

## Board Minutes of the Corporation Meeting on 15<sup>th</sup> October 2024 at 4pm, in 4H01 UCG, and via MS Teams

**Governors Present:** Robin Atkinson (RA), Andrew Bennett (ABe), James Brooks (JBr), Sharon Green (SG), Tracey Gyte (TG), Ann Hardy (AH – Chief Executive Officer), Andrew Lindley (AL), Guy Lonsdale (GLon), Audra Oldridge (AO), Heather Pepper (HP), Rhianna Tupling (RT).

**Apologies received:** Paul Barker (PB – Chair) and George Lee (GLee)

**In Attendance:** Ally Brooks (AB – Chair Designate), Mark Riley (MR), Adrian Clarke (AC - GVP Corporate Services), Maria Turnbull-Kemp (MTK - GVP Finance), Nathan Michael (NM – Group Vice Principal Curriculum, Quality & Standards GVP CQS), Katie Wheeldon (KW - GVP Strategy and Business Development) and Antonia Praud (AP – Director of Governance).

1	<p><b>Welcome, Apologies for absence, Declarations of Interest and Any Other Business</b></p> <p>Andrew Lindley welcomed members to the meeting and a round of introductions were made.</p> <p>Apologies were received from Paul Barker, George Lee, and partial apologies received from Mark Riley, which were accepted with consent. There were no declarations for items on the agenda or addition business. Ally Brooks confirmed an annual declaration of interest, linked to his position as corporation member at Hull College, from where he is taking a sabbatical.</p> <p>Ally Brooks thanked the board for the opportunity of becoming their Interim Chair, once checks are completed. Ally introduced his proposed framework of working – intended to be “purposeful”, for governors and senior leaders to be “better connected” and confirmed that he could make time for the responsibility, with the full support of his employers.</p> <p>Before strategies and decisions of strategic importance were presented to the corporation, ELT members should invite governors to engage in discussion, and benefit from their input, using their skills and expertise. This would provide assurance and enable buy in prior to decisions. Time and opportunity will be planned for the Chairs of Committees and Corporation to connect, and discuss future opportunities and developments. There will be closer links between committee chairs and their ELT members, and further development of our engagement visits and Link roles, strengthening our knowledge and understanding of the organisation and enabling all members to be curious and supportive with their questioning. To maximise the best use of meeting time, the governor only session would be removed. Instead, the Chair and Director of Governance would be available before each meeting for informal discussion and support, and meetings would start promptly. Board assurance will be bolstered by the use of deep dives into specific activities. The Director of Governance will drive the governance improvement action plan, with progress reports at each meeting. (MR arrived during this item)</p> <p>Governors confirmed they were fully supportive of this approach and looked forward to working with Ally as Chair.</p>	
	<p><b>Strategic Overview</b></p>	
2	<p><b>Update from the CEO</b></p> <p><b>Strategy 1 – Empowering Students to Succeed</b></p> <p><b>Achievement Rates 2023/24</b> – The overall achievement rate is currently 85%. The final figure will be at least 3% above the national average overall, but we are still seeing a spiky profile and had a drop in retention rates, unusually, at the end of the year. We had anticipated a drop in overall achievement rates as we had reduced the number of non-accredited aims on offer (managing out 10,000 non accredited aims over 2-3 years). A focus on retention will be a key priority.</p> <p><b>Apprenticeship achievement rates</b> – Our outturn at 58% is a phenomenal achievement by the team. The target agreed with the DfE was 56% and it is also well above the national achievement rate of 53.4%.</p>	

**Qualification reforms** – The removal of BTECs and other qualifications at levels 2 and 3 has been temporarily halted by the new government while they review their approach. This enabled us to recruit students that would have not been able to move on to the T levels, either through lack of work placements or not having their English or Maths, and increase our Level 3 offers. The government plan to have the review completed by Christmas and we are hoping to keep BTec and other qualifications.

**Work Experience** – The new team are increasing the number of work placements, employer-based projects and general employability activities across the partnership and are introducing consistency of approach. There are now Employability and Placement Advisors in post across all sites.

