

MEETING OF THE CORPORATION OF MACCLESFIELD COLLEGE

TUESDAY 5 OCTOBER 2021 - 9.30 AM

ZOOM PART I

Clerk: Mrs R Clare

Attendance: M Sharples (Chair), K Williams, S Musgrave, R Kay, M Wright, G Lagan, A

Sutcliffe, G White, I Cass, E Kennedy, J Walters

In L French, L Reed

attendance:

Apologies: N Schofield, P Newell

Actions:

A further meeting will be arranged with MS, RK, AS, and MG to review the finances surrounding the gym arrangements and progress on The Macclesfield Academy joining a MAT.

Governors discussed the curriculum overview and how this fitted into the overall strategy. The Principal explained that the updated Strategic Plan was shared at the Corporation Strategic Planning day, this incorporated the Teaching and Learning Strategic aims. This will be circulated at the next meeting.

LR explained that the College has engaged with an external validator to review the HE offer and strategy. The outcome of this review will be shared with governors.

MINUTES

Item Title

44/2 Welcome and Apologies for Absence

The Chair of the Corporation welcomed Members to the first meeting of the academic year.

The Chair informed Members that M Grant has formally resigned as a Member of the Corporation following her move to Wales. C Trasler has also resigned as she approached the end of her second term of office. The Chair of the Corporation would like to formally thank MG and CT for their commitment and contribution to Macclesfield College Corporation. Two further governors will be leaving the Corporation at the end of the academic year and replacements will be sought. MS, MW, RK and RC have a number of meetings with potential new governors. One meeting has taken place and

MS provided an update on the meeting. The Corporation agreed to appoint AE to the Corporation. The Director of Governance will make the necessary arrangements.

The Director of Governance explained that two student governors have been recommended and they will be invited to attend the December Corporation meeting.

45/2 **Declaration of Members' Interest**

M Sharples declared an interest as his wife works for Cheshire East Council.

46/2 Minutes and matters arising from the previous meeting

The minutes of the Part 1 Corporation meeting held on 6 July 2021 were approved as an accurate record.

The following actions will be carried forward in future reports:

40/21 Debt Write Off

Reference numbers will be included in future Debt Write Off reports.

40/21 Financial Dashboard

In future where the signature of the Chair and Accounting Officer is, a date will also be included.

41/21 Bid update

Q: Would it be possible to include timescales in the table in future? This will be included in future reports.

Matters arising

Careers update

LR provided a comprehensive update report on Careers and shared the Information, Advice and Guidance Snake with showed the student pathway and how a student can access support to successfully complete a course. Governors found the update and Guidance Snake useful.

Education and Skills Funding Agency Letter dated 22 September 2021

RC shared a recent letter from the ESFA dated 22 September 2021, from John Edwards, interim accounting officer and Chief Executive of ESFA. The letter thanked governors for their efforts in responding to the effects of Covid-19. There was information relating to the Supplementary Bulletin to the College Accounts Direction and the Post 16 Audit Code of Practice. RC presented the Audit Committee with a detailed report on the updated guidance at the June Audit Committee and this was subsequently shared with the Corporation in July. This included ensuring that the Audit Committee continued to attract and retain the best people. RC stated the importance of ensuring that the ILR data remains accurate and up to date throughout the year to prevent any funding implications. RC also confirmed the importance of maintaining transparency and declaring conflicts of interest. RC thanked governors for checking and updating their register of business interests and reminded Governors to ensure that they keep RC informed of any changes to the register of business interest in year. The letter also explained that the College should re-tender for external auditors every five years. There are programmes of learning support for college governance professionals. RC informed Members that she is undertaking the ETF Oxford Said Governance Professional Leadership Programme and MS is undertaking the same programme for Chairs of the Corporation. There is a Further Education CFO Programme and VH will be made aware of this. Colleges will need to fulfil all requirements of the OfS accounts direction for the year ended 2020 to 2021. There is a consultation that closes on 7 October 2021 for colleges to shape the reforms the government will make to adult and skills funding and the accountability system for further education in England.

47/2 The Macclesfield Academy

1 MG was invited to join the meeting for this item only.

MG shared a report on The Macclesfield Academy in advance of the meeting. MG reported that the Academy has 109 students on roll (this was expected to be 130). MG explained that all Teacher Assessed Grades were submitted by the deadline. The deadline for students to request an appeal has

now passed and the Academy had four formal appeal applications across four different subjects. There has been a focus on behaviour and attitudes and promoting a culture to reward positive behaviour. There is a new Head of Science and a number of changes in the science department.

MG provided the headline outcome data within the governor dashboard which contained comparisons on the previous year. MG noted that the attainment 8 data had declined and a fall in English and maths at Grade 5. MG explained that this was due to a lower profile on entry and the higher predicted grades in 2020. The Academy has invested in FFT, a package to provide trend data on where the Academy should be. Focus areas include MFL and English Literature and will remain a priority. MG informed Members that the expected grades at 55% would put the Academy in the top 5% of schools nationally.

Q: What is the current Year 10 looking like?

MG explained that the data is not reliable as it should be due to the preparation for Teacher Assessed Grades and the 'data grab' in early December will be the most reliable information.

Q: Are you confident that the changes in Science will have an impact?

MG explained that he is teaching within the Science department and a new Head of Department has been appointed. There have been many changes in the science department and this should have an impact but the department is on a journey of improvement.

Q: Are you confident in the quality assurance process?

There have been changes to ensure that the schemes of work match the curriculum plans. Subject areas are implementing ambitious subject plans at Key Stage 3. Senior Leaders have a much greater understanding of the essential skills and knowledge for the subjects they manage and have greater understanding of how to hold subject leaders to account. The Quality Assurance system includes regular lesson drop ins, work scrutiny and calendared deep dives. The Academy continues to celebrate things that have worked well and things to improve. There is greater work scrutiny and books are resubmitted for quality assurance checks. MG explained that they continue to monitor maths. The SLT are also monitoring Pupil Premium in greater detail, including scrutinising the work of small groups. This has been a useful exercise for the SLT as it has enabled them to have a line of sight and identify areas of strength.

AS confirmed that Ofsted will not be looking at the measures in as much detail and will be concentrating on the curriculum reform. He confirmed that he has confidence that the changes made in English and Science will have an impact and the Academy is expecting a 'Good' Ofsted Grade at the next inspection which The Macclesfield Academy expected to take place around Spring 2022.

A further meeting will be arranged with MS, RK, AS, and MG to review the finances surrounding the gym arrangements and progress on The Macclesfield Academy joining a MAT.

48/2 Curriculum

Curriculum presentations on areas of responsibility, new developments and growth. Eight Members of the Curriculum Team were invited to the meeting to share their areas of responsibility, new developments and growth in their area.

A copy of each presentation is held with the papers for the meeting and stored on the Governor Platform. The main points from each presentation are listed below:

CD – Assistant Principal

- Areas of responsibility include Study Programmes/HE, Adult Professional Skills (AEB), Access to Higher Education (Adult Loans), Higher Education (overview) and Teacher Education (HE/Adult loans);
- Curriculum developments include T Level preparation, most recent specification used to ensure validity of programmes, a revised structure to enable better quality of education alongside enrolments, a new Digital Hub, employer engagement including live briefs, workshops and Macc Media rebrand and ensuring career pathways are appropriate from level 1-5 and World Skills competitions to be embedded in the curriculum areas;

- Growth areas include Sport with Academies planned for Women's Football and Rugby for 2022 entry (now level 2 to level 5);
- Other priorities include the reintroduction of HNC for Policing to enable pipeline business in level 5, to become a Centre of Excellence for Counselling, to continue to grow the expanding Access to HE offers and STEM pathways to level 5 to grow animal management and introduce the pre-apprenticeship model with employer endorsement for Engineering.

IH Assistant Principal

- Areas of responsibility include Construction, Health and Social Care and Child care, Whites Chef Academy, Hair and Beauty, Maths and English, Foundation Learning and Community Learning;
- Curriculum developments include the commercial offer being developed, growth of Whites Academy with the new patron Adam Reid, the development of the FLE Bistro and Pure Salon. To embed World Skills competitions in the curriculum areas;
- Areas of growth include Professional Construction to continue to invest in infrastructure and address the skills shortage in construction (nationally). The continue growth of Health and Social Care and Childcare by developing links with the local hospitals and more widespread marketing. The development of T Levels to underpin future growth including Construction and Health Care Sciences to allow delivery of T Levels in 2022. Governors will be involved in the T Level training.

