

## Governance Improvement Plan (GIP) 2021/22

Following discussion of the GSAR 2020/21 by the Governing Body in September 2021 the following areas for improvement were proposed:

	Improvement	Target	Action	Action owner	Progress to date (RAG)	Completion date
1	To revert to more normal Governance model from pandemic light touch and risk based approach	External review of Governance next Summer to recognise strong Governance platform on which to build	1. Actions are contained in the improvements below	Chair, Clerk, Committee Chairs, Full Board		Summer 2022
2	Continue to scrutinise the measures that will accelerate the achievement of outstanding student outcomes and ensure resources are appropriately allocated to deliver these measures. Focus should be maintained on addressing achievement of apprentices, achievement in English and mathematics, and addressing attendance. New attention to be given to changes driven by Government white paper and skills bill. Concentrate on issues of greatest importance	Continued improvement in key quality metrics. Demonstrable progress towards outstanding	<ol style="list-style-type: none"> <li>1. Monthly QTL review of attendance and in-year indicators at QTL monitoring call</li> <li>2. Annual review of outcome scores.</li> <li>3. Understand the impact on financial performance.</li> <li>4. Consider appropriate mechanisms to monitor delivery for stakeholders including Apprenticeships.</li> </ol>	QTL Committee / Full Board	Amber	Ongoing

3	Enhance connectivity in the sector and local community, gaining a stronger understanding of the long-term needs of local learners, employers, and of the effect of new technologies on the employment market.	The Board to have a better understanding of the communities they serve and to enhance compliance with any new funding regulatory accountability frameworks.	<ol style="list-style-type: none"> <li>1. Improve engagement and understanding of the local community and employers through detailed reporting from the Executive and GB membership.</li> <li>2. Increase Governor visibility with stakeholders</li> <li>3. Consider a new Committee to monitor delivery for stakeholders</li> </ol>	S&G Committee  All Governors	Amber	
4	Recruit Governors to improve engagement with stakeholders.	<p>Ensure Student Voice is present and heard at Committee and Board level.</p> <p>Recruit a member or members from the local business community including by exploring options such as “internships of tomorrow leaders.”</p>	<p>S&amp;G to work with Student Support Officer to recruit two Student Governors Support the College in developing links with our community and local businesses</p> <p>Consider creating a sub - committee for local business to monitor College delivery for stakeholders.</p>	S&G Committee / J White	Red	<p>Jan 2022</p> <p>As required</p>
5	Governing Body and Committee operations to move to normal mode but incorporating Lessons learnt from the past year of virtual meetings.	See 1	<ol style="list-style-type: none"> <li>1. Re-engage with the college physically particularly through the GIV/Link scheme to ensure Governors have the opportunities to visit the College and meet staff and students and build relationships</li> </ol>	<ol style="list-style-type: none"> <li>1. Chairs</li> <li>2. All Governors</li> </ol>	Amber	2021/22

			<p>2. Implement Governors only pre-GB &amp; Committees sessions to establish priorities and focus areas for ensuing discussions</p> <p>3. Monitor hybrid meeting format strategy for optimal engagement and attendance</p>	3. Chair and Committee chairs		
6	<p>Ensure continue focus on Colleges Strategy and operational plans at GB meetings and improve the Board's understanding of how the College is actively managing risk.</p>	<p>Strategic Priorities to remain a focus of agendas.</p> <p>Governors to ask meaningful questions.</p>	<p>Operational plans to flow from the strategy into meeting papers and agendas.</p> <p>In addition to continued scrutiny of Strategic Risk Register at GR&amp;A Committee, Full GB discussion on risks central to Strategy eg to understand the impact of T levels on College performance or competitive strategy re Schools as it affects enrolment</p>	All Governors / Chairs / GR&A Committee / Exec		2021/22
7	<p>Strengthen Governor relationships, influence on and value derived from external bodies such as AOC.</p>	To increase influence with external bodies.	To be developed as progress is made.	All Governors		2021/22

8	Further improve the Governors' celebration of the achievement of the college students, staff and appreciate the commitment and contribution Governors.	Enable the Committee/Board to celebrate the achievements in an appropriate way by allocating time on agendas enabling Staff and Students feel appreciated by the GB.	<ol style="list-style-type: none"> <li>1. Monthly thanks for specific achievements highlighted in GB and letters sent from Chair to staff and posted on Social Media</li> <li>2. Reflect and note these achievements formally at Committee and Board Meetings.</li> <li>3. Support to Annual Awards</li> <li>4. Governors to attend Student Voice events</li> <li>5. Other measured to be identified</li> </ol>	Exec/Chair / All Governors	In progress	Ongoing throughout 2021/22
9	Ensure Staff and Student wellbeing is monitored and supported.	Post pandemic support and wellbeing of staff, students to be reported to Committee and Board	<ol style="list-style-type: none"> <li>1. Monthly HR reports to F&amp;GP Committee to report on Wellbeing of staff.</li> <li>2. QTL Committee to monitor student wellbeing.</li> </ol>	F&GP Committee QTL Committee	Amber	2021/22

### Strengths 2020/21

1. Strong discussions between Governing Body and Executive
2. Effective communication between Chair and Individual Governors and the Chair Group
3. Development of the Strategy
4. Development and deepening of the Governing Body's relationship with MKCTS.