### Strategy 2 – Improve Operational Performance

**Staff Survey** - The PDR (personal development and review process) has been put on hold while it is reviewed. This has gone down well with staff, as many felt it was a tick box exercise. Staff have been given the opportunity to join a working group developing the new process. It is also planned to hold them at a more appropriate time of the year. Assurance was received that objective setting will be SMARTer, and more meaningful, and will be regularly reviewed through one to ones across the year. Picking up feedback from the staff survey, staff development and CPD will be a core element of the annual process, and the weekly Tuesday CPD sessions will enable individuals and team managers to focus on development activities.

**Internal Communications** – This is already much improved and there is a significant commitment from ELT to engage and communicate with staff across the group. We have relaunched Viva Engage as an internal social media platform for sharing information, there are more all staff emails and bi-weekly staff updates are shared after ELT meetings at team meetings. We have engaged external consultants who are supporting the development of our internal communication strategy. AH is also delivering face to face staff meetings at each site which includes updates on KPI and the strategic plan.

**Staffing** - Over 90 posts have been filled, including some long-term vacancies, meaning the dependence on agency staff has significantly reduced. This will reduce the strain on the staff. The team are also developing relationships with recruitment companies to improve our recruitment activities. Staff development is a significant investment for the group, and the results in the survey had been disappointing. This year, we have moved from CPD days to regular training sessions. Tuesday afternoons have been allocated for staff development, team meetings and quality activities which allow teams have a specific time to work together to move areas forward. There is a cycle of training for all staff, and then team and individual sessions which are determined by managers and supported by internal and external trainers. A staff council has also been re-introduced.

Governors noted a number of key appointments including Prue Gibson, who is the new campus principal for East Riding College (Beverley and Hull), Cheryl Eade will be the new campus principal at Grimsby Institute (FE) from January, Jamie Green joined this week as the Group Executive Director for NET from Hull College, and Hugh Callaway is the Group Executive Director of Marketing and Communications.

**Pay** – The government's decision to give a 5.5.% pay award to teachers has left our sector in a difficult situation, which may be additionally challenging when the increase to the Living Wage is confirmed. We have signed the AoC joint letter to the government asking for parity and further funding.

### Strategy 3 – Contribute to Economic Development

**Community engagement** - We have strong links with Northeast Lincolnshire Council and are working together on the development of support for students with special educational needs and disabilities, including the development of degrees. On 13<sup>th</sup> February, we will support a Schools and Colleges Absence Event at Grimsby Institute inviting all schools, primary and secondary, and colleges in the area. The event recognises the challenges that all levels of educational institutions are having in increasing attendance levels.

Raising Aspiration Activity – As part of the initiative focussing on the “development of place”, primary schools across Lincolnshire are being invited to bring year groups into Grimsby Institute to try out FE activities. If successful, the plan is to offer this activity from each campus.

The 80<sup>th</sup> anniversary family event and staff celebration were both enjoyable and successful. We plan to run similar events at other sites as it is a great way to rise our profile and engage with our communities.

**Graduation** – These are wonderful events, and the new honorary degrees help us to recognise individuals who have made a difference in our local area.

#### Strategy 4 – Achieve Organisational Growth

**Recruitment** - FE recruitment for 16–18-year-olds is strong with internal and DfE targets achieved and exceeded. We should receive some in year growth funding (approx. £400k). HE numbers are again lower than planned and it is hoped is that degree apprenticeships will help improve the declining trend in the future. We have been successful in obtaining funding from the Office for Students (OfS) for developing these new qualifications. The Adult Skills Fund will be recruited to throughout the year, and we have confidence we will achieve our targets. We are investigating if there is an opportunity to bolster HE numbers through the recruitment of overseas students, with support from the West and North Yorkshire Chamber of Commerce.

