now) and
- ii) ii) for leavers as per the DfE model.

Additionally, research would be done to establish how the College compared nationally via available benchmark data.

Governors' questions and discussion included: AoC lobbying to the DfE; the ability of learners to get jobs in the local area post course thereby heavily influencing destination and outcome data, and of alternatives; and the link to the wider leveling up agenda of the proposed model.

To note: S Lane, J Golightly, A Thompson, S Shepherd and M Laidler left the meeting at 7pm

11. TTE Update

Z Lewis informed Governors that the outcome of the bid had been postponed to 28 May 2021, therefore decision making for next steps would need to be postponed once that was known.

She detailed the current situation regarding the landlord; Local Authority; detailed the two key deadlines (31 July for Phase 2 of DfE Bid and December 2024 for lease end) and gave a full review of the additional options to be considered, with the preferred option of 1c.

The Committee would need to reconvene once outcomes were known but all were in favour of the proposal should the grant be given.

12. Date of Next Meeting

12.1 Thursday 15th June 2021 at 5.00pm

13. Matters for Publication

The full presentation from the day was published post meeting for information.

14. Any other Urgent Business

No business taken.

R Davies thanked Z Lewis and the team for both strategic sessions.

15. Reserved Matters – no reserved matters

The meeting ended at 7.16pm