TH - Head of Curriculum

- Areas of responsibility include Construction, Health and Social Care and Childcare, Whites Chef Academy and Hair and Beauty. Adult Provision is also available across Construction and Hair and Beauty;
- Areas of growth include additional DIY courses for adults tailored to specific construction groups, new courses for plumbing and heating and painting and decorating. To make the Health and Social Care a flagship for the college and develop links with local hospitals. To offer unaccredited evening courses to adults through Whites Chef Academy and create new business opportunities. Develop the new business strategy for the commercial salon in Hair and Beauty:
- Curriculum developments include an increased emphasis on the product, process, hidden and spiral curriculums to develop teaching staff. Increased Teaching and Learning lesson observations and CPD sessions to share good practice and increase support mechanisms. Hair (Level 2) is now being delivered and has attracted 19 learners and this has an opportunity to develop. Awarding Bodies have changed to ensure a standardised approach across the curriculum.

RM - Head of Curriculum

- Areas of responsibility include Sport, Public Services, Business, Creative Media, Music, Art, Professional Skills, Adult Online courses, Counselling, AAT and Support Teaching and Learning;
- Areas of growth include an increase in Level 2-5 programmes, curriculum areas focussing on developing pathways that incorporate employer engagement and work experience opportunities, HE growth offering pathways to develop the learner experience and creating a centre of excellence in counselling;
- Curriculum developments include being employer needs specific to meet specialisms, creating autonomous and effective learning environments that challenge learners, linking key guest speakers to the curriculum and developing skill set industry standards.

CA - Head of Curriculum

- Areas of responsibility include Mathematics (16-18 and Adults), English (16-18 and Adults), Foundation Learning and Community Learning;
- Areas of growth include the effects of the pandemic are likely to increase numbers of students
 who fail to get a grade 4 in the 2021/22 exam series and this will increase the cohort for resits
 in 22/23 onwards, an increase in adults wishing to upskill in maths and English, an increase in
 adult enrolments, 17% increase in Foundation Learning and new links with Cheshire East

- communities directorate to grow the area and strengthen partnerships with the Weston Community Centre;
- Curriculum developments include swift move to online offer in maths and English still available
 for students who are ill or require revision, appointment of high calibre maths and English
 teachers, funding secured for additional post catch up sessions, 'opt' in November resits for
 anyone who has a Grade 3, the launch of the new Bistro run by Foundation Learning students,
 reintroduction of trips and visits, curriculum redevelopment and new bespoke area for
 Foundation Learning and new streamlined community course offer.

PS – Specialist Provision Lead

- The role of the Specialist Provision Department and the process for liaising with students, parent, Local Authorities and Social Services. This included the reviews for students with EHCPs and requesting funding for students. PS explained the role of the Learner Facilitator and use of the Study Centre for 1:1 support. Information was provided on the Supported Internship Programme and exam access arrangements and advice was shared;
- The increase in students with EHCPs across all curriculum areas and the numbers were shared for students enrolled on courses:
- PS shared achievements and latest developments this included the process of restructuring learning facilitator provision to address the increase in demand for support and more complex provision in the EHCPs. There is a new learning facilitator hub to facilitate the increase administrative responsibilities and improve departmental communication and interactions. PS explained that access arrangements are being streamlined to ensure more efficient provision and further input into EHCP reviews.

JS - World Skills UK

- JS has joined the organisation one day a week to increase World Skills opportunities for the College. JS will be leading on a Cheshire collaborative approach to enhance teaching and learning through World Skills, create more opportunities for students and create masterclasses to enhance staff development. This will enhance the reputation of Macclesfield College and create a commitment, culture and focus;
- JS will be working with students to create success stories and celebrate their involvement and success in the competitions. She will also be leading the Cheshire colleges collaborative approach. In addition to working with curriculum teams across Macclesfield College to create targets and enhance the curriculum offer by creating a culture that embeds skills across the organisation.

TC - Director of Employer and Commercial Services

- TC was not in attendance at the meeting, RK presented the information on her behalf. RK
 explained that TC main responsibilities include Employer Engagement, recruitment of learners
 to fill apprenticeship vacancies and delivery of quality apprenticeship programmes. TC is also
 responsible for ESF Bids and delivery and full cost training opportunities;
- Maxim are delivering 51 standards across 9 sector skills areas. The new offer for 2021/22 will include L3 carpentry and joinery, L3 payroll, L2 health science and L7 human resource.

A governor commented that it was pleasing to identify the areas of growth including engineering and health. A governor congratulated the team on the strategy surrounding World Skills across all curriculum areas to embed skills and create success. The update relating to construction and creative T Levels was informative.

Governors discussed the curriculum overview and how this fitted into the overall strategy. The Principal explained that the updated Strategic Plan was shared at the Corporation Strategic Planning day, this incorporated the Teaching and Learning Strategic aims. This will be circulated at the next meeting.

Q: At what point is growth planned within the curriculum strategy?

