

**AUTUMN TERM MEETING OF THE CORPORATION
OF THE SOUTH HAMPSHIRE COLLEGE GROUP**

GOVERNORS TRAINING

Room A0.02, Eastleigh College
Wednesday 2 October 2024 at 17.30

M I N U T E S

Present:

Jennese Alozie	Ian Harris
Andrew Kaye (CEO)	Emily Morey
Collins Ntim	Colin O'Donoghue
Caroline Perrett (Staff Gov)	Sandra Prail (Chair)
Hollie Swift	Andy Wannell

In attendance:

Georgina Flood	Director of Governance
Danielle Jiraneck	Chief People Officer
Pete Joddrell	Deputy Principal Curriculum & Quality
Michael Johnson	Chief Operating Officer
Anoushka Ottley	Exec Director of Business & Civic Partnerships

01/24 Tour of Eastleigh College new area and capital refurbishment

Four members were able to join a short tour of new classrooms including a new simulated ward area for the Health & Social Care T level. Members commended the delivery of the project and the smooth oversight from the management team in ensuring its execution.

02/24 Item 1: Welcome and Apologies for absence

New Governor Jennese Alozie and new Staff Governor Caroline Perrett were welcomed to the meeting. Apologies were received from Sarah Harder-Collins, Fran Butler, Irene Tichy, Nick Cheaney, and Bernie Topham.

03/24 Item 2: Staff Pay Award 2024

Members were reminded that the intent of this evening was a training session but were asked to note one item of business that has arisen between meetings. Members were provided (in advance) a brief paper relating to the negotiations with unions in respect of the whole staff pay award. Views were sought on the requested revised offer of a fixed 3% to all staff (rather than the fixed 2% with additional 1% to be distributed to lower pay grades agreed by Corporation at its meeting in July 2024). The Chair of Corporation asked the Chair of Resources for his view on the revised proposal and he confirmed he felt this to be a fairly straightforward decision since costs are close to those already budgeted and a higher increase for all (in light of the improved salary alignment as detailed in the report) provides a positive staff message.

A member queried the status of the pay alignment for staff (particularly in Southampton). The CPO explained that this had been largely mitigated by increment increases for lowest paid staff, with most staff either well into, or at the top of their band.

A member sought confirmation of next steps in the event of not coming to any agreement with the unions. Members were informed that negotiations would be ongoing until such point it felt that mediation would be required. The CPO informed members that whilst lobbying and staff strikes could be a future scenario, the focus is very much on reaching a mutually acceptable resolution. It was noted the unions were 'minded' to recommend that the revised offer of 3% was accepted. Members agreed to the revised pay offer.

DECISION: The Corporation approved the recommendation of a revised 3% pay increase for all staff regardless of pay scale.

04/24 Item 3 - 6: Governance Self-Assessment (SAR)

Governors worked in small groups to discuss the 9 key characteristics of Board behaviour used in the AoC external Board review framework. Each group was facilitated by member a of the Executive Leadership Team and the Director of Governance. The Chair of the Corporation facilitated the overall event.

Groups were asked to assign a score of Requires Improvement/Good or Outstanding to each of the 9 criteria based on the evidence of SHCG's first year of operation (summarised in the papers) and to highlight actions for improvement.

In a feedback session, scores from the 3 groups were then discussed, challenged and a mediated score was agreed by all members together with lists of agreed areas for improvement. Finally, resulting scores were then mapped against a 'Mock' EBR completed by the Chair of the Corporation during the Summer. Final scores were agreed as follows;

STRATEGIC LEADERSHIP - GOOD

INCLUSION & DIVERSITY - REQUIRES IMPROVEMENT/GOOD (PRIORITY AREA)

FINANCIALLY SOUND - GOOD

INTEGRITY – GOOD/OUTSTANDING

COLLECTIVELY ACCOUNTABLE – GOOD /OUTSTANDING

REFLECTIVE - GOOD/OUTSTANDING

QUALITY - REQUIRES IMPROVEMENT

STUDENT EXPERIENCE – REQUIRES IMPROVEMENT

COLLABORATION – REQUIRES IMPROVEMENT *

*scoring mechanism, requires improvement = 1 , good = 2, outstanding = 3 shared scores = 0.5

Totals 0-13 Requires Improvement 14-22 Good, 19-22 Outstanding 23 and up

Score for 2024 - 16

Members were asked for their feedback on the session (designed by the Director of Governance) in respect of how it enabled them to truly reflect on the contribution of the Corporation.

Members noted that the issuing of data and supporting evidence in advance was invaluable. All agreed that there was excellent debate and challenge, and that when 'stuck' returning to the data was useful. Members noted that this wasn't an easy task or particularly easy to assign a single score – year 1 of any Board isn't 'typical'.

All members recognised the value in being able to challenge, understand and reflect. Members noted that some data was uncomfortable e.g. Governor low attendance but that sharing this openly enables actions to improve.

New Governors were specifically asked for their views. It was noted that they felt the dynamics between ELT and the Governors was positive and whilst challenge was evident, it was comfortable. Some noted that the context of

this session will be useful for their new roles, and all agreed their 'fresh pair of eyes' was welcomed. One member suggested that evidence of minutes and or impact statements would be a useful addition to next year's pre-reading

08/24 Item 7: Reflection and Close

The Chair thanked members for their input and engagement in what she felt was a really positive session. She thanked the Director of Governance for her work in scoping and planning the session noting this was an advanced level of self-assessment for such a 'new' Board. It was agreed next steps will be for Director of Governance to work with the suggested scores and actions to bring back an action plan for Corporation consideration. Members were reminded it would be useful to focus on those actions that are likely to have the most impact as well as ensuring targets are SMART.

Members were invited to participate in a short SLIDO poll to assess engagement and impact.

The meeting ended at 19.35.

IMPACT

- Governors used collective decision making to agree an all staff pay award
- Governor used the expertise of their Governance Professional in the development of a self-assessment process
- Governors and SLT demonstrated an inclusive culture that enabled effective challenge and impactful collaboration
- Governors used reflective processes and critical challenge to self-assess their performance as a Corporation
- Governors worked collaboratively with ELT to identify areas of best practice and areas of improvement