

SPECIAL MEETING OF THE CORPORATION

MINUTES

Confidential sections have been redacted from the published version

Date	Wednesday 11th October
Time	18:30 to 19:30
Location	MS Teams
Present (Governors):	Acting Chair: Dr Barbara Spittle Ian Carey (Staff Governor) Dr Andrew Gilchrist Fred Gray Mary Hughes Jackie Pearson Christine Ricketts (Principal and Chief Executive) Louise Salmon Paul Stedman
Officers and advisers In attendance	Ashok Patel – Interim Director of Finance Melissa Drayson - Director of Governance (DG)
Observers	Paul Mittendorfer – ESFA (via Teams)
Apologies for absence	Prof Craig Mahoney (Chair) Hilary Omissi Judy Peck
Quorum	The meeting was quorate throughout

Item	Action lead
1. Preliminary items	
1.1 Welcome and Apologies for Absence	
The Acting Chair welcomed colleagues to the meeting. Apologies, as listed above, were received by the Corporation	
1.2 Declarations of interest	
Previously declared interests were carried forward. There were no new interests relating to items on the agenda.	
1.3 Urgent other business notified in advance	
No items of urgent other business had been raised before the meeting.	
2. Staff Pay award	

Recommendation for approval by the Resources Committee

Governors noted the accompanying report, and the background to the recommendation, particularly the additional DfE funding, linked to the 16-19 allocation. The expectation was that this would be spent on pay, but each college was to make its own decision.

It was also noted that a 2% pay increase had already been built into the budget, so the proposal was for an additional 4.5%.

The Resources Committee had supported Option 2, which was a phased payment of 6.5% in total. (Redacted)

The following were considered as part of the Corporation's deliberations:

- Any impact on staff morale of awarding less than the full 6.5%
- The expectation of the Unions
- The decisions of other colleges to award at least 6.5%, many on a phased basis
- The affordability of the award. It was confirmed that the achievement of efficiencies had released sufficient financial capacity to cover the pay award along with potential investment in quality. The college would also remain within its KPI for pay costs

In response to questions from governors, it was confirmed that student numbers were currently above the 16-19 allocation. There would be some withdrawals, but there was reasonable confidence that numbers would remain in line with the allocation of 1358. However, the risk was acknowledged that a drop in numbers could have a significant impact on future years' finances, and might require further savings to be found in 2024-25. This would be monitored closely by the Resources Committee.

It was hoped that a phased approach would remind staff of the importance of retaining students, and encourage them to share responsibility for the College's financial health. The point was made that this fitted in with the drive to embed the new, shared College Values. The Principal indicated the intention to communicate the decision to staff the following day, and would work with colleagues to explain the phased approach.

The question was raised whether the decision would apply to Senior Postholders. It was confirmed that the proposals applied to all staff, but that the Senior Postholder Employment Committee would consider whether there was a specific reason to convene a meeting.

The Corporation raised further points of clarification on the detail of the calculations and the timing of the decision.

The Principal was asked by governors to consider other ways to reward staff, including additional Christmas leave days, or CPD days.

RESOLVED: That the recommendation of the Resources Committee to award a 6.5% pay award in two phases (4% and 2.5%) be APPROVED.

Fred Gray left the meeting at 7.00pm

3. Health and Safety Policy

Supporting paper recommended for approval by the Resources Committee

The Corporation received assurance from the Resources Committee that the review of the Health and Safety Policy had been rigorous and had taken into account the views and expertise of staff and advisers.

RESOLVED: That, on the recommendation of the Resources Committee and SLT, the Health and Safety Policy be APPROVED.

4. Governor appointments

The Director of Governance reported that checks and references had been undertaken for the three governor candidates and it was, therefore:

RESOLVED: That, on the recommendation of the Search and Governance Committee, the following be appointed as independent governors for a four-year term of office, with immediate effect:

- **Jesse Adekoya**
- **Adam Herriott**
- **James Measures**

Signed:

(Chair)

Date: