

CORPORATION MEETING

Draft minutes

Date	24 June 2015	Time	14.30
Venue	Station Plaza Boardroom		
Chair	Tony Campbell OBE KSG FRSA		

Membership: Tony Campbell OBE KSG FRSA (Chair); Pat Farmer (Vice Chair); Principal (Clive Cooke); Staff Governor (Wendy Bennett); Dr Diana Garnham; James Harris; Simon Hubbard; Graham How; Vic Kempner; Staff (Support) Governor (Bobbie Hargreaves); Ken Melsom; Professor Chris Pole; Derek Stevens; Student President (Carlie Stace); Sue Walton

In attendance: Jessica Stubbings; Deputy Principal (James Mettyear); VP CS (Biram Desai); VP Enterprise, Employment and Skills (Dan Shelley)

Apologies: Student President (Carlie Stace); Professor Chris Pole

At 13.00 governors attended the summer show by students with learning difficulties and disabilities (SLDD) in the atrium at Station Plaza.

	Item	Action
1.	<p>Apologies Apologies were received from the Student President (Carlie Stace) and Professor Chris Pole</p>	
2.	<p>Declarations of Interest Simon Hubbard declared an interest as an employee of Hastings Council. Harry Harris declared an interest as an employee of East Sussex County Council. Sue Walton declared an interest as an employee of Pestalozzi. Ken Melsom declared his directorship of Hastings Plaza Trading Ltd. Pat Farmer declared his membership of the Hastings and Rother Task Force. DG declared an interest as a member of the Construction Industry Training Board (CITB).</p>	
3.	<p>Chair's Introduction The Chair of Corporation passed on his thanks to:</p> <ul style="list-style-type: none"> the Supported Learning staff and students for the invitation to the summer show and noted how important it is for the Corporation to support an area which provides such strong support for its students and gives so much joy to the College and the community governors for their commitment over the year the Principal and SLT for their hard work and for managing the redundancies with care and ensuring the College is able to continue financially Jessica Stubbing for all her work on the Corporation and CQS Committee, her input from the point of view of the Local Authority and for recommending Caroline McKiddie to the Corporation Bobbie Hargreaves for her work as Staff (Support) Governor on Corporation 	



	<p>and Audit Committee and for all her work with governors on the e governance programme</p> <ul style="list-style-type: none"> • student governors Carlie Stace and Charlotte Hunter for their commitment over the year • Paul Henderson, ICT Manager, Bobbie Hargreaves and the e governance pilot group (Vic Kempner, Graham How, Carlie Stace, Charlotte Hunter, Jackie Hubbard, the Clerk) for leading on e governance. <p>The Chair discussed the recent letter from the FE Commissioner. He reported that partnerships need to be forged. The College's aim is to make ourselves strong and it needs to be outward looking and be prepared. It needs to continue to be secure in the success it has built up and ensure that it sets up the young people of the area so they are ready to move onto the world of work/education.</p> <p>The Vice Chair passed on his thanks on behalf of the Corporation for another successful, well managed and well chaired year. (14.45 The Chair of Corporation departs)</p>	
4.	<p>Minutes of the last meeting RESOLVED: The minutes of the meeting held on 29 April 2015 were considered a true and accurate record subject to four typos which the Clerk agreed to update. Proposed: VK; Seconded: DG. CARRIED.</p>	Clerk
5.	<p>Matters arising on the minutes The Corporation noted the completed and on-going actions. The Clerk noted that she was in the process of organising a visit to an Outstanding college.</p>	Clerk
6.	<p>Principal's report (see full report for details) The Principal updated governors on the following: National funding update – the in-year budget review reduces 2015-16 budgets by a total of £3 billion, including £450m in savings in non-schools DFE and £450m from the BIS revenue budget. It is hoped that this will not result in changes to the 2015-16 allocations but there has been no announcement to date. Only 40% of government cuts have been made and FE sector is non- ring-fenced or protected. The reduction could affect the College's adult skills budget allowance (excluding apprenticeships). The funding rate for 16-18 students is also expected to be reduced. The sector is waiting for the budget statement on the 8 July. DG updated governors on the radio interview with Alison Wolfe who had criticised the constant squeeze in FE funding and how universities are not well placed to deliver technical skills. Only 5% of apprenticeships are STEM and there is a real need to deliver high level apprenticeships for young people. She referred to the Gatsby Report around career guidance in English secondary schools http://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-john-holman-good-career-guidance-2014.pdf Apprenticeship funding reforms –there is no detailed information to date on how apprenticeship delivery will be funded. FE Commissioner's report – current models of collaboration – “The truth of the matter is that there is not enough money for the sector to continue as it is. Collaboration is the order of the day”. The FE Commissioner provides examples of good and successful new structures. The Principal reported that there have also been a number of examples in the sector that haven't worked. VK reported that a useful webinar had reported that colleges need to be clear about what they want and have a good business case rather than being panicked into doing something.</p>	



