

Minutes of the Corporation meeting 22.3 held on Tuesday 14 March 2023
Room A203, Long Road SFC, Cambridge

Present: Gerry Bolton (Corporation Chair), Paul Andrew, Yolanda Botham (Principal), Alex Curnow, Karen Everitt, Abby Futter, Sophie Harrison, Gemma Long, Hugo Macey, Lily-Kate McCormack, Jenny O'Hare, Alex Pryce, Sebastian Rasinger, and Ian Wilson

In attendance: Steve Dann (Vice Principal), and Charlotte Hemmins (Finance Director)

Clerk: Anne-Marie Diaper

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- 22.3.1 **Apologies for absence**
Apologies for absence were received from Carole Moss and Alex Wong
- 22.3.2 **Declarations of Interest**
Staff Governor, Paul Andrew, declared an interest in agenda item 5.
- 22.3.3 **Request for any other business**
None
- 22.3.4 **Minutes of Board meeting 22.2 held on Tuesday 13 December 2022**
With no amendments, the minutes of the last meeting were approved by the Board as a true and accurate record of the meeting.
- 22.3.5 **Matters arising**
Teaching staff pay award 2022/23. The NJC had issued a circular and notification that an interim pay award for teaching staff had been agreed nationally:
- A 5% to 8.9% pay increase to teachers on the main pay scale*
A 5% across the board increase for all other teachers, including those on the leadership scale
A 5% increase to NJC allowances
- Backdated to 1 September 2022
- The Principal explained that this circular set out an agreement for teaching staff to take the 5% as an interim payment with the intention to further continue with pay negotiations. This was not a final pay settlement for teaching staff for the year. She explained the impact, of the Corporation agreeing and implementing the 5% pay award, on the College finances, and then the possible challenge of paying anything additional to 5% in year and beyond on a consolidated basis.

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Governors asked about options for considering non-consolidated payments and the pay awards for SFC/NJC staff compared with school teachers, and those in FE Colleges.

Jenny O'Hare joined the meeting at 5.29pm.

Noting the impact of the award on the College, the Corporation agreed to pay the 5% interim pay uplift to teaching staff in line with the NJC terms set out.

22.3.6 **Board appointments and approvals**

Independent Governor appointment. The GSC Chair sought Board approval of the appointment of a new Independent Governor who was interviewed by the panel on Tuesday 24 January 2023. She gave a verbal introduction about the candidate (who was not present at this meeting), and his interesting skill set and how it may benefit the Corporation.

The Corporation approved the appointment of Ishan Cader as Independent Governor from 15 March 2023, for an initial term of 4 years (ie. to 14 March 2027).

Draft Corporation meeting dates for 2023/24. The Clerk had drafted the meeting dates for the next academic year and these were presented for consideration noting that changes may be proposed between the March and July Board meetings.

There was a brief discussion about benefits of in person vs online meetings. The Corporation was keen to maintain full Board meetings in person for most of the year but for those Boards that traditionally require few decisions (March or May), an occasional online meeting may suffice. Committees would continue which model worked best for them, in support of governance and decision-making best practice. Committees would discuss in the summer term meetings.

Committees

22.3.7 **Report from the Governance & Search committee, GSC22.2 10 January 2023**

The GSC Chair reported and the minutes of the last meeting provided the written report. There were no items for Board approval.

Outlining that there was only one remaining Independent Governor vacancy on the Corporation, the GSC Chair drew the Board's attention to the numbers of vacancies on committees, particularly the Audit committee, asking Governors to consider whether they would like to rotate committee membership, to approach the Clerk in the first instance.

**Independent
Governors**

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She drew particular attention to a couple of other matters discussed at the GSC meeting (feedback from the 8 February strategy/training day) asking Governors who had not yet fed back to send in their comments, particularly about the upcoming May strategy/training day, and she touched on the matter of external governance review.