**Ofsted** – Whilst there can be no certainty, it is likely we will have a visit in November or December.

**Degree awarding powers** - The OfS visit went well last week. A draft update will be shared by Christmas. Their recommendation will go through 3 committees and so it is likely they will confirm their decision in May 2025. It went positively, and the group were already given a 2 year extension to ensure their delay does not impact our offer. They met with a panel of governors as part of their visit, and reflected on the meaningful support and oversight governors provide. They had received governance papers in advance of their meeting.

**Devolution** - It has now been confirmed that the Lincolnshire and Hull and East Yorkshire Mayoral Authorities are going ahead. This brings a level of risk and opportunity to this pot of funds as we will have to apply to three bodies for funding which was previously allocated to us. The importance of maintaining a strong relationships externally, and the work of the projects team, is ever more pertinent.

Governors thanked the CEO for an encouraging report, with some items to celebrate e.g. the improvement with apprenticeships, and FE student numbers, and the community developments are promising.

Governors asked about staff retention rates and it was confirmed the number of leavers was half the number of the previous year. They questioned the confidence of NET actual enrolments versus predictions and confirmed that confidence is high, with enrolments over the year.

The pay award challenge was debated and governors questioned how much latitude there might be to look at benefits or a bonus alongside an award this year. It was confirmed that being in the public sector meant options were more limited, but they had awarded a non-consolidated Christmas bonus occasionally.

There are a number of risks:

- Challenge for competitiveness of teaching salaries versus schools
- Any increase in NI will impact on pay rise possibilities
- They have built 3.5% into the budget but this may be eroded by a potential increase in the national minimum wage and living wage.
- Concern of expectations versus affordability.
- Any benefit impacting salary sacrifice can bring staff below the national minimum wage.
- Any one-off payments can impact anyone claiming benefits.

Governors questioned the impact of the recent changes announced by Ofsted and if the next visit would still confirm a grade. At present FE colleges will still receive a grade, but a new specific skills framework is being developed.

	<p>Governors questioned the transitional arrangements during devolution and what our level of engagement with partners had been to date. The group has 2 years of protected funding (to 2027/28) then there is a more open playing field. There will be more opportunities and we have a strong projects team. Vector analysis confirm we have the highest achievement rates and learner volumes in the area and we are proactively canvassing York and North Yorkshire and also the Chamber of Commerce, offering invitations to STEC. There are three strands within the application and strand one is having a head office in their footprint. We need to engage and make the case that each campus would have been a head office in their area. It would also be good to have a fixed head office site for NET for the adult skills fund. A key risk is that lots of our courses and programmes are topped up by adults and without them, some of our courses may not be viable.</p> <p>Governors confirmed this is a key area of strategic focus, and took assurance that the CEO, and senior team were prioritising time for strategic positioning with our most important stakeholders, and working with key partners across the group's footprint. Governors confirmed their support and ability to engage where appropriate too, asking for regular updates on progress.</p> <p>Governors questioned if there were risks identified from the removal of the performance process and it was confirmed the team hope to have a new system in place by the summer term. The timing at the end of academic year is better, and staff development activity has a greater focus this year.</p>	
3	<p><b>Strategic Objectives and KPI</b></p> <p><b>2023-24</b></p> <p>The majority of KPI for last year were achieved or partially achieved. Three KPI were not achieved:</p> <p><b>Achievement</b> - discussed in Item 2.</p> <p><b>Attendance</b> – The overall result was 86.4%, which is 4% above colleges nationally but below the 90% target the group had set. The attendance target has been reduced to 88% for the 2024/25 academic year but we will continue to monitor the position closely as attendance levels directly correlate with achievement rates. However, English and Maths attendance was significantly lower overall than attendance across the vocational aims (79.1% versus 87.3%). For 2024/25, an increased use of functional skills is planned, where possible, to reduce the negative impact of repeatedly sitting GCSEs. Other changes include more work on tracking – on a daily basis, chasing with parents etc. The introduction of Success Coaches is being seen to have an impact already.</p> <p><b>HE continuation</b> – staff are experiencing strange behaviour with HE continuation as students need to submit their work but are not doing this in time, or seem not to be concerned about walking away from their qualification. We need to ensure does not happen moving forward and highlight the importance of assessment weeks. We are also introducing more pastoral support and clarifying expectations.</p> <p><b>2024-25</b></p> <p>Members reviewed the success measures for 2024-25 and confirmed it was useful to see them alongside the Operational KPI, as it gave assurance to members. It was confirmed the KPI had been developed after the session on the board development day, when members had received rationale on why the themes had been chosen.</p> <p>Governors confirmed:</p> <ul style="list-style-type: none"> <li>• Themes need clear success measures.</li> <li>• The KPI this year were more measurable, on the whole.</li> <li>• They will be reviewed at committee and board, and any gaps highlighted will be used to measure performance. Potentially deep dives could be requested.</li> <li>• There is clear alignment with ELT objectives.</li> </ul> <p>The importance of the KPI approval was reiterated, as a key strategic decision for the board each year.</p> <p>Governors confirmed:</p>	

