**The Corporation of Newham Sixth Form College**

**Minutes of the Meeting held on 15 December 2021**

**Members**

|  |  |  |
| --- | --- | --- |
| Martin Rosner(Chair) | Independent Member | Present |
| Fiona Clarke | Staff Member – Teaching | Present |
| Laura De Vos | Staff Member – Support | Present |
| Joanne Dean | Independent Member | Present |
| Mandeep Gill | Principal & Chief Executive | Present |
| Sohidul Hoque | Independent Member | Apologies – other commitments |
| Kofo Ladele | Independent Member | Present |
| Jane Lofthouse | Independent Member | Present |
| Ebby Maps | Parent Member | Present |
| Julianne Marriott | Independent Member | Present |
| Simon Mayfield | Independent Member | Present |
| Hafsa Naeem | Student Member | Absent |
| Yvonne Odai | Student Member | Absent |
| Mandeep Sahotay | Independent Member | Present |
| Paddy Salter | Independent Member | Present |
| Elizabeth Scott | Independent Member | Present |
| Miklos Sarosi | Parent Member | Present |
| Julia Shelton | Independent Member | Present |
| Graham Willson | Independent Member | Present |

**Non-Members in attendance**

|  |  |  |
| --- | --- | --- |
| Michael Gainlall  Magdalena Johnson | Vice Principal Finance & Operations  Vice Principal Student Achievement & Progress | Present  Present |
| Robin Jones | Clerk to the Corporation | Present |
| Martin Reed | Assistant Principal Student Services | Present |
|  |  |  |

**1 WELCOME TO THE MEETING**

The Chair of the Corporation welcomed all those present to the meeting which had been planned as taking place in College but had been moved online for safety given the current position with regard to the pandemic.

The opportunity was taken to welcome Ebby Maps who was the new Parent Member whose appointment had been reported on 6 October 2021 and Fiona Clarke the new Teaching Staff Member (see also item 2 below).

The Chair reported that it was appropriate to consider, as a matter requiring urgent attention, the issue of possible Academisation – see item 27 below.

**2 MEMBERSHIP OF THE CORPORATION – TEACHING STAFF MEMBER**

The Corporation NOTED that Fiona Clarke had been appointed to serve on the Corporation as the Teaching Staff Member for a period of four years ending on 14 November 2025.

**3 APOLOGIES FOR ABSENCE**

The Corporation NOTED that the vast majority of Members were present on this occasion and the meeting was quorate.

One Member had advised the Clerk that he was unable to attend and the apologies for absence were accepted from Sohidul Hoque given his other family related commitments.

**4 DECLARATION OF INTERESTS**

The Members confirmed that there were no declarations of interest to be recorded on this occasion at this stage of the meeting based on the published Agenda.

**5**  **MINUTES OF THE MEETING OF THE CORPORATION HELD ON 6 OCTOBER 2021**

The Minutes of the meeting of the Corporation held on 6 October 2021 were agreed to be a correct record.

**6 MATTERS ARISING FROM THE MINUTES OF THE MEETING OF THE CORPORATION HELD ON 6 OCTOBER 2021**

The Corporation agreed that, on this occasion, there were no matters arising from the Minutes of the last meeting which were not covered by the Agenda for this meeting or those planned for forthcoming meetings.

**7 CORPORATION DECISION TRACKER**

The Corporation received the updated Decision Tracker and AGREED that the following items could be removed:

* Safeguarding – Members to be provided with the link to the document Keeping Children Safe in Education (KCSIE) and to confirm that this had been read – in hand
* Safeguarding Policy – update approved via Written Resolution
* Academisation Task & Finish Group – Terms of Reference – approved via Written Resolution
* Governance Self-Assessment – completed by individual Members and discussed at the Corporation Planning & Development Session on 27 November 2021
* Ofsted Inspection Framework – covered at the Corporation Planning & Development Session on 27 November 2021

The Decision Tracker would continue to be updated in the light of developments and presented to future meetings of the Corporation.

**8 CORPORATION PLANNING & DEVELOPMENT SESSION – 27 NOVEMBER 2021**

The Corporation received the notes of the Planning & Development Session held on 27 November 2021 when the following issues were covered:

* The role of the Corporation in Quality Management
* Strategic Plan – the approach for preparing the 2022/23 to 2025/26 version
* New Build – Update
* Governance Self-Assessment

The opportunity was also taken for Corporation Members to have a discussion on matters of interest without the Executive or Clerk present.

