

PRESENT: Gordon Smith (Chair)
Anita McGowan
Clare Mackie
Frances Wadsworth
Kate Ward

APOLOGIES: Kene Ibezi
Stephan John

ATTENDING: Neil Blackmore (Clerk)
Chay Champness (Chief Operating Officer)
Tom Collins (Assistant Principal Curriculum Operations FE,
presentation only)
Ann Monaghan (Director of Learner Performance & Quality)
Andy Smith (Deputy Chief Executive)

**PRESENTATION WITH ASSISTANT PRINCIPAL CURRICULUM OPERATIONS (FE) AND
DIRECTOR OF LEARNER PERFORMANCE & QUALITY ON NOTICE TO IMPROVE
SYSTEM AND PROGRESS OF AREAS THIS YEAR**

The presentation outlined various strategies put in place to address areas to which the College had issued Notices To Improve and general and local patterns of response and improvement. The Chair welcomed the content but asked that the Committee could subsequently see an analysis of all the programmes with an NTI to get a fuller overview. The Principal stated that the Committee should be reassured that Executive were looking widely at other courses that might need support. Governors questioned whether a position of no areas with NTIs was possible. The Director of LPQ stated that the number was reducing, this was always a possibility. She further stated that it would remain useful to have an NTI function as it helped to show divergence from benchmark. Governors questioned whether any of these courses had a history of underachievement and if so, whether some programmes might need to be deleted. Managers stated that deletion of courses is part of business planning but that quality and enrolment/progression issues should be addressed where possible. Governors asked if there were any notable E&D patterns. The Director of LPQ stated that there was no significant patterns; it appeared that the issue was assessment structure. Governors questioned the proportion of College courses that were at NTI level. Managers stated that it was under a third, which the Chair noted was consistent with the teaching and learning observation patterns. The Staff Governor asked about the timeframe for action on these courses. Managers stated that progress was imminent. Governors welcomed the continued movement towards flexible individualised learning.

ACTION: A summary of DQRs for all areas with NTIs within them to be produced for Governors by managers and distributed via the Clerk.

AGENDA: PART A

1 APOLOGIES

As noted.

2 DECLARATION OF INTEREST

No new declarations were made.

3 MINUTES OF THE MEETING OF 28 NOVEMBER 2012

The minutes were agreed and signed as a true record.

4 QIP UPDATE AND POST-INSPECTION ACTION PLAN

The report was **RECEIVED**. The DCE and the Director LPQ updated Governors on any changes to the QIP since the agenda's issue. The Ofsted follow-up meeting at the College on 14 March was also noted. The Chair welcomed the similarity of findings between the SAR/QIP and Ofsted inspection report. He asked if any risks resided in the QIP not being substantially changed by inspection (because the inspection had so underscored the College's own findings). The Principal stated that the Executive were mindful of the risk but wanted to see what came out of the Ofsted follow-ups before concluding the QIP was not going to change substantially. The College was actively sharing good practice with other colleges that had undergone significant journeys. The DCE added that the College needed to raise its profile to make it a preferred choice and there remained work to do with initial and diagnostic assessment and on reputation.

Governors questioned if teachers had capability to deal with non-academic behavioural issues. This led to a wide-ranging discussion about increased levels of expectation about pastoral care among students nationally. Governors asked for more information about the sharing of good practice with other colleges and within the College. Managers outlined a range of activities currently ongoing. Other colleges had also been impressed with a range activities undertaken at Croydon, which managers reported had impacted positively on staff. Governors questioned how learners are involved in the observations and felt their impact. Managers stated that learners engaged with the process by being questioned and showing their work; they contributed well and appeared to understand its value. The Chair asked for feedback on the initial meeting with the Ofsted team on 14 March to be given at Conference on 22 March.

