

MINUTES OF THE MEETING OF THE EXTRAORDINARY SEARCH & GOVERNANCE COMMITTEE
HELD: Thursday 18 June 2026 at 16:15 via MS Teams / 4F07

Present	In Attendance
John Williams (Chair)	Alina Khan (VPED&I) (Items 1-2)
Chris Webb (CEO)	Allison Booth (Governance Director)
Billy Khokhar	Rachel Henry (Deputy Governance Director)
Apologies	
Paul Birtles	
Bulbul Barrett	
Sharon West	

L/J Denotes the time a Governor left/joined the meeting

Item		Action
1.	<i>Due to a previous meeting running over, the meeting started at 16:15.</i>	
	Introductions, Apologies for Absence and Disclosures of Interest	
1.1	The Chair welcomed everyone to the meeting.	
1.2	Apologies were noted for Paul Birtles, Bulbul Barrett and Sharon West.	
1.3	The CEO declared an interest in relation to item 4.	
2.	Strategic Objective - To be a truly inclusive college	
2.1	The VPED&I presented the Strategic Objective - To be a truly inclusive college, advising that much of the Strategic Plan for SO1 had been revised and refreshed. The Committee considered the 4 Key Deliverables in turn: 1. Foster a Culture of Belonging for All Students and Staff 2. Integrate EDI Considerations into Every Aspect of College Life 3. Be the Guardian of Cultural Responsivity and Inclusion Across the College 4. Strengthen Community Alliances that Promote Belonging, Inclusion and Opportunity. The VPED&I advised that significant consideration had been given to the terminology and use of language within SO1. 'A culture of belonging' had been added to the Strategic Objective title, as it was to be a principal area of focus moving forward.	
2.2	The CEO emphasised the importance of careful use of language within SO1, to ensure the College's character is accurately reflected and preserved. The CEO encouraged the Committee to promote active	

2.3	involvement and engagement in SO1, particularly in light of the evolving external context and reaffirmed the College's commitment to being truly inclusive. The CEO highlighted the importance of a measured response to the current uncertain political environment, maintaining the College's character and integrity and highlighted the Corporation's role in providing strategic oversight and assurance. Members were reminded of the need for all Governors to actively support SO1, with this expectation to be reiterated to the Corporation. Following in-depth discussion, members suggested the following amendments to SO1: • To add 'promote' to the first key deliverable - '<i>foster and promote</i> a culture of belonging for all students and staff.' • To add 'custodian' to the third key deliverable - '<i>be the guardian and custodian</i> of cultural responsiveness and inclusion across the College.' • To add 'further' to the fourth key deliverable - '<i>further</i> strengthen community alliances that promote belonging, inclusion and opportunity.' • In line with having aspirational targets, to increase the targeted outputs in relation to 'the college has robust, well-understood policies and reporting mechanisms that support staff to challenge and report discrimination across all protected groups' to 80%, 85%, 90% for the years 2026/7, 2027/8, 2028/9 respectively. • To add a reference to the College's family friendly policies, including those related to carers. • To replace the MH acronym with 'Mental Health' for clarity. • To keep the targeted output in relation to the Gender, Ethnicity and Disability Pay Gap reports as 'publishing the Annual Pay Gap Reports with action plans', without the references to percentage increases. • To add a targeted output of 100% to the action related to the College's procurement partner organisations being committed to the College values. • To add 'stakeholders' to the action related to the College maintaining effective relationships with external community partners. • To document the future ambition of introducing reciprocal mentoring. The VPED&I presented the proposed SO1 Dashboard for 2026-27, which included more qualitative indicators and robust mechanisms for quarterly reporting on SO1 objectives.	
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2.4	The GD advised that two S&G members, who had not been able to attend the meeting, had previously forwarded their endorsement of the SO1 plan. RECOMMENDATION: Subject to the aforementioned changes, that the Strategic Objective - to be a truly inclusive college be recommended to Corporation for approval. AK/L	
3.	External Board Review providers	
3.1	The GD advised that an External Board Review should be carried out every three years in line with the requirements set out in the conditions of funding. The College's next External Board Review would need take place in 2027. In view of this, the GD had conducted meetings with the following (DfE approved) suppliers. Members reviewed the detailed proposals that had been received. • Association of Colleges • Rockborn • Stone King • Anderson Quigley • Good Governance • Advance HE	
3.2	Members had an in-depth discussion on the various proposals and agreed that the Stone King proposal would be the preferred option in terms of value for money, expertise and alignment to Further Education. It was agreed that the Stone King proposal be recommended to Corporation for approval.	
3.3	RECOMMENDATION: That the Stone King proposal be recommended to Corporation for approval.	
4.	Succession Planning	
4.1	At the last meeting in April, the S&G Committee had considered an application for the role of an Independent Governor to fill the vacancy on the F&GP Committee and decided to take the candidate to interview. A panel consisting of the CEO, GD and F&GP Vice Chair had conducted the interview on 21 May. The GD advised that the panel had agreed that the candidate had the Human Resources and People Services experience that met the required vacancy criteria and had the required skill set and motivation, and his reasons for pursuing the role	

