

## Minutes of the Corporation Strategic Review Special Meeting held Tuesday 16 May 2023

*Present* Joanne Chilton (*Chair*), Joanne Williams (*Interim Principal*), Lee Clulow, Sarah Dawson, Alexandra Fratila, Andy Hanson, Tiffany Harvey-Pallent, Raj Joshi, Gail Rothnie and Mark Sterling.

*In attendance* Jacquie Carman (*Interim Deputy Principal, Chief Operating Officer*)  
Jennifer Sunter (*Clerk to the Corporation*)

### Student Presentation – Diversity, My Story

The Corporation received inspiring presentations from students following their presentations at the College's Diversity Day. This was appreciated and members formally thanked them for taking time to share their experiences.

<b>1</b>	<b>Apologies</b>
	Apologies were received on behalf of Aisha Benachour, Ian Hughes, Shabir Chagan, Thomas Huntbatch, Helene Jones, Clair Graham, Alison Jarrett and Joanne Rouse.
<b>2</b>	<b>Declarations of Interest</b>
	There were none.
<b>3</b>	<b>Review of Strategic Plan 2021-2025</b> Educational Character, mission and values
	<p>Jacquie Carman presented a refresh of mission and purpose that could provide the basis of an update and relaunch of the Halesowen College Strategic Plan. The College aimed to be world class in education and skills development and the review focused on clarity of purpose and values, on meeting needs and quality of provision. In taking the College forward the plan needed to be clear and to win hearts and minds, to achieve ownership and delivery as a whole College. Leaders recognised that staff workload and pay remained as challenges and that the College could not promise what was unachievable. However staff valued honesty and communication. While the sector was addressing challenges, not least in pay award expectations, the College sought ways to thank, appreciate, celebrate and reward staff. Governors also felt that their appreciation of staff should be more visible to staff.</p> <p>Members discussed the College values and how these required revision to be more accessible, memorable and owned by staff and students.</p> <p>A member asked about income diversification and Jacquie Carman outlined the partnership and subcontracting proposals that were currently in planning stage and that further opportunities were being sought. Due diligence was being undertaken for any subcontracted provision. Members asked questions about market competition for any new provision. Joanne Williams and Jacquie Carman responded with details about known new or expanding competition in the locality. Any new course provision was considered in relation to need in the market, competition and collaboration opportunities. Members noted considerations in key skills areas noted for the area and where the College could respond to opportunities, including Boot Camps.</p>

	<p>Members also discussed if this was the right time to update the plan and values, particularly regarding a period of change. It was felt that work with staff and students was timely. Communication and engagement were vital and developments would be an evolution of the current plan, responsive to staff need for clarity.</p>
	<p>It was agreed that the review of the Strategic Plan 2021-2025 would progress to support the College in moving forward. The revised Plan would be returned to the Corporation.</p>
<b>4</b>	<p><b>Draft Local Skills Improvement Plan and Draft Accountability Statement</b></p>
	<p>Jacque Carman outlined the basis of the draft Accountability Statement and how Part 1 replaces the annual grant funding agreement. Going forward the statement would also reflect actions agreed from newly required reviews of how colleges meet local needs.</p> <p>The College's approach to local skills and jobs needs was underpinned by mission and purpose and the basis of the Local Skills Improvement Plan. The College had a clear place in delivering to some of the key areas of identified priority and recognised that this needed to be in conjunction with other key stakeholders and partners.</p> <p>Joanne Williams drew out how the College's development work under strategic aims and objectives contributed to local skills improvement. These included:</p> <ul style="list-style-type: none"> <li>• Refreshing Level 1 Curriculum offer to make these more attractive to the learner and confirmation of Level 4 offer.</li> <li>• A cautious but active approach to T Level growth and wider curriculum change, while retaining other viable course offer.</li> <li>• Holding employer boards for all departments.</li> <li>• Reviewing how quality is assured, particularly regarding subcontracted delivery.</li> <li>• Developing use of current platforms for better use by students and staff.</li> <li>• Reviewing of supported internships and how learners move into employment.</li> <li>• Development opportunities regarding inspiring learning environments.</li> <li>• Inspiring industrial updating and continued focus on pedagogy and teaching skills.</li> <li>• A step change in raising reputation and celebrating success through national awards.</li> </ul> <p>Members asked how the College encouraged staff and co-ordinated on sector awards. It was noted that the College Leadership Team had taken a lead on supporting an active/participatory approach.</p> <p>Members discussed the submission requirements and how the Accountability Statements would be used moving forward. Members further noted that the current draft was fit for purpose, however, the tone of the definitive version could better reflect the College's enthusiasm and potential.</p>
	<p>The Corporation approved the Draft Accountability Statement to be provided to the Department for Education territorial team by the deadline of 31 May 2023.</p>
<b>5</b>	<p><b>External Review of Governance</b></p>
	<p>Members accepted the outline scope and approach for commissioning the required external review of governance.</p> <p>The timeline would be for autumn or spring terms dependent on consultant availability.</p>
	<p>The Corporation approved the proposed scope for commissioning and undertaking of an external review of governance in the academic cycle 2023/2024.</p>
<b>6</b>	<p><b>Any other business</b></p>

	<p><b>Job description for the role of Vice Principal – Chief Financial Officer.</b>  Following circulation of Written Resolution 11a,b and c the role description for the Vice Principal – Chief Financial Officer had been updated following governor feedback.</p>
	<p>The Corporation approved the updated job description for the role of Vice Principal – Chief Financial Officer.</p>
<b>7</b>	<p><b>Date of next meeting</b>  The date of the next meeting remained as scheduled for 6pm on Wednesday 5 July 2023.</p>

**The Meeting closed at 8pm**