<p>The Principal reported that the October Corporation would focus on these issues.</p> <p>Curriculum and Quality – the Principal talked governors through the new common inspection framework (CIF). Governors will have training in December organised by the DP.</p> <p>The Committee considered the centrality of English and maths and the funding requirement for all 16-18 year old learners who join the College with a grade D in GCSE to follow courses leading directly to that qualification as from September. The Corporation questioned attendance in English and maths and the DP reported that attendance overall is lower than on other courses but is around the national average of between 70-75%. The attendance in exams was high at 95% in English and 92% in maths, this was achieved by considerable effort from staff to encourage students to attend.</p> <p>The Corporation questioned the funding for English and maths and the DP reported that it is funded as part of the study programme and if students do not participate in the programme funding is withdrawn. The Corporation questioned how many would achieve and the DP reported that maths will become much harder from next year. The Corporation discussed the effect this has on young people who continually fail the exams. The Principal reported that the 4 local academies all are likely struggle to hit 55% A*-C in English and maths which has a huge impact on the College.</p> <p>Work experience – the importance of meaningful, industry related work experience in support of learner progression was discussed. The Corporation queried what this meant and the VP EES reported that it couldn't be work experience within College (with the exception of Costa and Subway) and has to be with a company outside the sector you are working within.</p> <p>Lesson observations – Inspectors will no longer grade lesson observations. The Corporation asked whether this affected the way the College approaches observations. The DP reported that it would. The College is planning to continue with observations. This year it piloted a system of drop in observations which it will be repeating next year with extended drop ins for 20 minutes conducted by managers or peers, ungraded feedback will be given. A cohort of staff who requires support will have graded observations. He noted that it will be a staged process and the College needs to find other ways of monitoring learning, assessment and teaching.</p> <p>The Corporation questioned the likelihood of an inspection and the Principal stated that mini inspections will take place every 3 years. If these confirm the college as "good" nothing further will happen. Otherwise, anything less than good will trigger an immediate full inspection. If the college is seen as potentially "Outstanding" then again a full inspection will be planned but indications are that it would take at least a year for Ofsted to send out a team.</p>	<p>Principal DP</p>
<p>Partnership working with Sussex Downs College (SDC) – the Principal reported that it has been difficult mechanically to be clear about what is in and not in the project. The process has had the help of an external consultant. The new Principal starts shortly and a meeting of the Principals is scheduled for August 2015. Following this a report will come to the October Corporation meeting. The Principal noted that it is a small focused project on meeting the needs of employers in the area.</p> <p>Restructuring – A decrease in the rate of public funding from the EFA and SFA and a small downsize in apprenticeships was the reason for restructure. Savings were mainly received by a reduction in curriculum hours. The management restructure has remained the same with the exception of one Head of Faculty.</p>	<p>Principal</p>



Management for staff will be taken over by the Deputy Principal, VP EES and the remaining Head of Faculty. The restructure went smoothly with the majority of colleagues and Trade Unions positively engaging with the process with colleagues being cooperative and understanding.