	<ul style="list-style-type: none"> <li>Some KPI appear to only be measured once a year. Ideally, they would like to see some milestones or monitoring points with targets added, so that concerns or strengths can be identified at an early stage. Then a deep dive can be proposed if a theme is not on track.</li> <li>Some of other colleges use the risk register as a tool to monitor the root cause analysis and request deep dives. This model can work well.</li> <li>It would be helpful to have traction towards the trajectory of objectives and reflect on this. The committees can reflect, in terms of risk and oversight of risk, alongside performance, for KPI within their remit. From a continuous monitoring perspective, they will have clear evidence.</li> <li>The board agreed to ask the Audit Committee to oversee this, as a devolved piece of the risk.</li> <li>The board asked MTK to add a column to say which committee is responsible for each risk.</li> </ul> <p>Governors questioned if the built environment features enough across the 4 strategies? It was confirmed this was fair point and they are in the process of developing a new estates strategy. They will present this to the DfE in due course, and they might also find it helpful to understand the importance of this if they are cash releasing too.</p> <p>The corporation approved the KPI for 2024-25, with the understanding there would be adjustments to add the traction milestones to be developed, further timescales and oversight of risk.</p>	1     2 3  4
<b>Statutory Duties and Decisions</b>		
<b>Curriculum Quality and Student Experience</b>		
4	<p><b>Strategic Objective 1 - Empower students to succeed by delivering an inclusive curriculum that enables students to take the next step on their career path.</b></p> <p><b>Safeguarding Policy</b></p> <p>The Chair of the Curriculum and Quality Oversight Committee confirmed the committee recommended the policy, which had been updated to reflect the guidance in Keeping Children Safe in Education (September 2024) and adding in a section on sexual harassment in line with the new OfS condition of registration. This was already in place in practice but has been built into the latest draft.</p> <p>HP as Safeguarding Governor Lead, confirmed changes this year were mainly terminology and making sure there was clear communication to staff. The team have confirmed how many staff have already completed their training, and there is a clear mandate to ensure full compliance. As such, HP also recommended the approval of the policy. The corporation approved the safeguarding policy.</p> <p>It was noted that the Committee had requested additional assurance about the internal controls in place and governance of safeguarding, including checks, audits completed and planned, and had requested sight of the latest safeguarding action plan, as action points from their meeting.</p>	
<b>Finance and Resources</b>		
5	<p><b>Strategic Objective 2 - Improve Operational Performance by maximising sustainable processes, systems, resource management and employee support.</b></p> <p><b>Financial Regulations</b></p> <p>A full review had been approved in the summer and this request was for small amendments to:</p> <ul style="list-style-type: none"> <li>Add an additional level of authorisation for single sole suppliers.</li> <li>Reflect a change to job titles.</li> </ul> <p>The board approved the Financial Regulations, following the recommendation of the Finance and Resources Committee.</p> <p><b>People and Culture Strategy</b></p> <p>The People and Culture Strategy had been included in the pack initially and involved a lot of work to develop it to the current position. ABr confirmed he was grateful for the patience and understanding shown when he asked for this item to be postponed and brought back to the December meeting, to offer the opportunity for governors to be engaged in its development. Governors were asked to let Ayesha Hall, ABe and AP know if they would like to be involved.</p>	5
6	<p><b>Corporation meeting minutes of the 30th September 2024 and Matters Arising from the 9th July 2024 and 30th September 2024</b></p> <p>Governors approved the minutes of 30<sup>th</sup> September 2024 as a true and accurate record.</p> <p>Matters Arising: From the Meeting on 9<sup>th</sup> July 2024</p>	