	of governor fit with the College's values. The panel, recommended Gerard Garvey's appointment to the S&G Committee. The Committee agreed to recommend the appointment to Corporation for approval.	
4.2	RECOMMENDATION: That the appointment of Gerard Garvey be recommended to Corporation for approval.	
4.3	The GD requested consideration be given to the current composition of the Remuneration Committee. Members discussed the potential appointment of a co-opted sector expert to strengthen and future-proof the Committee. It was agreed that this be incorporated into the succession plan.	
4.4	Members requested that the succession plan include consideration of recruiting an Independent Governor with a specialism in digital, recognising the increasing importance of digital capability within the FE sector and the wider national skills agenda.	
4.5	ACTION: The GD to add the requirement of an Independent Governor with a specialism in digital and the consideration of a co-opted member for the Remuneration Committee to the succession plan.	GD
4.6	Members agreed that the succession plan matrix and accompanying skills audit were valuable tools for identifying existing strengths, clarifying where these were concentrated and supporting the identification of potential skills gaps.	
5.	September Training & Development session & Strategic conversation topic- October Corporation	
5.1	The GD presented a number of subject suggestions and members commenced discussions on topics for both the Training & Development Sessions and the Corporation Strategic Conversation in October. Members agreed that the September T&D session would focus on the New Ofsted Framework in relation to Governance; covering the role of Governors during an inspection. The April T&D session would be on Risk Appetite, with the College's Internal Auditors being approached for delivery of the session. The impact of the changing political landscape on FE would be the focus of the Corporation Strategic Conversation in October, this could be delivered by a commentator facilitating a discussion for Governors to then engage in a discussion on the political landscape.	

5.2	ACTION: The GD to engage with suitable individuals to facilitate and deliver the Training and Development sessions and the October Strategic Conversation.	GD
6.	Planning for January 2027 Governor's Strategic Event	
6.1	At the April S&G meeting, members were asked to consider the 2027 Strategic Planning Event in terms of venue, topics and potential speakers and agreed that any suggestions be brought to the Extraordinary S&G meeting in June, to allow time for the Governance Office to contact any external speakers in good time. The GD advised that the suggestions and feedback provided in the report had been collated from the SPE 2026 Evaluation forms, Governor 121's, feedback requested at the May Corporation meeting and the Governor Annual Questionnaires.	
6.2	Following an in-depth discussion, a number of potential topics and speakers were identified: • DfE and DWP – with a focus on the Skills Agenda • WYCA – Director of Inclusive Economy, Skills, and Culture • The use of AI within an FE context at the College to support and enhance staff practice (delivery by internal specialist team).	
6.3	The Committee suggested that reducing the number of speakers by one would allow more time for discussion and have more of a positive impact. It was noted that the breaks in the day were impactful and essential for Governors. Members also noted that the previous year's presentation of the Strategic Objectives had been more effective in supporting discussion and accessibility, and that the student session had also improved, with stronger engagement and offering clearer insight into the student experience. Members requested that the same approach be taken for Strategic Planning Event 2027. Members requested that the Head of Area Regions and Providers Directorate (DfE) be invited to attend the event again this year. Members agreed that Hollins Hall had been an ideal location for the Strategic Planning Event in terms of convenience, cost and the service provided, and suggested it be considered again. Members noted the overwhelming positive feedback from last year's Strategic Planning Event and recorded their thanks to the Governance Office and DCEO F&CS for all their hard work in the organisation and facilitation of this. The S&G Committee also recorded thanks to the Corporation members who had provided feedback and suggestions.	

6.4	ACTION: The GD to liaise with the CEO on contact details for the suggested external speakers.	GD
6.5	ACTION: The DCEO F&CS and GD to present a draft agenda to the September S&G meeting.	DCEO F&CS/ GD
Any other business		
7.	Items for report to the Corporation	
7.1	- Minutes of meeting – 18 June 2026 - Strategic Objective 1 - To be a truly inclusive college - External Board Review providers - Succession Planning - Governor's Strategic Planning Event 2027	
8.	Any other business	
8.1	There was no other business.	
8.2	The Chair closed the meeting at 17:58.	
9.	Meeting Evaluation	
9.1	Link to meeting evaluation form to be circulated via email.	DGD

Approved by the Committee:

.....J.Williams.....

...24.09.26...

Signed by the Chair

Date

Agreed actions

No	Minute	Action	Who?
1	4.5	The GD to add the requirement of an Independent Governor with a specialism in digital and the consideration of a co-opted member for the Remuneration Committee to the succession plan.	GD
2	5.2	The GD to engage with suitable individuals to facilitate and deliver the Training and Development sessions and the October Strategic Conversation.	GD
3	6.4	The GD to liaise with the CEO on contact details for the suggested external speakers.	GD
4	6.5	The DCEO F&CS and GD to present a draft agenda to the September S&G meeting.	GD/ DCEO F&CS
5	9.1	Link to meeting evaluation form to be circulated via email.	DGD