

External Board Review

Recommendations for Improvement Plan

Recommendation	Action	Deadline	Leads	Progress
1. Review the use of technology in better enabling Governors to access and share key documents.	<ol style="list-style-type: none"> Obtain necessary quotes for portals. Discuss budget issues with Executive Director of Finance and Resources. Arrange Governor demo for chosen portal. Purchase and roll out (if appropriate). 	Prior to autumn 2024 Committee meetings	Chair, Search and Governance Committee and Head of Governance and Legal Services	
2. Document the risk to independence in the role of the GP being twin hatted and record mitigations in place and keep under review.	<ol style="list-style-type: none"> Draft a paper for discussion at Search and Governance Committee. Schedule a review every two years. 	Autum 2024 Search and Governance Committee meeting	Chair, Principal and Head of Governance and Legal Services	
3. Continue to develop plans to ensure that there is a clear and planned approach to the handover of the Chair role from the Chair to the Vice Chair to ensure a smooth transition.	<ol style="list-style-type: none"> Schedule shadowing activities, Board meetings for the Vice Chair to chair and College events for the Vice Chair to lead between December 2024 and December 2025 	December 2024	Chair, Vice Chair, Search and Governance Committee and Head of Governance and Legal Services	

	<ol style="list-style-type: none"> 2. Arrange development activities to take place between October 2024 and December 2025 3. Identify and appoint Vice Chair. 	<p>October 2024</p> <p>December 2025</p>		
<ol style="list-style-type: none"> 4. Develop success criteria for the SID role and review the extent to which these are delivered over time. 	<ol style="list-style-type: none"> 1. Appoint a new SID. 2. Search and Governance Committee to agree KPIs. 3. Governors to be surveyed on effectiveness of the role annually. 4. Search and Governance Committee to review performance annually. 	<p>July 2024 Board meeting</p> <p>Autumn 2024 Search and Governance Committee</p> <p>Each Autumn Search and Governance Committee</p> <p>Each Autumn Search and Governance Committee</p>	<p>Search and Governance Committee and Head of Governance and Legal Services</p>	
<ol style="list-style-type: none"> 5. Consider an appropriate space for the Chair and Chairs of committees to reflect on the wider FE landscape and the connections across Committees. Consider whether task and 	<ol style="list-style-type: none"> 1. Arrange once termly chairs meetings. 2. Agree task and finish group issues and schedule. 	<p>Autumn Search and Governance Committee</p> <p>Autumn Search and Governance Committee</p>	<p>Search and Governance Committee and Head of Governance and Legal Services</p>	

<p>finish groups undertaking deep dives would strengthen assurance.</p>				
<p>6. Map the diversity of Board profile against that of the student population to identify and target Governor recruitment to gaps.</p>	<ol style="list-style-type: none"> 1. Agree diversity criteria against which to map with the Search and Governance Committee. 2. Gather student diversity data. 3. Gather Governor diversity data. 4. Search and Governance Committee to review recruitment needs. 	<p>Autumn Search and Governance Committee</p> <p>Spring Search and Governance Committee</p> <p>Spring Search and Governance Committee</p> <p>Spring Search and Governance Committee</p>	<p>Search and Governance Committee and Head of Governance and Legal Services</p>	