It was appreciated that a Special Meeting of the Corporation had been called for 19 January 2022 to continue the discussion on issues relating to the proposed new Strategic Plan. The Curriculum, Quality & Engagement Committee and the Finance & Resources Committee would be invited at the scheduled meetings in March 2022 to consider the associated KPIs and the Strategic Objectives for the new Strategic Plan.

An update on the drafting of the Strategic Plan would be presented to the Corporation on 30 March 2022 with the final draft being considered in July 2022 for approval and publication.

**9 PRESENTATION – EXAMINATIONS AND ASSESSMENTS**

The Chair of the Corporation explained that, given the number of items that required attention at this meeting, the presentation on examinations and assessments and related matters would now be provided at the Special Meeting of the Corporation arranged for 19 January 2022.

**10 REPORT OF THE PRINCIPAL & CHIEF EXECUTIVE**

The Corporation received and discussed the comprehensive report of the Principal & Chief Executive which covered a wide rage of issues including:

* The impact on the College of the Covid pandemic with the Omicron variant dominating the news
* The announcement in the Autumn Budget and Spending Review of a £3.8 billion package of support for FE and Skills in England which includes an increase in 16-19 funding
* The capital funding allocation – some of which had been announced earlier in the year – although this was a bidding process and it had been noted with interest that much of the recent capital was awarded to the North of the country
* A sum of £2.6 billion had been made available by the Government to provide additional school and college places for children and young people with special educational needs and disabilities (SEND)
* The appoint of two new Ministers within the Education Team supporting the Secretary of State – one for Higher & Further Education and one for Skills
* The progress of the Skills and Post 16 Education Bill through Parliament
* The attempts to get the Government to reverse the intention to defund BTECs and the formation of the “Protect Student Choice” group
* The intention of the Government that exams should go ahead as normal in the summer 2022 although contingency arrangements were being prepared should there be an increase in Covid cases – to assist students they will be told in advance which parts of the subject will be covered in the examinations
* The publication of the analysis of 2021 GCSE and other stage 4 results as well as A Level and other 16-18 results data
* The increase in costs faced by colleges such as external audits, National Insurance, energy and ventilation for classrooms, workshops and communal areas
* The speech by the Ofsted Chief Inspector to the AoC Annual Conference on 16 November 2021 including the conformation that all colleges will have a full inspection by 2025
* The difficulties in finding industry placements for T Level students
* The Area SEND inspection of Newham which took place the previous week (6 to 10 December 2021)
* Mandeep Gill’s appointment as the representative for Sixth Form Colleges on the Young People’s Education and Skills (YPES) Board which provides pan-London leadership for 14-19 education and training provision

The report concluded with a number of “good news” stories relating to NewVIc.

Members were invited to comment and ask questions on issues arising from the report and the Principal & Chief Executive explained in response:

* The current position for the College and the fluid plans for the start of the Spring Term in January due to Covid
* The College will make the RO6 return to the ESFA in February 2022 and following on it will be known if any additional in-year funding will be given to the College for the number of students enrolled over and above the original allocation for 2021/22

The Corporation agreed following discussion:

1. to NOTE the report of the Principal & Chief Executive and, in particular, the increased costs for colleges and the College specific news items
2. to look forward to receiving further updates in the light of national and local developments including on the impact of Covid and if the College was given any in-year funding for additional student numbers in 2021/22 .

**11 FINANCE & RESOURCES COMMITTEE – 10 NOVEMBER 2021**

The Corporation received and noted the Minutes of the meeting of the Finance & Resources Committee held on 10 November 2021.

On this occasion the Committee had focussed on the following issues:

* IT and Cyber Security Arrangements
* College Financial Forecasting Return 2021 to 2023
* Key Performance Indicators appropriate to the Finance & Resources Committee
* Management Accounts – Interim Position for July 2021
* Management Accounts for September 2021
* Management Accounts – Format
* Health & Safety Annual Report 2020/21
* Health & Safety – Update
* New Build Task & Finish Group
* Estates – Update

The Chair of the Committee drew particular attention to the confirmation by the ESFA that the College remained in “outstanding” financial health notwithstanding the challenges arsing from the Covid pandemic. It was appropriate, therefore, to congratulate the Executive for maintaining the financial position which was also seen in the Management Accounts.