The process was consultative in nature with 6 areas offering alternative financial solutions which were taken up. The Principal noted that the restructure had been meticulously planned and sensitively delivered by the Head of HR and the DP. The College will go into year 2015-16 with a balanced budget and realistic income projections.

[confidential note] The College is piloting a change in the 2015-16 Student President role to an unsalaried post. The Corporation raised a number of concerns and noted that both F&HR and the Search and GD Committee had voiced concerns about the change. Both suggest that the SLT look at alternative options such as a reduced role or using a contribution from the governance budget towards the role. Governors noted the importance of the student voice and that any reduction of the student voice would be a risk to the College. They noted the high priority that Ofsted have put on the student voice and agreed it was surprising that there weren't more salaried student president roles in the sector.

JS suggested looking at the schools sector and the other ways they collect feedback from students.

Governors questioned the cost of the , the DP explained that the move to an unsalaried post had symbolic significance for staff during the current restructure. He noted that there is a need to capture the student voice but the salaried role is a luxury which can't be afforded in the current climate. The Principal confirmed that the College will be holding an election for a Student President during Hustings next term.

SW noted that the post is not a luxury and the Corporation has received such good feedback from the Student Presidents which was recognised in inspection. The role and feedback demonstrates that the Corporation do listen to our students and she asked whether, with the curriculum changes which are putting students under a lot more pressure, a student will have the time to carry out a student president role in an effective way. She noted she felt it would be wrong to wait to see how it is going for a year as any reduction in commitment and effectiveness would mean the College had lost so much ground on the student voice.

Governors questioned what kind of student voice the Student President brings. The College can capture student views as customers but it is a lot more difficult to capture a sophisticated view through dialogue and face to face meetings and students need the time to contribute effectively.

The Vice Chair summarised that the whole philosophy and strategy of the College is a student first focus. Support for students through the Student Union has provided students with real support. With the removal of the salaried post there is the concern that there will be less structure and less support available for students. He concluded that the view is that governors are collectively concerned about the decision to pilot an unsalaried Student President post in 2015-16. He asked the Principal and SLT to reconsider the decision.

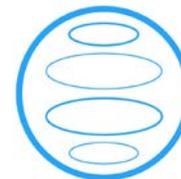
Pestalozzi annual leavers' ceremony – the Principal reported on the impressive achievements and personal determination of the students and asked if SW was in agreement that the event should feature on the Corporation's calendar.