22.3.8 Report from the Finance & Resources committee, FRC22.2 1 February 2023

The FRC Chair referred to her written report and the formal meeting minutes. There were no items for Board approval. She was keen to highlight a few matters. The FRC meeting had received a detailed update on property, including the new build, which was on track for completion in the summer, with all ESFA funding now received by the College. There was still no clarity on the compulsory purchase of a small strip of College land, in relation to the Cambridge South Station project, and it was likely that the sale price would not be able to be negotiated by the College if the compulsory purchase did occur.

A Governor asked a question about a point in the FRC report about staff vacancies, and it was clarified that none of the vacancies were directly negatively impacting on students.

22.3.9 Report from the Standards committee, STC22.3 2 March 2023

The STC Chair verbally reported from the meeting held on 1 December 2022. She ran through other matters discussed at the committee meeting other than the approval items: Safeguarding report, Complaints, Summary data, and in-year progress from internal assessments, learning reviews and walks. KA5 was reviewed and as expected, and concern teams had now been renamed 'review teams'.

Safeguarding and Child Protection policy. The STC Chair presented this for Board approval. The policy showed changes to terminology suggested, included changes in the safeguarding team, and some Covid specific guidance had been removed.

Without further discussion, the Board approved the Safeguarding and Child Protection policy.

College SAR and KPIs for Quality Improvement Plan (QIP). This was presented for approval. The STC Chair outlined that the various uses and purposes of the SAR, to include Ofsted. The document presented strengths and areas for improvement feeding into the QIP, and set out an overall judgement (in Ofsted terms) of 'good'. The committee had spent much time reviewing the documents and felt that the evidence set out in the SAR adequately supported the judgements. The SAR had included positive changes from last year's SAR, including an increase in focus on

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progression and more strategic analysis of destinations. The committee had considered, discussed and was supportive of the targets, and changes to the proposed KPIs. She paused for comments and questions.

A Governor wished to congratulate the authors of this year's SAR which was significantly improved. Governors commented that the outcomes analysis was sophisticated and was very well aligned with the College performance reported in the October 2022 Board meeting. The QIP outlined reassuring actions against the areas for improvement identified in the SAR.

The Board approved the SAR for 2021/22 and the KPIs for the QIP.

22.3.10 Strategic Plan 2022/25

The Principal reported that a number of colleagues had fed back on the draft plan, and operational plan, and which was now presented for Board approval. It had continued to be updated with more detail on planning assumptions and enhanced pedagogy, since the last iteration and changes were marked with yellow highlighter. Carbon literacy/sustainability was included across all strategic objectives, and there were amplified references to governance in places. She paused for comments. A Governor commented that he appreciated the amendments to the strategic plan and it was helpful to see the operational plan setting out the actions supporting the strategic plan.

The 8 February strategy and training day would be an opportunity to touch on some of the strategic matters affecting the College. The Corporation Chair commented that there were many unknowns facing the College over the forthcoming years and the plan would remain dynamic and would be revised and updated accordingly.

The Board confirmed its wish to approve the College Strategic plan for 2022/25.

22.3.11 Principal's update

The Principal spoke to her written update. It included enrolment numbers for 2022/23, something on the Chancellors statement (words about skills but with money allocated to schools), a visit from DfE officials, industrial action, environmental issues/benefits to/on site, and the increased number of Oxbridge applications/interviews from LRSFC.

She touched on the February Governors' strategy/training day where there would be an opportunity to focus on how various policies, such as the outcome of the ONS review/reclassification of Colleges, would impact on LRSFC's strategic future. The detailed implications of the ONS review

Ref**Actions:**

were not clear at this stage, and the outcome of other local strategic developments would likely transpire during the coming weeks.

There were many external developments but Governors and senior managers agreed that the success story of LRSFC meant that College need not feel threatened.

22.3.12 **Governance self-assessment 2021/22 and improvement planning for 2022/23**

The Clerk presented a governance improvement plan (GIP) which included a range of updates, some pertaining to recent committee-led governance work. Governors agreed there was good progress on many of the deliverables and some had already been touched upon earlier in the meeting. There was no further discussion.

22.3.13 **Any other business**

None.

22.3.14 **Date of next meetings**

22.4 Board Tuesday 16 May 2023. The meeting closed at 6.30pm.