The Health & Safety Annual Report for 2020/21 was also highlighted. It was not surprising that, as a result of the pandemic and the partial closure of the College, there had been relatively few accidents and incidents recorded.

It was explained that health and safety training was ongoing and opportunities were taken to highlight the importance of reporting accidents and incidents. A Member asked if these briefings included the importance of making known near misses and it was confirmed that such occasions were covered.

One of the Staff Members made known that she had been unable to trace relevant documents on the Staff Intranet. In response it was confirmed that training was planned so that all staff could gain maximum benefit from the Intranet.

The issue of heating was highlighted and the need to supplement the systems in some learning areas. Nevertheless a Staff Member suggested that this additional provision was inadequate although it was explained that this was not covered by legislation just guidance on minimum and maximum working temperatures. The position in College would continue to be monitored and additional heating provided as and when this was thought to be appropriate having carried out health and safety risk assessments.

**12 FINANCE & RESOURCES COMMITTEE – 1 DECEMBER 2021**

The Corporation received and noted the Minutes of the meeting of the Finance & Resources Committee held on 1 December 2021.

On this occasion the Committee had focussed on the following issues:

* Staff Survey
* Key Performance Indicators appropriate to the Finance & Resources Committee
* Management Accounts – October 2020
* Financial Statements 2020/21
* Estates – Update
* Health & Safety – Update
* Sustainability

It was noted that the Staff Survey which had been discussed at length by the Committee was the subject of a specific Agenda item for later in the meeting of the Corporation when Members would be able to discuss the outcomes and associated actions.

**13 AUDIT & RISK COMMITTEE – 24 NOVEMBER 2021**

The Corporation received and noted the Minutes of the meeting of the Audit & Risk Committee held on 24 November 2021.

On this occasion the Committee had focussed on the following issues:

* ESFA Letter Dated 24 September 2021
* Risk Register
* Internal Audit Reports including the Annual Report
* Financial Statements Auditors Report
* Regularity Self-Assessment
* Letter of Representation
* Annual Report of the Audit & Risk Committee – 2020/21
* Training of the Audit & Risk Committee
* Audit & Risk Committee – Review of Performance – 2020/21

There had also been a discussion during a confidential session at the end of the meeting of the Audit & Risk Committee which would be addressed later in this meeting of the Corporation.

The Chair of the Committee highlighted the presentation of the Internal Audit Report on IT and Cyber Security Arrangements which had resulted a significant opinion – the most positive given by the Auditors. It was reassuring to hear that the NewVIc approach was to take actions to reduce the significant risks and NewVIc was better placed relative to other organisations reviewed by the Internal Auditors. Notwithstanding the positive feedback from the Internal Auditors, it was recognised that it was essential to be vigilant given the ever increasing attacks on organisations and the adverse the impact on operations that can result.

**14 ANNUAL REPORT OF THE AUDIT & RISK COMMITTEE – 2020/21**

The Corporation received and noted the Annual Report of the Audit & Risk Committee for 2020/21.

**15 INTERNAL AUDIT ANNUAL REPORT - 2020/21**

The Corporation received and noted the Internal Audit Annual Report prepared by Scrutton Bland which was positive in terms of the outcomes from the reviews carried out in 2020/21.

**16 FINANCIAL STATEMENTS AND AUDITORS MANAGEMENT REPORT – 2020/21**

The Corporation received the following:

* the draft Financial Statements for 2020/21
* the Auditors Management Report prepared by Buzzacott
* the Regulatory Self-Assessment
* the proposed Letter of Representation

The Corporation noted that both the Audit & Risk Committee and the Finance & Resources Committee had considered the issues falling within their respective Terms of Reference and no issues of concern had been identified requiring the attention of Members.

The impact of the Covid pandemic on the financial health of the College was specifically highlighted – as well as a drop in lettings income during the past year the College had incurred significant costs on such items as cleaning and equipment to provide a safe learning and working environment for students and staff.

Whilst reviewing the Financial Statements it was noted that, as previously agreed by the Corporation, data was included on the protected characteristics of the Corporation membership. It was intended that this would now be a common feature of the Annual Report. Also for the first time a summary of the training and development undertaken by Members and the Clerk was included.