All governors were invited to an **end of year BBQ in Coast on Friday 10 July.**

Principal

Principal

		SW/Clerk
7.	<p>Performance Update</p> <p>a. Key Performance Indicators Dashboard and progress against strategic targets</p> <p>The VP CS reported that the College is ahead of budget at £22m and surplus is ahead of budget. Staff costs have increased due to the recent restructure. Funding has been taken into account in the financial forecast. The cash position is benefitting from the reduced retention payment on the new building and some advance funding.</p> <p>The DP reported that observation grades are as expected with a profile of 81% good or better. He reminded governors that this year teachers with good or better lessons had been exempted from observations and those being observed did not have a track record of good or better lessons. A number of staff have received grade 1 or grade 2 for the first time this year. Grade movement is going in the right direction.</p> <p>Retention is marginally above target and above where we were last year.</p> <p>The VP EES reported that apprenticeships are in line to achieve targets with an overall success of 79% and timely of 68%. There are still 400 frameworks to be certificated and some work to do which is why the dashboard reports at 0 as it is distorting to put in the year to date figures. There have been some certifications delays with Pearson's and these have been flagged with the SFA as awarding body delays.</p> <p>[confidential note on performance management]</p> <p>Sickness is above year to date from last year and above target. The Principal noted that this is due to long term sickness and governors requested that it would be helpful to have a measure that excludes long term sickness to provide a greater understanding of normal sickness rates. This was agreed, including retrospective measures for benchmarking purposes.</p> <p>Staff turnover has increased due to the restructure.</p> <p>The DP reported that the FE Choices satisfaction survey results for 2014-15 had been reported to the CQS Committee. Outcomes are the same as last year at 8.1. The College is awaiting benchmarking figures. "Would you recommend the College to a friend?" has moved up from 8.1 to 8.4.</p> <p>The VP EES reported that the FE Choices for Employers has moved up from 7 last year to 8.4 this year. The Corporation reported that it is very good news which puts the college in the higher quartile and the highest number of returns were received. The Vice Chair asked why the figures are not reflected in the dashboard figures.</p> <p>b. Progress against strategic targets</p> <p>The Corporation noted that staff turnover is red due to the recent restructure and apprenticeship budget funding shows a good improvement in 19+ apprenticeships but remains red.</p> <p>c. QIP</p> <p>The DP reported that a new format for the QIP has been agreed by the CQS Committee. The content is thin this year but next year it will be significantly bigger. In most areas the College is making reasonable progress. The exception is raising high grades to achieve positive Value Added</p> <p>One governor asked about results from the recent mocks and the DP reported that</p>	VP CS



	<p>there is no data to date.</p> <p>d. Management Accounts – May 2015</p> <p>The Corporation noted that the key financial information had been addressed as part of the KPIs and no further questions were asked.</p> <p>One governor asked if there was a task and finish group around income to look at income opportunities for the College. The Vice Chair reported that the VP EES had run an Innovation and Bid committee. Projects and ideas from the committee had come forward to the Strategy Away Day (Business School, E learning, Pitman’s Centre) and have been taken forward. There is no longer a committee running and projects are discussed on a focus specific basis. The Principal reported that governors engage through the F&HR Committee and the SLT welcomed any ideas directly.</p> <p>e. Risk Register</p> <p>The Clerk apologised as the paper was not included in the pack and agreed to send out following the meeting. The paper was projected on the main screen. The VP EES summarise and talked through the risks delegated to subcommittees. He ran through the 4 risks that are currently higher than 16 as follows:</p> <ul style="list-style-type: none"> • Increased competition reduces student numbers and income (owned by the Corporation) • Failure to improve English and Maths participation and success rates (Functional Skills and GCSE) (owned by the CQS Committee) • Failure to achieve 16-18 apprenticeship income target (owned by F&HR) • Failure to achieve Subcontractor income target (owned by F&HR). <p>He noted the one risk that has been downgraded between Corporation meetings due to F&HR receiving and recommending to approve the Capital Strategy on the 10 June:</p> <ul style="list-style-type: none"> • Failure to achieve Capital Strategy development and implementation (owned by F&HR) <p>The Chair of Audit noted that the Audit Committee had recommended that the risk appetite for the College will remain at a net rate of 16 (or Higher) for 2015-16.</p> <p>The VP EES reported on how the College was targeting fetes and events in Battle, Hastings and the surrounding areas to sell the College to young people.</p>	<p>Clerk</p>
<p>8.</p>	<p>Community Engagement</p> <p>The Committee received a presentation from the VP EES (see presentation attached for details). Key points discussed included:</p> <ul style="list-style-type: none"> • The Chamber of Commerce is being held at Ore Valley tomorrow with a view to getting more businesses involved with the College • Ore Tuesdays is being introduced with a rolling programme each term for adults in the community • The Principal’s introduction of a “Mind the Gap” programme was agreed as a really good suggestion in a period where all public sector organisations are being cut in different ways. The VP EES gave the example of the cuts to policing in schools and the College’s proposals to provide uniformed services students to carry out an appropriate role with schools. • DG noted that the presentation provides many examples of what the College does with others and asked if we know what those others would like to do with the College. She reported that other organisations are trying to work with the community and are short of space and asked if the College can offer 	



