

Minutes of the hybrid meeting held on 14 March 2022 at 4.00pm

Present physically: H Colthorpe, Staff Governor
N Savvas, CEO
S Daley, Chair
S Shaddock, FE Student Governor

Present virtually: J Wakelam, Vice Chair
L Chapman, Co-opted

In attendance: A Hurrell, Group Head of Quality
A Wright, Group Head of Progression
C Marshall, Group Assistant Principal Inclusive Learning
C Shaw, Principal Sixth Form Provision
D Barton, Assistant Principal Adult Curriculum
D Coomes, Assistant Principal Sixth Form Provision Curriculum
G Chittock-Nash, Group Vice Principal Student Support (part)
G Jefferson, Assistant Principal Sixth Form Provision Curriculum
K Sida-Nicholls, Group Director Quality Improvement
L Parish, Assistant Principal Strategic Growth and Partnerships Curriculum
R Bamford, Group Vice Principal Data and MI
S Gales, Governance Professional
S-L Neesam, Group Head of Safeguarding

Apologies: J Robson, Head of Centre OSFC + Group strategic lead for EDI

The College underwent a four-day full Ofsted inspection on w/c 28 February 2022, so ahead of the meeting Governors agreed to note most papers to focus discussions on Ofsted feedback and lessons learnt.

1. Declaration of Interests and Apologies for absence

Governors welcomed Savannah Shaddock (FE Student Governor) and Han Colthorpe (Staff Governor) to the meeting; and introduced themselves

J Wakelam, N Savvas and S Daley declared their roles as Trustees of Suffolk Academies Trust, L Chapman and K Sida-Nicholls declared their roles on the Educational Excellence Committee of Suffolk Academies Trust. No other conflicts of interest in relation to the items of the agenda were declared.

Apologies were received from J Robson.

2. Minutes of the meeting held on 6 December 2021

The minutes of the meeting held on 6 December 2021 were **agreed** as an accurate record.

3. Matters Arising from the meeting on 6 December 2021

The matters arising from the previous meeting were complete and/or were covered in the agenda items below.

MA1 KSida-Nicholls feedback on the appraisal working group meetings to date. SGraham to share an appraisal completion report with the Committee electronically and any trends / areas of professional development.

MA4 Governors have been invited to the performance review board meetings.

GChittock-Nash joined the meeting at 4.11pm

4. Executive Board summary report:

4.i. Equality Diversity and Inclusion Overview

Governors received and noted the summary report provided which included the papers and minutes of the Executive Board.

Governors requested an updated on the 'next steps' items at the next meeting.

Action

SGraham

JRobson

4.ii. Progression Overview

Governors received and noted the summary report provided which included the papers and minutes of the Executive Board.

4.iii. Safeguarding Overview

Governors received and noted the summary report provided which included the papers and minutes of the Executive Board.

Governors queried the instances of sexual violence and sexual harassment in the college and whether there is a trend to this. GChittock-Nash noted that the instances are historic allegations which are being disclosed now as a result of the PPT proactively working with students to signpost and raise awareness.

Governors discussed the sexual violence and sexual harassment pilot we are running, and noted that this is central in our work to create a culture of equity and equality, where our society is safer and women in particular are empowered to challenge and report behaviour. GChittock-Nash to report outcomes of the pilot to the next meeting.

GChittock-Nash

5. Progress in 2021/22:

5.i. 2021/22 Quality Improvement Plan

Governors received and noted the QIP. A Hurrell is working to update the QIP to incorporate the feedback from Ofsted.

5.ii. Curriculum Update

Governors received and considered the report provided which summarised the Ofsted feedback from the College's four-day full Ofsted inspection on w/c 28 February 2022.

C Shaw summarised how the inspection was run with all provision types being inspected and with deep dives in all areas identified as areas from our SAR.

The judgements awarded were:

- Quality of Education – Grade 2 (Good)
- Behaviours and Attitudes – Grade 2 (Good)
- Personal Development – Grade 2 (Good)
- Leadership and Management – Grade 2 (Good)
- Overall Effectiveness – Grade 2 (Good)

With safeguarding remaining effective.

The inspectors noted that the College is very, very good; with only a few areas of further development to achieve Outstanding:

- Quality of written feedback needs to be more consistent with English being fully developed consistently in all areas of the curriculum
- Attendance for Maths and English lessons needs to be higher
- CEIAG to be clearly identified in all areas
- EHCP outcomes to be consistently planned for
- Staff to develop activities to help student with their long-term memory

Governors queried if our inspection experience was typical of the new style inspections. A Hurrell feedback that the feedback from other colleges and HMIs is that it was.

C Shaw noted that the impact of the pandemic was not included in the consideration of the inspection, which is a further testament to how successful the College was to achieve such glowing feedback in the face of student and staff absences.

Governors discussed the feedback from the inspectors which noted how close we were to achieving Grade 1. Governors expressed their disappointment that given the extensive amount of positive feedback that the College did not achieve Grade 1, but noted the feedback from the inspectors that Governors are highly committed and fully understand their role and their duties, and understand the College's strengths and

weaknesses and challenge where required. As such the Committee, did not mis-evaluate the College's SAR.

5.iii. Student Support KPI Report

Governors received and noted the report provided.

5.iv. Quality Assurance and Improvement Update

Governors received and noted the update report provided.

5.v. Best Practice Sharing Update

Governors received and noted the update report provided.

6. Stakeholder Feedback

6.i. Student Survey Results

Governors received and considered the report provided which summarised the stakeholder feedback gathered as part of the Ofsted inspection.

- 171 staff responded
 - 95% were proud to work at WSC
 - 97% of staff agreed that safeguarding was effective
 - 88% of staff stated that they were well led
 - 78% said work loads were managed well
 - 86% of staff were highly motivated and a high percentage of staff received effective Professional Development.
- 736 learner responded
 - Learners felt well supported and stated that their course programmes meet their needs.
 - Learners reported that they are treated fairly by staff, lessons develop their knowledge and skills well and their programmes are preparing them for their next steps.
- 71 employers responded
 - 85% reported that there were good links and communications, and the college works well with employers, acquiring the skills that they require.
 - Employers stated that the courses are good and relevant to the industry and that they would recommend the college to other employers.
- 166 parents responded
 - 94% would recommend the college to others.
 - Feel that the college responds well to concerns and that learners are getting the support that they need.

6.ii. Complaints and Compliments

Governors received and considered the report provided which summarised the 5 complaints and 19 compliments received since September 2021.

7. Policies

7.i. Careers Strategy and Careers Policy Statement

Governors received, considered, and **agreed to recommend** the policy provided.

7.ii. SEND Policy

Governors received, considered, and **agreed to recommend** the policy provided.

7.iii. Assessment Malpractice and Maladministration Policy

Governors received, considered, and **agreed to recommend** the policy provided.

7.iv. Student Disciplinary Procedure

Governors received, considered, and **agreed to recommend** the policy provided, subject to the amendment of 'parent' to be 'parent/carer' and to change the review date to be 2023.

7.v. Complaints and Compliment Procedure

Governors received, considered, and **agreed to recommend** the policy provided.

8. Any Other Business

- Time of next meeting / Celebration of Achievement

The Committee to meet at 3pm on 27 June 2022 (rather than 4pm) to enable Governors to attend the Celebration of Achievement event on the same day.

- Performance review boards

Governors were reminded that the links to 'drop in' to observe the performance review board meetings are in GovernorHub.

- Thanks for support during Ofsted inspection

Governors commended all the staff for their outstanding effort during the inspection and to SAT colleagues and Paula Heaney for their support and counsel.

The meeting closed at 5.26pm