No	Minute	Action by	Action	Date	Update since the last meeting	
1	Update from the CEO	KW	Update on Internal Communication plan	October 2024	Update on the agenda	6
2	Update from the CEO	AH	Share the slides from the Staff survey, with cover note for context, before the meeting in September.	17 <sup>th</sup> September 2024	Presentation from Habit 5 received in September	
3	Update from the CEO	PB, MTK and AP	Thank the staff who are responsible for the outstanding results for the recent ILR audit, on behalf of the governors.	ASAP	Completed	
4	Update from the CEO	AH and MTK	Share an update on next steps after the staff survey, and plans for the rolling programme of shorter staff survey activities	17 <sup>th</sup> September 2024	Completed	
5	Update from the CEO	NM/ AC	Prepare a wish list of what resources or support would be required if there is a surge in enrolments	September 2024	Wider point linked to capacity in education spaces.	
	Update from the CEO	AH	Consider suggestion to structure part of the CEO report under the headline aims in Ambition 2030 e.g. <ul style="list-style-type: none"> <li>• Reputation,</li> <li>• Engagement ,</li> <li>• Influence</li> <li>• Engagement with politicians</li> </ul> Engagement with ESFA/ FEC	Autumn 2024	Used the 4 Strategic Objectives.	
	Strategic KPI Update	KW	Share the Marketing Strategy and present Marketing plan	15 <sup>th</sup> October 2024	Update on agenda. Will come to board in December	7
	Strategic KPI Update	NM	Look to see if there is a correlation between the use of agency staff, and attendance	15 <sup>th</sup> October 2024	Now clearly tracking all agency staff and will report at the next committee meeting, with analysis	
	Strategic KPI Update	NM	Ensure reports to the committee report on the impact for students with SEND and vulnerabilities	Autumn 2024	Report to the November meeting	8
	Draft Budget	MTK	Prepare a report for governors that splits out from vacancies the use of agency staff, and develop a KPI tracking agency costs that will be reported to the board and finance and resources committee next year	Autumn 2024	There is separate tracking of agency staff in the detailed accounts. KPI for next year	

					is item on the agenda	
	Minutes	AC	Present the Income Diversity Strategy at the next meeting	15 <sup>th</sup> October 2024	Carried forward to November Committee and December board meeting	9
	Minutes	AC/ELT	Present a wish list of capital and estates improvements to the Finance and Resources Committee and Corporation	2024/2025	To the November meeting	10
	Finance Update	MTK	Adjust the cash flow forecast to reflect the lower sale value for Lady Edith Drive	Autumn 2024	Completed	
	People and Culture Update	A Hall and MTK	Present People and Culture vision and plan to governors	15 <sup>th</sup> October 2024	On agenda	
	Branding Update	KW	Provide update at the next meeting	15 <sup>th</sup> October 2024	On agenda	
	Risk Update	MTK and ELT	Review scoring and risk appetite (strategic risk register) and update the latest colour coding on the current report.	Autumn 2024	To Audit Committee and then board in December	11
	Governance update	AP ALL	Review the results of the external review of governance, complete the board questionnaire, confirm availability for governor one to ones and send in any outstanding feedback, and expense claims. Meet in September and develop a governor action plan.	September 2024	Some completed. Remainder delayed to October 2024	12
	Confidential Item	AP and TT	Commence recruitment for an FE Governor – North Bank	September 2024	In process	
	Confidential item	AP	Organise separate meeting to review the proposal from the Remuneration Committee	August 2024	Proposal referred back to the Remuneration Committee	
	<p>The two actions from the meeting on 30<sup>th</sup> September are due in December 2024.</p> <p>Governors noted the rise in student numbers was putting increasing pressure on room capacity in Beverley. When the IOT area was built, they built foundations to raise the building by 2 more floors, but since then flats have been built. There could be concerns as it would take light from the flats. Planning was given before the flats were built. Possibly there could be a route to get it sponsored and we could place the development on Shelagh Legrave's radar, or it was suggested a conversation with East Riding Council could begin.</p> <p>This is the first priority in the new estates strategy, and the group have looked at a number of unused buildings in the area. It was noted that in the new political landscape there was a risk that our surplus could be influenced, and confirming our intentions could be beneficial.</p>					13