	<p>space. The VP EES noted that low cost room rental in the evenings for community groups were being offered. DG noted that members of the community with time on their hands could be given a focal point at the College to contribute their skills. Help with English and Maths and work experience are two key areas for our students</p> <ul style="list-style-type: none"> • SH reported that the non-development of Ore Valley and discussions about how the land might be used going forward would be a possible area for College involvement. It was noted that both St Leonards and Hollington are big areas of exclusion which could benefit from College involvement. The VP EES reported that the College has no base in Sidley, but is engaging with Rother District Council and has a meeting planned in July about employment and skills plans for NE Bexhill. It is also looking at construction opportunities for students and he noted the number of businesses in Hollington • The Vice Chair asked that any specific areas governors feel would be useful are passed directly to the VP EES and he asked that the work being carried out by the project and the plans going forward are included in the annual plan. 	<p>VP EES/All</p>
<p>9.</p>	<p>Student Governors' Report The Committee noted the Student President's report on the Review of 2014-15. The Vice Chair noted that it was an excellent report. Main points noted were as follows:</p> <ul style="list-style-type: none"> • Cross college forums show how activities drop off towards the end of the year • How can the College compare the overall feedback to previous years and to the FE Choices survey? Evidence should be developed to show how our own Student Voice matches or contradicts the survey • the College needs to increase engagement on cross college forums as it only provides a small view of what students think • The Vice Chair reported on the poor feedback on Advice and Guidance in the College and the DP confirmed that this had been fed back to improve the service to students • The Vice Chair noted that students are self-selected for student union roles and the Corporation receives positive feedback from a small sample. He stressed that there is a great deal of work to do receive more representative feedback from students • The report focuses on particular curriculum areas • The Corporation asked if the Student President role is trained and it was noted that it is a junior post and close working with another member of staff and regular meetings with the DP take place. Support from the NUS and the UoB is provided • The College needs to do more about getting students thinking about Outstanding. <p>The Clerk to feedback to the Student President.</p>	
<p>10.</p>	<p>Report from CQS Committee The report from the meetings held on 30 April and 5 June 2015 was taken as read. The DP reported on Predicted success rates 2014-15. He noted that only the classroom based learning that is delivered by the College features and the data doesn't include partners predicted success.</p>	

	<p>Overall excluding Functional Skills - 87.7% which is marginally up on last year. Overall including Functional skills is forecast at 81.7% on the assumption that GCSE English and Maths achieves 87% and Functional Skills success rate will be 64-65%.</p> <p>To date results for English and Maths are:</p> <ul style="list-style-type: none"> • 65% maths • 67% English (and results will continue to the end of this academic year). <p>[confidential note on performance]</p> <p>The National success rate tables will show where the College sits, this will depend on the national picture for English and maths. It is likely that rates will fall again and the impact that has had on colleges is significant.</p> <p>The DP reported that the College needs to give at least good provision across the full curriculum and provide consistent delivery in all areas.</p> <p>The Vice Chair noted that the CQS Committee had received a full report and the Clerk agreed to circulate.</p> <p>The Vice Chair reminded governors about the importance of attending PPRs.</p> <p>The Corporation noted the Equality, Diversity and Inclusion Information 2013/14 which had been presented to the CQS Committee. The Vice Chair reported that later in the year the EDI policy and plan will come to the Corporation. It was noted that the CQS Committee felt that in light of disbandment of the EDI committee the policy needed to link strongly to the Corporation. The DP asked if the EDI information had been posted on the College website and the Clerk agreed to arrange.</p>	<p>Clerk</p> <p>DP</p> <p>Clerk</p>
<p>11.</p>	<p>Report from Audit Committee</p> <p>The report from the meeting held on 3 June 2015 was taken as read. The Chair of Audit reported that BDO and Baker Tilly had attended the last meeting and he was confident in their skills and experience.</p> <p>The Corporation considered the Internal Audit Strategy 2015/2016 - 2017/18. The Vice Chair asked for planned maintenance to be included for audit as it has potential high risks. The Chair of Audit and the VP CS to take forward and consider whether it was more appropriate to have an external expert or to use the College auditors.</p> <p>RESOLVED: Subject to the action above the Corporation approved the Internal Audit Strategy 2015/16-2017/18. Proposed: DS; Seconded: VK. CARRIED</p> <p>RESOLVED: The Corporation approved the risk appetite for the College to remain at a net rate of 16 (or High) for 2015-16 with all risks required to have a gross and a net risk rating using the heat map. Proposed: DS; Seconded: VK. CARRIED</p>	<p>VP CS, Chair of Audit</p>



