MINUTES OF THE MEETING OF THE EXTRAORDINARY SEARCH & GOVERNANCE COMMITTEE
HELD: on 5 July 2022 at 17:00 in 4F07- DHB Boardroom

Present	In Attendance
Cath Orange (Chair)	Alina Khan (Vice Principal Equality Diversity & Inclusion)
Chris Webb (CEO)	Chris Malish (Vice Principal Finance & Corporate Services)
Paul Birtles	Sarah McKenzie (Clerk to Corporation)
Billy Khokhar (via MS Teams)	Allison McEvoy (Assistant Clerk to Corporation)
John Williams	
Apologies:	
Neil Ward	

Item		Action
1.	**Introductions, Apologies for Absence and Disclosures of Interest**	
1.1	The Chair welcomed everyone to the meeting.	
1.2	Apologies were noted for Neil ward.	
1.3	There were no disclosures of interest.	
2.	**Chair's action**	
2.1	There had been no use of Chairs action since the last meeting.	
3.	**Strategic Objective - To be a truly inclusive college**	
3.1	The VPED&I introduced the new Strategic Objective- To be a truly inclusive college, setting out the background and policy objective. Without a College that is truly inclusive the other Strategic Objectives will not be delivered well enough. The Committee considered the 4 Key Objectives in turn: • To create a supportive and inclusive culture • To drive engagement in EDI at all levels within the organisation • To deliver curriculums that are inclusive, representative and decolonised • To enhance EDI activity that is clearly embedded across the college. Overall, the Committee felt that the proposed plan was sufficiently stretching, Governors offered challenge and focused their attention on some of the terminology and therefore its possible interpretation, as well as the attainability of some of the KPI's. Whilst the Committee	

	felt that the plan was less focused on students than staff it was acknowledged that there are frameworks already in existence ~~for~~ in relation to students. To create a supportive and inclusive culture- Governors welcomed the focus on behaviour. It was acknowledged that for the KPIs requiring demographics to be not disproportionate, there is a need to take account of mitigating factors that could influence the data and so best to avoid terms that could be misconstrued. Governors also noted a recent announcement around gender neutral toilets. To drive engagement in EDI at all levels within the organisation- Governors wished to add the word embed (to drive and embed). Governors acknowledged that until the data had been collected in year 1, the KPI's for year 3 were subject to change and should be reviewed at year 2. Governors were interested to hear about positive action that could be taken as part of recruitment to address inequalities. To deliver curriculums that are inclusive, representative and decolonised- Governors welcomed the development of a disruptive curriculum and were keen that the student voice was evident in the development of the decolonised curriculum. Change embed *good* EDI practise within Learning, teaching and assessment to *best*. To enhance EDI activity that is clearly embedded across the college- Governors welcomed the initiatives to ensure ED&I was reflected in activities, initiatives, partnerships, systems and processes. In conclusion, Governors welcomed the plan but acknowledged that it was ambitious and requested that the dialogue remained open between the VPED&I and the Committee in terms of oversight of delivery.	
3.2	**RECOMMENDATION:** With the changes identified that the Corporation approves the Strategic Objective- to be a truly inclusive college.	
4.	**Planning for January 2023 Governor's Strategic Event**	
4.1	Members commenced discussions around planning for the January 2023 Governor's Strategic Event. Reflecting on attendance in January 2022, they considered the timing of the event and how this might influence engagement.	
4.2	**ACTION:** Clerk to carry out a poll with Governors.	**Clerk**

	It was agreed that more time should be given to discussion and therefore less should be packed in to the event. A number of potential topics and speakers were identified: • Good to outstanding • HE • Levelling up • City of Culture- opportunities • ED&I There was also a discussion about how best to engage students. **ACTION**: The VPF&CS and Clerk to present a DRAFT agenda to the September S&G meeting.	**VPF&CS/ Clerk**
4.3			

	Any other business	
5.	**Items for report to the Corporation**	
5.1	a) Minutes of meetings – 5 July 2022 b) Strategic Objective - To be a truly inclusive college c) Governor's Strategic Planning Event	
6.	**Any other business**	
6.1	There was no other business.	
6.2	The Chair closed the meeting at 18.40.	
7.	**Meeting Evaluation**	**Assistant Clerk**
7.1	Link to meeting evaluation form to be circulated via email.	

Approved by the Committee:

C.Orange   06.10.2022
Signed by the Chair   Date

Agreed actions

No	Minute	Action	Who?
1	4.2	Clerk to carry out a poll with Governors.	Clerk
2	4.3	The VPF&CS and Clerk to present a DRAFT agenda to the September S&G meeting.	VPF&CS/ Clerk

3	7.1	Link to meeting evaluation form to be circulated via email.	Assistant Clerk