	Governors asked if there was an emerging IT and technology strategy and it was confirmed that currently departments are having meetings to gather views and recommendations, looking at innovation.	
<b>Informatives</b>		
<b>Curriculum and Student Experience</b>		
7	<p><b>Strategic Objective 1 - Empower students to succeed by delivering an inclusive curriculum that enables students to take the next step on their career path.</b></p> <p><b>Update from the Curriculum and Quality Oversight Committee on 8<sup>th</sup> October 2024</b></p> <p>Updates from the committee included:</p> <ul style="list-style-type: none"> <li>• The induction on all sites has been much more positive than last year.</li> <li>• The HE spotlight session was very positive and was very timely for the OfS meeting, which had felt positive.</li> <li>• Thanks were recorded to the team. Governors particularly thanked Mat Tuck as it appeared he did a sterling job orchestrating the visit and gathering all the data needed by the OfS team.</li> <li>• HE – Recruitment has dropped across all sites. Understanding why, and also the financial impact, is important, as is understanding future risk if the trajectory is to continue, and what interest there will be in higher technical apprenticeships. The loss of approx. £400k cannot be funded from the increase in FE income. Whilst a known issue in the sector, we need to find way to buck the trend.</li> </ul> <p>It was confirmed that the group have contribution returns for every area of the business. The finance and curriculum teams are looking in real detail at every area, even if they income generating, as there could still be benefits from reviewing timetabling and staff numbers etc</p> <ul style="list-style-type: none"> <li>• FE trends of concern include the drop in retention, and the team are looking at why there was a loss in June and July this year.</li> <li>• Maths achievement dropped by 9 percentage points and the committee have asked for a deeper dive.</li> <li>• The new Success Coaches have made an encouraging start and it is hoped the impact on attendance will be clear.</li> <li>• The new approach to staff development provides needed time for teams to have regular training that is relevant. The annual teaching and learning conference was an excellent event, and the team have created a staff development hub so staff can influence their own development.</li> <li>• The use of immersive technology will be developed this year and there is an open invite to governors for a demonstration.</li> <li>• The NSS survey for HE had great success results.</li> <li>• The OfS confirmed the removal of condition 3A of funding, which is positive for the group.</li> </ul> <p>Governors questioned the senior team and received assurance that timely updates would be given for HE recruitment for 2025-26, and significant marketing support was being targeted to support HE recruitment processes.</p> <p>Governors also questioned if students on all provision types and campuses had access to Success Coaches, and it was confirmed that Success Coaches and tutors were providing academic and pastoral support.</p>	
8	<p><b>Strategic Objective 2 - Improve Operational Performance by maximising sustainable processes, systems, resource management and employee support.</b></p> <p><b>Update from the Finance and Resources Committee on 1st October</b></p> <p><b>Finance update</b> - Governors received a finance update, noting no concerns at present and congratulated the team on the positive reports after the CEFSS review and receipt of the final ILR Audit report.</p> <p><b>HMRC update</b> - The group have sent an email confirming they accept the figures are correct and will pay staff on 31st October, for a period covering 4 years. Letters are prepared and the expense is included in the year end accounts. For those that left the organisation, the process is more onerous and letters have been sent to all leavers today requesting their bank account details. AH has contacted MP's. Governors questioned if advice had been taken when the savings scheme was introduced and if there was any recourse. Advice was from an accountancy firm from someone who worked for HMRC, who has since retired.</p>	