<p>12.</p>	<p>Report from Search and Governance Development Committee The report from the meeting held on 16 June 2015 was taken as read. The Chair of Search and GD Committee reported that he would be attending the Chamber of Commerce meeting at Ore Valley tomorrow to speak to members about governor roles.</p> <p>a. Membership renewals and appointments The Corporation considered and approved the following:</p> <ul style="list-style-type: none"> • the re appointment of Paul Evans for a further one year term from 2.7.15-1.7.16 as a co-opted member of the FHR Committee • the re appointment of Roger Dennard as a co-opted member of the Audit Committee from the 7.7.15-6.7.16 • the appointment of Caroline McKiddie as a co-opted member of the CQS Committee and an observer on Corporation <p>RESOLVED: The Corporation approved the above membership renewals and appointments. Proposed: VK; Seconded: KM. CARRIED</p> <p>Governance matters The Corporation considered the following governance matters for 2015-16:</p> <p>b. Committee membership 2015-16</p> <p>c. Terms of Reference for all committees for 2015-16 The Corporation noted that Vice Chairs had been appointed for all committees. The Clerk to updated the appointment of Chair's and Vice Chairs to read "from its membership" and to update Remuneration Committee to read 3 members</p> <p>d. The annual cycle of business for Corporation and its standing committees for 2015-16</p> <p>RESOLVED: The Corporation approved the governance matters above for 2015-16. Proposed: VK; Seconded: PF. CARRIED</p> <p>The Chair of Search and GD Committee confirmed that there were no material issues where the Corporation does not comply with the English Code of Good Governance and the Code will be reviewed in detail at the September Search and GD Committee meeting.</p>	<p>Clerk</p>
<p>13.</p>	<p>Report from Finance & HR Committee The report from the meetings held on 6 May and 10 June 2015 was taken as read</p> <p>a) Student Support Funds Policy The Chair reported that the College had been unknowingly under spending the support. The Vice-Chair noted that the criteria had been significantly changed for the next academic year to make it open to more students.</p> <p>RESOLVED: The Corporation approved the revised Student Support Funds Policy. Proposed: GH; Seconded: SW. CARRIED</p> <p>b) Final Budget and three-year financial plan 2015/16 The VP CS reported that the F&HR Committee had been through the document in a fair amount of detail. He highlighted key points including:</p> <ul style="list-style-type: none"> • The College is aiming to maintain £21m of income over the next 3 years. The current climate is challenging and the strategy financially is maintaining and growing income where government grants are reduced. The key challenge in preparing the 3 year forecast is around assumptions on income, which are difficult at a time when public funding continues to face likely cuts. Further information will be used from the Queens speech and the 	



Comprehensive Spending Review.

- Subcontracting will be used where possible to maintain a 20% margin. The VP CS noted that the College manages its partners very well and is successful
- Income generation and growth - margins are harder to maintain than 16-18 income with the classroom adult skills budget at a 15% reduction year on year, which is in line with current thinking.
- Satisfactory Financial health will be achieved for the next 3 years. This is a good position due to early planning and interventions and the College aims to keep interventions going where required. The College has done well with its income generation and diversification and without it would have faced significantly more reductions.