The Corporation agreed, having noted the opinion of the Auditors, to APPROVE the following for signature by the Chair and the Principal & Chief Executive:

* the Financial Statements for 2020/21
* the Regulatory Self-Assessment
* the Letter of Representation

The Financial Statements would be published on the College website early in the new year.

**17 GOVERNANCE SELF-ASSESSMENT – 2021/22**

The Corporation received the Governance Self-Assessment Action Plan prepared to reflect the discussion at the Corporation Planning & Development Session on 27 November 2021.

It was recognised that the issues set out were being addressed including in one instance at this meeting – see item 24 below with regard to the outcomes from the most recent staff survey and the issue of staff morale.

The Corporation agreed:

1. to receive and note the Governance Self-Assessment Action Plan for 2021/22
2. to look forward to receiving updates as and when there were developments
3. to note the commitment to review the approach to carrying out the self-assessment of governance and to look forward to receiving the recommendation of the Governance & Search Committee at the meeting of the Corporation on 13 July 2022.

**18 CURRICULUM, QUALITY & ENGAGEMENT COMMITTEE – 18 NOVEMBER 2021**

The Corporation received and noted the Minutes of the meeting of the Curriculum, Quality & Engagement Committee held on 18 November 2021.

On this occasion the Committee had focussed on the following issues:

* Membership of the Curriculum, Quality & Engagement Committee
* Engagement with the Student Members
* Safeguarding Annual Report – 2020/21
* Safeguarding Update
* Key Performance Indicators appropriate to the Curriculum, Quality & Engagement Committee
* Examination Outcomes – 2020/21
* Self-Assessment Report – 2020/21
* Quality Improvement Plan – 2021/22
* Quality Strategy

The Chair of the Committee drew attention to the key issues which were the subject of separate items on the Agenda – covered in items 19, 20 and 21 below.

**19 SELF-ASSESSMENT REPORT – 2020/21**

The Corporation received the proposed Self-Assessment Report for 2020/21 and noted that this had been reviewed by and commented on by the Curriculum, Quality & Engagement Committee on 18 November 2021.

The judgements for the different themes as set out in the national Inspection Framework were as follows:

|  |  |  |
| --- | --- | --- |
| Judgements | 2019/20 | 2020/21 |
| Quality of Education | 2 | 2 |
| SEND | - | 3 |
| Behaviour and Attitudes | 2 | 2 |
| Personal Development | 2 | 2 |
| Leadership and Management | 2 | 2 |
| Overall Effectiveness | 2 | 2 |

The Vice Principal Student Achievement & Progress provided the Corporation with an overview of the basis for the preparation of the SAR which was a summary of what had said at the meting of the Curriculum, Quality & Engagement Committee.

The key points covered included:

* The Support Areas were now engaged fully in the SAR process leading to the drafting of the whole College SAR
* The Chair and Vice Chair of the Corporation had been involved in the review and validation process and this rigours challenge had been welcomed by the Executive

The Teaching Staff Member advised that she had not been allowed to see the SAR for her Curriculum Area even though she had asked. Furthermore, it was her belief that the particular Curriculum Team had no knowledge of the SAR with the ”requires improvement” grade awarded being a shock and surprise.

In response to what had been said by the Teaching Staff Member the approach to the preparation of the College SAR was explained. This started in May with the local (Curriculum and Support) Areas preparing their own SARs before discussions took place with the Executive. This should mean that there were no surprises for members of staff as to what was being said in a local SAR. In turn the local SARs informed the College SAR.

Given what had been said by the Teaching Staff Member the planning process would be made even more explicit so that there was absolutely no lack of clarity that each and every member of staff had the opportunity to contribute to building the local area SARs and, therefore, the College SAR.

The Corporation agreed following discussion:

1. to APPROVE the Self-Assessment Report for 2020/21 as recommended by the Curriculum, Quality & Engagement Committee including the judgments as set out above
2. to note that the Quality Improvement Plan reflected the actions to be taken to bring about the improvements set out in the SAR
3. to note the arrangements in place in College to engage with all members of staff in the preparation of the local (Curriculum and Support) SARs which enabled the College SAR to be prepared.