	<p><b>People and Culture Annual report:</b> The Committee had reviewed the report which will be uploaded to the portal.</p> <p><b>Estates update: 3-5-year maintenance plan update</b> - Work is now coming to an end for the first major package in Year 1, which was to resolve the outdated heating, pumps, pipework, and water systems for the boiler room and main block at Nuns Corner. Heating systems are anticipated to be operational in time for the temperature dropping.</p> <p><b>Major Projects:</b>  <b>Skegness</b> - Development work has appeared to have slowed on site, with less progress noted in constructing the ground floor slab. The site agent advises that this is predominately due to the complexity of the design, however this is not substantiated by the contract details, and a firmer plan has been requested from the Main Contractor to understand the way forward and any impacts.</p> <p><b>Animal Care Centre Grimsby</b> – Work continues to progress but there is a delay indicated on the programme from the contractor of up to 10 weeks. We may look at options for a differentiated handover to minimise any associated costs.</p> <p><b>DFE Capital Projects/ Summer works</b>  The majority of the grant from the DFE was used over the summer to improve facilities for students including:</p> <ul style="list-style-type: none"> <li>• Heart of the campus</li> <li>• English classroom refurbishment (ground floor)</li> <li>• Major toilets refurbishments across the majority of the Nuns Corner site</li> <li>• D Block refurbishment.</li> <li>• Hospitality.</li> <li>• Decoration works to Engineering.</li> <li>• Classroom refurbishments of all Motor Vehicle delivery rooms.</li> </ul> <p><b>Self-funded capital</b>  The majority of the £400k has now been spent on IT and curriculum resources.</p> <p><b>Grimsby Bus Depot</b>  The sale/disposal of the bus depot took place on the 21<sup>st</sup> of June 2024 for a sale price of £242,500 with TEC Partnership receiving £235,399 after fees were deducted.</p> <p><b>Lady Edith Drive Disposal</b>  The group received an email last week indicating the push back on LED was successful and it is more likely to be closer to the figure the group suggested. (see details in private business)</p> <p>Governors noted concern for possible delays to the campus at Skegness and Animal Care Centre, from a learners perspective and cost implications of delay. It was confirmed that Skegness was a higher risk, as learners could continue on site in Grimsby until the build is completed. There was an element of contingency in the contracts, but it is still too early to confirm final costs. Careful cost management of all elements of the build is in place to minimise risk to the group.  Governors confirmed the risk from planning permission was not significant.</p>	
9	<p><i>Strategic Objective 3 - Contribute to Economic Development by developing programmes, projects and partnerships that meet regional skills needs</i></p> <p><i>And</i></p> <p><i>Strategic Objective 4 - Achieve Organisational Growth by working in partnership to identify and deliver on opportunities for growth</i></p> <p><b>Marketing</b></p>	