The Chair of F&HR reported that the Committee have gone through the document in detail. The Vice Chair noted that the first year is a strong budget and beyond that so much is unknowable in terms of finance and funding.

One governor questioned whether there are contingency mechanisms in place.

The VP CS reported that he is working on the assumption that 16-18 funding won't change and that although there is no contingency issues are identified early at the College. He noted that it is highly unlikely that core grants will change. The Principal reported that the bigger threat is underperformance and low enrolments. Further details will follow on the 8 July budget announcement for 2016-17.

The Corporation passed on their congratulations to the VP CS on the final retention figure. The Corporation questioned the CPO provision and the VP CS noted that the main proportion is held against the College. **RESOLVED: The Corporation approved the Final 2015-16 Budget and 3 Year Plan. Proposed: KM; Seconded: PF; CARRIED**

The Chair of F&HR passed on his thanks to the VP CS and his team for the excellent job in providing the final budget in such difficult times.

c) Student Council Budget 2015-16

RESOLVED: The Corporation agreed the budget for 2015-16 subject to a review by Principal and the SLT on the Student Council budget. Proposed: KM; Seconded: SH. CARRIED

The Corporation asked what happens to any underspend in the student council budget and the VP CS reported that the money gets carried over.

d) Subcontractor and Supply Chain fees and charges policy and 2015/16 management fee for agreement. Recommendations for 2015/16 subcontractor allocations

The VP EES explained that the policy is a legal requirement from the SFA funding rules and the policy is published on the College website.

RESOLVED: The Corporation approved the Subcontractor and Supply Chain fees and charges policy and 2015/16 management fee for agreement and recommendations for 2015/16 subcontractor allocations Proposed: PF; Seconded: DS. CARRIED

e) ICT and Capital Strategy

The VP CS reported that the ICT strategy had been discussed at F&HR and he had updated the changes suggested by SW.

The VP CS reported that a number of summer works would be starting shortly as part of the Capital strategy. He noted that very early conversation with EF about allowing them to use space on the 5th floor in exchange for rent which would fund the conversion works had taken place and a business case would come to F&HR in

	<p>October. One governor asked about the professional hair salon on the ground floor and the VP CS noted that this is becoming a directed study space for students and the Pitman's Centre will be located on the other side of the entrance. RESOLVED: The Corporation approved the ICT and the Capital Strategy. Proposed: DS; Seconded: SW. CARRIED</p> <p>f) Withdrawal of the Pay Protection Policy The Principal reported on the policy that protects an individual's pay for a 2 year period if their job changes. The restructuring has been restricted by the lack of savings the College could have made in light of the policy and following consultation with UCU and Unison both unions were supportive about the withdrawal. The Vice Chair noted that it could be seen as job protection rather than pay protection. The Corporation asked if the College planned to replace with any pay protection and the Principal reported that it was not. He noted that a number of HR policies will need to be re written and these will go to F&HR and Corporation as appropriate. RESOLVED: The Corporation approved the withdrawal of the Pay Protection Policy. Proposed: PF; Seconded: GH. CARRIED</p> <p>(g) Data Protection Code of Practice RESOLVED: The Corporation considered and approved the Data Protection Code of Practice. Proposed: HH; Seconded: SW. CARRIED</p>	
14.	The Corporation noted the Calendar of Corporation and Committee meetings for 2015-16 and the June 2016 changes to CQS and Corporation meetings.	
15.	AOB	
	<p>Meetings for 2015-16 7 October 2015; 10 December 2015; Strategic Away Day 11 March 2016; 27 April 2016; 29 June 2016</p>	

Staff Governors depart. Independent Governors remain for any Confidential C discussion. The Vice Chair thanked Bobbie Hargreaves for all her support during the meeting.

Meeting closed: 17.04

Attendance for 2014-15: 92%
Length of meeting: 2hrs 35mins