**20 QUALITY IMPROVEMENT PLAN – 2021/22**

The Corporation received the proposed Quality Improvement Plan (QIP) for 2021/22 and noted that this had reviewed by and commented on by the Curriculum, Quality & Engagement Committee on 18 November 2021.

The Vice Principal Student Achievement & Progress explained that, following the meeting of Curriculum, Quality & Engagement Committee, the QIP had been updated and this would be made available to all Members following this meeting. It did not, however, have a material impact on the current discussion.

The Key Areas of Development were set out with seven priorities to be addressed:

* Students make insufficient progress from their starting points on a significant number of Level 3 vocational programmes
* Achievement of students with high needs is low
* Achievement rates on pre-GCSE English and maths courses are below the national average
* Attendance on the majority of study programmes need to increase
* Staff satisfaction levels are low
* IT infrastructure is in need of investment to support effective curriculum delivery and to meet learners’ needs
* Student accommodation requires improvement

Members took the opportunity to seek clarification of the approach to the preparation and tracking of the QIP.

The Vice Principal Student Achievement & Progress explained in response to a Member that the structure of the QIP had regard to the Education Inspection Framework (EIF).

The Teaching Staff Member questioned the planned closure of the Level 2 performing arts course and the potential impact that this would have on the viability of the Level 3 course.

It was explained that courses needed to be viable in terms of student numbers and it was only feasible for the College to continue with a very small number of courses that had low numbers.

The College was also introducing new areas in response to anticipated student demand and these were now being advertised and promoted.

The Chair of the Curriculum, Quality & Engagement Committee commented on the basis for the closure of courses and this discussion would continue at forthcoming meetings of the Committee so that Members had a clear understanding of the reasons with the provision of the appropriate amount of supporting information.

A three year Digital Strategy covering the College’s IT infrastructure needs was being prepared by the Executive and this would be presented to a forthcoming meeting of the Finance & Resources Committee for consideration by Members.

The Corporation agreed following discussion:

1. To APPROVE the College Quality Improvement Plan for 2021/22 as recommended by the Curriculum, Quality & Engagement Committee
2. To note that an updated version of the QIP would be circulated to all Corporation Members following this meeting
3. To note that the Curriculum, Quality & Engagement Committee and the Finance & Resources would be reviewing appropriate issues arising from the QIP so as to ensure that progress was made
4. To note that regular updates on progress against the whole Quality Improvement Plan would be presented to the Curriculum, Quality & Engagement Committee and made available to all Members of the Corporation
5. The importance of continuing to consider what sort of College should be in the medium to longer term and how best to achieve the goals without setting unrealistic expectations

**21 QUALITY STRATEGY**

The Corporation APPROVED the College Quality Strategy as recommended by the Curriculum, Quality & Engagement Committee on 18 November 2021.

It was confirmed that a flow chart of the quality processes would be added to the Quality Strategy.

**22 GOVERNANCE & SEARCH COMMITTEE – 23 NOVEMBER 2021**

The Corporation received and noted the Minutes of the meeting of the Governance & Search Committee held on 23 November 2021.

On this occasion the Committee had focussed on the following issues:

* Funding Agreement – Addition to Schedule 9
* AoC Code of Good Governance
* Corporation and Committee Member Attendance – 2020/21
* Confidential Items – Corporation and Committee Reports and Minutes
* External Reviews of Governance
* Chair of the Corporation – Appraisal – the NewVIc Approach

The Chair of the Committee explained that a number of these items would be addressed in the light of national developments with recommendations being presented to the Corporation by the time of the July 2022 meeting so as to agree the way forward for NewVIc.

**23 REMUNERATION COMMITTEE – 9 DECEMBER 2021**

The Corporation received and noted the public part of the Minutes of the meeting of the Remuneration Committee held on 9 December 2021.

It was explained that a recommendation of the Remuneration Committee required consideration by the Corporation with this being addressed as a confidential item at the end of the meeting with only the Independent and Parent Members present.

**24 STAFF SURVEY**

The Corporation received and noted the report which provided an overview of the outcomes from the most recent Staff Survey and an comparison against the results for 2019 and 2020.

It was explained that the Finance & Resources Committee had considered the outcomes in some detail at the meeting on 1 December 2021 and would be returning to the various issues at forthcoming meetings including on 9 March 2022 – the Minutes of that meeting had been received earlier by the Corporation (see item 12 above).

