

Obtaining the Views of Staff and Students in Relation to Educational Character, Mission and Oversight of Activities

Context

The introduction of Article 3-(1)(aa) provided a responsibility for the Corporation to publish arrangements for obtaining the views of staff and students on the determination and periodic review of the educational character and mission of the institution and the oversight of its activities.

The Corporation reviews the educational character and mission and takes an oversight of activities through a cycle of business that incorporates monitoring, assessment, strategic review, and planning.

The Strategic Plan 2018/2019 – 2020/2021 includes the strategic aim ‘That students and the student experience are central to all decisions’.

Consultation on the Strategic Plan canvassed the views of stakeholders on a new set of values and stated purpose (mission) for Halesowen College. Over 380 staff and 180 learners took part in the exercise. The views of prospective learners from a local school were also sought. Stakeholders felt that the following factors should be encapsulated in the College’s purpose:

- High quality teaching and learning
- Personal development
- Support
- Equality of opportunity and inclusivity
- Individualised learning
- Educating individuals to reach their full potential
- Successful progression to further learning and career

It was felt that each of these elements was captured in one student’s response to the consultation:

“[Halesowen College is] where I can learn, succeed, flourish and feel supported. The support from all members of staff, the importance staff put on learning and the care they put into our future.”

These words have been adopted as Halesowen College’s stated purpose:

To enable students, staff, the economy and the community to Learn, Succeed and Flourish.

Staff Views

Halesowen College has established procedures for engaging and consulting staff to develop understanding, receive the benefit of staff knowledge and experience and engender greater commitment to the College mission and the achievement of strategic objectives.

The College has in place an established staff briefing and forum structure incorporating both teaching and support staff and a monthly HR newsletter. A short staff survey was undertaken in 2019 and the Principal reported back to staff on results and proposed actions. Other mechanisms for obtaining staff views in relation to character, mission and oversight of activities include area self assessment and development processes including Operational Reviews which are aligned to organisational objectives. Staff are engaged in College discussions through an interactive social media portlet called 'Buzz'.

Arrangements for consultation specific to educational character, mission and oversight of activities are as evidenced in the process undertaken to obtain the views of staff during the development of the Strategic Plan and the results of the consultation were fed back during the Principal's briefing.

The Corporation includes membership of an elected staff governor who, whilst not mandated by the staff body, may contribute their own views in relation to the strategic development and oversight aspects of their governance role.

Student Views

The Corporation places importance on understanding student views of the quality of their experience at Halesowen College incorporating pre-entry, induction, teaching and learning, wellbeing, safety, achievement and progression.

Halesowen College has established procedures for engaging and consulting students. A detailed Learner Involvement Strategy outlines student involvement across the annual cycle. This recognises the benefits to both Learner and College which includes 'A fully Learner focused College with the Learners helping to plan strategy and improve quality'.

Student views are also obtained through the work of the student ambassadors.

The Corporation includes membership of an elected student governor who whilst not mandated by the student body may contribute their own views in relation to the strategic development and oversight aspects of their governance role.