5 TLA TERMLY REPORT

The report was **RECEIVED**. Governors welcomed the headline improvements and questioned how the observations are followed up. The Director of LPQ stated that before formal reobservation, there is some incremental informal observation which encourages a consistent approach. She stated that gradings are inevitably a snapshot but there is a growing confidence that Grade 2 and 3 is solid and can improve further. Grade 4 is decreasing. Activities such as learning walks and GOAL have augmented "on-the-ground" knowledge.

Governors asked for the two or three key features for improvement. Managers responded with more active learning (and greater involvement of students in their learning), better planning of learning to meet the needs and ability of the group, and clearer lesson structures in some areas. Best-practice strategies are being used to support these shifts. The Director of LPQ also noted the shift to more nuanced, "bite-size" CPD for teaching staff. Positive Ofsted commentary on College use of e-learning was noted and being built upon.

6 ANNUAL CURRICULUM & BUSINESS PLANNING 2013/4

The report was **RECEIVED**. The Chair noted that some of this report had been covered earlier in the meeting. The DCE noted that changes to funding methodology would be covered in depth at Conference on 22nd March. Managers noted that funding will continue to decrease in the coming period and the College would have to identify areas for growth. The

Chair noted the report's comment on the demographic unknowns as well as the growing competitiveness of the Croydon FE market.

7 STAKEHOLDER ACTIVITIES/FEEDBACK

The report was **RECEIVED**. Managers noted the significant involvement of Governors in activities such as GOAL, Student Parliament, and DQRs which has enhanced Governor impact and knowledge as "critical friend". The DCE outlined the World Skills UK Awards Evening at the College on 12 March. The Chair noted the Learner Survey but asked that findings be more dynamically investigated and a new structure for the report was discussed and agreed. Governors also noted that learner surveys were significantly enhanced through direct contact, e.g. GOAL and Student Parliament, which with surveying, offered a richer overview of the learner experience.

ACTION: The Chair asked for a report to provide a summary of the "You Said, We Did" programme after the next learner survey with headlines from GOAL.

ACTION: Governors requested that this report be developed to be more dynamically investigative and not so narrative and include summaries of outcomes from GOAL and any relevant complaints (but beyond the level characterised by one-off assessment disputes).

8 IN-YEAR REVIEW OF TARGETS 2012/3

The report was **RECEIVED**. Governors asked managers to specify the areas which will have the biggest impact if below target. The DCE stated that A levels is a significant and challenging area, particularly Sciences. There was concern that there were pockets of staff who still did not have the capacity to accurately predict success rates. The reduction of agency staff and additional CPD were helping remedy this. Governors questioned how good recruitment could be achieved. The Principal outlined some recent creative strategies to attract new or possible future staff, for example, from those with no prior teaching experience but with good skills. The DCE stated that he was soon to visit the Institute of Education to further investigate recruitment routes. Governors asked managers to consider options for developing teaching training. The University member asked managers to make contact with staff at the University of Sussex to further investigate opportunities.

9 EQUALITY & DIVERSITY REPORT

The DCE made an oral report, updating members on the position about value-added in E&D post-inspection, on which the College is focusing this year.

10 ANNUAL REPORT ON COMPLAINTS

The report was **RECEIVED**. The relevant action at item 7 was cited again. The Chair noted no clear themes emerged.

11 DCE'S REPORT ON PARTNERSHIPS (FE AND HE)

The report was **RECEIVED**. The DCE outlined the position. Governors sought assurance about the impact of the cancellation College-side of underperforming partnership contracts. Managers stated that the direct financial impact on the College is small.

12 RISK MAP

The report was **RECEIVED**. On Op.9 (ii), Governors questioned the movement downward on Reputational Impact, stating that the mitigating factors cited reduced the probability or

financial impact rather than the reputational impact. It was agreed to reconsider the scoring on the weightings. It was also agreed that Op. 9 (ii) could go back to the Risk Group to consider if this was the best separation of constituent elements.

13 ANY OTHER BUSINESS/MATTERS FOR THE NEXT MEETING

There was none.

14 DATE OF NEXT MEETING: Wednesday 5 June 2013, 6pm

The meeting then ended at 8.15pm.