One aspect of the consideration by the Finance & Resources Committee was the adoption of a solutions focussed approach to bring about improvements in staff morale and engagement.

One of the Staff Members asked about the membership of the Staff Forum as there was not someone from her own team. It was explained that representatives were at a Departmental level covering several teams so as to avoid the Staff Forum being too large. The role of the Staff Forum was still evolving in the light of experience and changes would be made, including in terms of membership, if it was thought that this was appropriate. At this time the various representatives on the Staff Forum were expected to liaise with staff from across their area and vice versa.

The Corporation AGREED following discussion:

1. To note the report on the Staff Survey for 2021 as presented
2. To note the commitment of the Executive to improve on the NewVIc outcomes relative to other colleges participating in the survey
3. To note that the College Management Team had recently been involved in an activity with the focus on making improvements to the NewVIc position
4. To note that important role of the Staff Forum in engaging with staff from across the College so as progress issues
5. To welcome the intention of the Executive to publish the outcomes from the annual survey much earlier in the year – probably following enrolment and induction at the start of the year but before the Autumn half-term break
6. To look forward to receiving at the meeting of the Corporation on 30 March 2022 an update on actions taken and planned relating to the staff survey and morale via the Minutes of the meeting of the Finance & Resources Committee scheduled for 9 March 2022

**25 WRITTEN RESOLUTIONS**

The Corporation NOTED the issues which had been approved via Written Resolutions:

* Teachers Pay Award from 1 September 2021
* Bank Loan – Move Away From LIBOR – Approval of Signatories Acting for the Corporation
* Safeguarding Policy – 2021/22
* Academisation Task & Finish Group – Terms of Reference
* Support Staff Pay Award from 1 September 2021

**26 PRESENTATIONS FOR FUTURE MEETINGS OF THE CORPORATION**

The Chair of the Corporation invited Members to make known on an ongoing any suggested topics for presentations for future meetings.

The current proposal was to have a presentation on Careers Education at the meeting scheduled for 30 March 2022.

**27 ACADEMISATION**

The Chair of the Corporation invited the Principal & Chief Executive to introduce the report circulated prior to the meeting to provide Members of the Corporation with the up-to-date context to discuss the issues relating to Academisation.

The Principal & Chief Executive reminded Members of the national position – the number of standalone sixth form colleges had reduced considerably over the last few years due to colleges moving to become Academies and as a result of mergers with General FE Colleges. The expectation was that there would be more moves for Academisation once the Catholic Sixth Form Colleges were empowered to make such a decision which was likely to be approved in the near future.

The priority for NewVIc was to do whatever was in the best long-term interests of the institution in terms of students and the community and that is why the option of Academisation was discussed by the Corporation.

The NEU (the union representing the majority of teachers at NewVIc) had raised opposition to the possibility of the College moving to Academisation and this was one aspect of the current industrial action leading to, so far, 3 days of strikes and the possibility of more in January and February. This dispute and the industrial action had led to a suggestion by the NEU that the Corporation agreed to the following three points:

* The governors will rescind their decision to actively pursue the setting up of a Multi-Academy Trust
* The governors will agree not to reconsider academisation until September 2025 at the earliest
* The college will affirm its support not to academise and from January 2022 until June 2022 the college will carry out discussions with the NEU, other unions and staff about how best to secure the future of the college as an independent, stand- alone Sixth Form College.

Following much discussion and the involvement of ACAS and in an attempt for an agreement to be reached with the NEU, the College had put forward three proposals:

* Over the next six months, from January 2022 until June 2022, we will carry out discussions with all staff on how we secure the future of the college as an independent organisation
* We will release a clear statement that our preference is to remain an independent organisation and not to academise
* We will not academise until September 2024 at the earliest. We will also consider a further extension to September 2025.

Members took the opportunity to comment and to seek clarification of the position.

A key aspect in all of these discussions was the point of fact – that based on current legislation there was no going back from Academisation ie if the College chose to become an academy it was not possible to revert to a sixth form college.

The period of six months as mentioned in the first bullet point above was questioned and, specifically, if it provided a long enough time to carry out meaningful discussions with all staff on such an important topic. It was explained that the six months had been suggested by the NEU and not the College.

