



## **STAFF CONSULTATIVE COMMITTEE**

### **Minutes of the meeting held on 11 May 2016**

**PRESENT:** Linda Jordan (Chair), Andrew Edwards, Di Gowland, Davinder Heer, Angelina Ikeako, Danielle Giles, Rameez Ali, Christian Wilton-King, Mahjabien Iqbal

**IN ATTENDANCE:** Annette Cast, Olivia Besly, Anil Nagpal, Beryl Hughes (Interim Clerk)

The Chair welcomed everyone to the meeting

#### **16/9 Apologies**

Apologies received from Nazeema Soopee

#### **16/10 Declarations of Interest**

Linda Jordan and Annette Cast for matters relating to NewTEC

Di Gowland for matters relating to DSS

#### **16/11 Minutes of the meeting held on 10 February 2016 and matters arising**

The committee noted:

- Danielle Giles was elected as a business support member.

The minutes were accepted as a true record of the meeting.

#### **16/12 Area Review Update**

The Committee noted:

- Local London area review began in April
- The questionnaire was completed and submitted before the site visit on the 12 April
- Two advisers carried out the site visit:
  - One was a former Principal
  - One was a finance expert
- The questionnaire covers all aspects of college business including:
  - Student staff ratio
  - Loans
  - Property
  - Curriculum
- The advisers scrutinised the information supplied
- The information will be the basis of decisions going forward

- It was stressed to the advisers the college was not merging but do have and intend to grow alliances and strategic partnerships
- The first area review meeting was on 10 May Chaired by David Collins, FE Commissioner and Marilyn Hawkins, Deputy Commissioner for Local London
- The FE Commissioner outlined the agenda
- Informed the meeting they were slowing down the earlier area reviews for them to complete the London review at the same time
- There has been a meeting with the Borough on skills strategy
- Position substantially strengthened by Ofsted outcome
- Ofsted were impressed by their conversations with stakeholders, especially LBN
- Reputation is improving
- The last area review meeting will be in November when the recommendations will be fully considered.
- The Principal will keep staff updated via staff development events and team briefings.
- It is the responsibility of the Corporation Board to make decisions following the recommendations.

### **16/13 Finance Update**

The Committee noted:

- Financial plan was submitted to the SFA at the end of February
- The SFA are supportive
- Our SFA lead attended the Ofsted feedback meeting.
- By the end of May the budget for 16/17 and 17/18 should be set
- Year 15/16 is on track Risks and opportunities have been looked at and there are net risks.
- It is a tight year and essential the college meets targets
- There are robust processes which monitor expenditure
- £2m loan repayment to LBN is due in December 2016

### **16/14 Post inspection action plan**

The Committee noted:

- Everyone should be proud as it was a complete inspection of all areas
- A two day inspection was expected but it was a four with ten inspectors
- Inspectors said the SAR was the best and most transparent they had seen
- Impressed by careers advisors as many colleges do not have them
- Inspectors did not see any grade 4 teaching only 2 and 3
- The learning culture is positive and embedded across the college.
- The learner voice is sound and the Vice President of the National Student Union visited and was very impressed.
- Inspectors impressed by 16-18 teaching and it should be built upon.
- Inspectors comments included
  - Attendance should improve
  - Targets are not SMART enough
  - Assessments not being used to provide robust feedback to improve
  - Adults need consistency in target setting
  - Not enough ILT used in delivery
  - Not stretching the learners

**16/15 Staff Survey**

The Committee noted:

- The staff survey was open from January to late February
- Participation was voluntary
- There was a response rate of 57.2% which is the highest return rate the College has ever experienced.
- 99% of respondents agree with the College’s mission and vision and 97% support the strategic aims of the College.
- The survey results show that the communication strategy around senior managers has been effective.
- 77% feel that the College has improved and the results demonstrate that communication across the board has improved

**16/16 Any other business**

**Investors in Diversity (IID)**

- The college is being re-assessed in June for the IID accreditation
- Staff will receive a survey to complete.
- Staff who have been selected for interview will receive a briefing

**16/17 Date of next meeting**

5.10pm on 3 November 2016, Stratford Campus

Signed as true record .....  
Linda Jordan – Chair of the Committee