	<p>The Marketing Strategy was delivered to ELT today and the next step is to consult with Governors. Governors who would like to engage with KW are invited to confirm this with KW and AP. The new team structure has been approved. Of note:</p> <ul style="list-style-type: none"> <li>- Branding procurement is in progress</li> <li>- Internal Communications are being developed, to be launched later this month.</li> <li>- We are developing our PR and external communications, with an article published in the Grimsby Telegraph, and interview on Radio Humber recently.</li> <li>- The team have supported a number of community events –e.g. 80<sup>th</sup> anniversary, youth clubs, community groups / clubs</li> <li>- Our employer endorsement offer has been developed including offering tours, hosting services and premises</li> <li>- Supporting Learner achievement events include – Apprenticeships Awards all sites, Graduation, Educate North Award shortlist, Skegness Business Awards nomination</li> <li>- Business engagement and marketing activities are embedded within curriculum planning</li> </ul> <p><b>Projects:</b> There were 6 pages of activities included in the committee report as there is a lot of activity underway. Highlights include:</p> <ul style="list-style-type: none"> <li>18 Skills Bootcamp programmes approved</li> <li>- UK Seafood School and Samphire Restaurant launch</li> <li>- LSIF funding for Immersive classrooms</li> <li>- Collaborative working with LSIP groups to meet needs in digital, employability, partnerships</li> <li>- Future Chef competition Bridlington, Young Seafood Chef of the Year competition, World Skills regionals</li> </ul> <p>Partnerships to develop skills include Maersk for GWO, Morson’s for Rail, Teaching organisations (Teaching Personnel, Vision for Education etc), YMCA for Youth Work, DWP for Childcare incentive</p> <p>A number of opportunities were noted including:</p> <ul style="list-style-type: none"> <li>- Exploring new curriculum opportunities – Scaffolding, Fork Lift, PASMA, IPAF</li> <li>- ‘NET’ifying’ Modal and campus areas,</li> <li>- NET Growth strategy – commercial and growth into future skills</li> <li>- STEC opportunities for a college rosette / seafood school via Savoy fund</li> <li>- Seafood / heritage collaboration – Uni of Lincoln, Made Great in Grimsby</li> <li>- Partnership engagement - e.g. attended YNY MCA Devolution Launch</li> </ul> <p>MR offered his support for scaffolding, at an appropriate time.</p> <p>Another opportunity that may be considered, after the recent Skills England paper, is offering foundational apprenticeships. If the group can demonstrate this as a route to success it will be advantageous for all when looking at future skills.</p> <p>Governors questioned how collaborative the group were being – and it was confirmed that senior staff are involved on a number of skills groups and boards. Relationships are being developed and enhanced with a number of schools and college providers, and employer links are being strengthened through the new business support team. Governors confirmed that the TEC Partnership had an opportunity to build on its reputation, by being a lead in the region, and offering use of its facilities for collaborative activities.</p>	
	<b>Board Oversight and Assurance</b>	
10	<p><b>Strategic Risk Register</b></p> <p>Since the last meeting the full register has been reviewed with the GLT. This has been a positive experience and helps to ensure a thorough process has been completed, whilst raising their awareness too. The register has also been updated to include the change of responsibilities with the introduction of new Campus Principals, Central Services changed to Corporate Services, and we have also begun to include a number of opportunities, which will be developed further over the year. Key changes were noted in the</p>	

	<p>report. In the next meeting, we will revert to reporting the top ten risks, but it was felt to be useful to share the full report for the benefit of new members, and due to the number of changes for the new year.</p> <p><b>Annual Safeguarding and Prevent report</b> The safeguarding report had been shared at Curriculum and Quality Oversight Committee and apologies were noted it had been removed from the cover paper when the board pack was amended. It was confirmed this would be uploaded to the portal.</p>	14
11	<p><b>Governance Update</b> The board approved the appointment of Guy Lonsdale to the Remuneration Committee.</p> <p>They noted the vacancies on the board, and its committees and current recruitment activities. They also endorsed the recommendations of the Search and Governance Committee for the key desired skills in the recruitment campaign, after reviewing the most recent skills audit matrix.</p> <p><b>Governor engagement:</b> Members received a list of potential visits, and a new approach was recommended. AP will contact each member, to discuss preferences, and then set up activities, confirming meeting arrangements.</p> <p><b>External review of governance:</b> Governors noted the next steps planned by the committee.</p> <p><b>Governor training:</b> Thanks were noted for all the training completed already this term and reminders shared for any outstanding training to be completed. Specifically, a request was made to complete the latest safeguarding training, as soon as possible.</p> <p><b>Code of Conduct and Online etiquette:</b> Governors confirmed outstanding returns would be completed by the end of the month.</p>	15 16
12	<p><b>Review of the meeting</b> The corporation confirmed:</p> <ul style="list-style-type: none"> <li>• The meeting was well chaired.</li> <li>• The approach for more engagement with governors was welcomed.</li> <li>• The meeting had kept to time.</li> <li>• There was opportunity for all governors to contribute and ask questions.</li> <li>• A governor shared personal experience from the recent supportive student induction process and the pastoral support being offered by the new Success Coaches.</li> </ul>	