Members reflected on the original decision taken by the Corporation on 14 July 2021:

*NewVIc openly and actively engages in pursuing the option of setting up a Multi-Academy Trust (MAT)*

It was apparent that there had been a misunderstanding on the intentions behind the 14 July 2021 decision. It was reached with support by a clear majority of Members to look at the opportunities to enable the Corporation to make a decision on the long term future of the College which could be to establish a Multi-Academy Trust but that would only be decided after much discussion and, as appropriate, a process of due diligence.

Given the terms of the decision it was not thought to be appropriate or necessary to rescind it as suggested but, rather, to review in the light of developments based on the proposed discussions with all staff in the period to June 2022.

The Corporation agreed, following discussion:

1. To stress to all concerned that:
2. Our preference is to remain as an independent sixth form College; and
3. The Corporation has not agreed to academise but rather to look at the option of setting up a Multi-Academy Trust including exploring who could be possible partners and what a MAT might look like
4. To commit to a period of discussion on the future of the College with all members of the NewVIc staff from January to June 2022.
5. To commit to implement the Joint Statement on sixth form colleges and academy status from the SFCA and the then main unions dated January 2017 (which was before the NEU came into being although the origins of the union were party to the document) if the College decides to academise
6. That any decisions relating to possible Academisation must not put the best interests of NewVIc at risk bearing in mind, in particular, the obligations of the Corporation as a Charity and the Members as Trustees
7. That, given the pace of change in Further Education, future as yet unknown policy decisions by and on behalf of the Government and the as yet unknown outcome of the discussions with all NewVIc staff, the Corporation cannot be bound by an explicit timetable although, realistically, it would probably take some time to establish a Multi-Academy Trust if it was decided to progress such an option
8. To confirm the College’s commitment to consult further with staff and recognised trade unions, before a final decision is made, if it is decided to progress the academisation option or, indeed, any other option which would change the status of the College
9. To look forward to hearing the outcome of the further discussions with the NEU and to hope that the commitment to engage in discussions with all staff will remove the current concerns

**28 CALENDAR OF MEETINGS – 2021/22**

The Corporation NOTED the dates of the planned meetings to take place in 2021/22:

* Wednesday 19 January 2022 – 6pm start online – Special Meeting to consider issues relating to the College Strategic Plan
* Wednesday 30 March 2022 – time to be confirmed
* Wednesday 13 July 2022 – time to be confirmed

It was recognised that other meetings will be arranged if and when thought to be appropriate to address issues.

The intention was for the March and July meetings to be held in College but with an opportunity for Members to join online if they wished. The arrangements would be confirmed nearer the time in the developments and experience.

**29 AUDIT & RISK COMMITTEE – 24 NOVEMBER 2021 – CONFIDENTIAL ITEMS**

The Corporation received and noted the Confidential Minutes of the meeting of the Audit & Risk Committee held on 24 November 2021.

It was appropriate for all Members to remain, with the Executive also present, and consider the recommendations. There was no need for any of those present to withdraw on this occasion.

The Corporation APPROVED the recommendation and NOTED the second point - given the decisions taken these are recorded below in the public section of the Minutes as items 30 and 31.

**30 APPOINTMENT OF INTERNAL AUDITORS**

The Corporation agreed to APPROVE the recommendation of the Audit & Risk Committee that Scrutton Bland be re-appointed as Internal Auditors for 2021/22.

**31 APPOINTMENT OF FINANCIAL STATEMENTS AUDITORS**

The Corporation agreed to NOTE the decision of the Audit & Risk Committee that a tender process be carried out leading to the appointment of the Financial Statements Auditors as from the review for 2021/22.

The intention was to present the recommendation to the Corporation on 30 March 2022 so the appointment of the Financial Statements Auditors may be confirmed

**32 CONFIDENTIAL ITEMS OF BUSINESS**

The Minutes covering the items will be regarded as being confidential until agreed otherwise by the Corporation.

For the first item the two Staff Members serving on the Corporation withdrew from the meeting with the Principal & Chief Executive and the Executive remaining.

At this point Member Miklos Sarosi left the meeting – the meeting remained quorate.

For the second item the Principal & Chief Executive and all other members of staff withdrew from the meeting.

The Minutes will be made available on the following basis:

* Item 1 – Independent and Parent Members plus the Principal & Chief Executive
* Item 2 - Independent and Parent Members only

Chair: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_