This is part of the curriculum planning process and curriculum areas present to ELT with their planned growth and areas that they predict will not recruit. The information is based on local and employer needs/intelligence and the national picture.

49/2 Principal Report - Update

The Principal provided a presentation on the Gardening Project to celebrate the College 110-year anniversary. As the college looks to its 110th year celebration with students, parents, members of staff and the local community, the college has connected with local partners to become a sponsor of Macclesfield College. Sponsorship partners will be featured on specific floral and seating displays around the college site for our students, staff and community to enjoy all year round with sponsor names clearly displayed as a sign of our gratitude. The new areas will be used by students and staff to have a break outside in a green space and enjoy the campus. The College will celebrate 110 years with a spectacular planting display, including a number of striking planters. It has been a true community feel with members of staff (including the Principal taking the lead) planting and contributing to the creation along with new links locally such as Grow Macclesfield, Woodland Trust and HOMEstead GROWN. A number of trees have been gifted from the Forestry Commission. Macclesfield Town Council have sponsored new benches that have created a place for all to sit and enjoy. RK explained that it was great to see students using the benches as a place to sit and read books. They also donated free top soil for the planters. A gardening club has been launched and members of staff will be taking the lead in maintaining the new areas along with students and community groups. The next stage of the project will commence during October half term.

The Principal explained that she is looking forward to welcoming Members of the Corporation to the friends and family event in June 2022 to celebrate the 110 years and the opening of the gardens.

Organisation Chart

The Principal provided a full organisation chart showing the new structure from January 2022 and areas of responsibility.

50/2 Quality and Curriculum

i. Executive summary on Quality and Curriculum: results and achievement

LR provided an update on the outturn for 2020/21 and priorities for 2021/22. LR reported that all age learner outcomes have increased by 1% and are good at 88.4%. The Adult provision has improved to 83.9%. Achievement rates for study programmes has slightly declined to 89.9%. LR confirmed that GCSE outcomes across both maths and English have improved, largely due to outcomes achieved during November 2020 re-sits. High Grade profiles have improved significantly but particularly in adult's mathematics provision.

LR reported that outcomes for apprenticeships have continued to decline at 53.6% and this is largely due to the impact of Covid 19 and the wider consequences of furloughing and students unable to complete their end point assessment.

LR confirmed that the College ALPS target of 4 was achieved with significant improvements in a number of areas. This is a three-year improvement trend. The College will continue to focus on a small number of under performing areas throughout 2021/22 to achieve a new target of grade 3. The areas include applied science, business and engineering.

The priorities for the first half term of the academic year are behaviour and reintegrating students back to college life. Students have not been able to have a full transition and not had the benefit of attending open days, interviews and transition days. The College continues to drive the '3A' framework linked to high expectations and high aspirations. There have been daily learning walks from the Executive Team and sub-standard behaviour is being addressed swiftly.

The College is preparing to launch the T Levels in 2022 and this remains a priority.

LR explained that further detail will be provided in the Self-Assessment Report that Members will receive at the December Corporation meeting.

Q: Is there a reason for the dip in 16-18 retention in maths?

This was due to non-engagement, particularly in trade areas because of lack of attendance.

Q: Has the College utilised extra funding around loss in learning?

Yes, this has been used for direct intervention and small group size tutorials. LR explained that students have had an induction assignment and bespoke programme created. Students have received a diagnostic and awarded a grade.

Q: Does the ALPs grade relate to students being on the right course at the right level? LR explained that there was some disruption to delivery in Health and Social Care due to staff sickness. There were also a number of learners with additional needs and therefore specialist measures were required. ZB will be providing a detailed quality review on this area and the College has reviewed every learner. This area will remain on a quality watch to drive change and ensure that the area stabilises.

Q: I have noted that you have moved to a no notice lesson observation, will this create more stress for members of staff?

LR explained that this is a supportive and developmental decision. There will be no grading and action plans will focus on areas of success and improvement. Members of staff are encouraged to have an open-door policy and share good practice. There will be increased learning walks and this is in order that staff do not 'perform' but consistently provide lessons of a high standard. The learning walks are in order to view a lesson through the eyes of a learner.

Q: Will maths and English continue online or in person?

LR explained that all learners have returned to full time face: face, however online lessons are being use where a student is off ill and to provide additional revision classes.

Q: Does the College have a strategy surrounding Apprenticeships and end point assessment including what went well and reasons for it? How has EPA impacted on the business?

RK explained that the end point assessment is rolled over and will recover. There is a new pathway for nursing and this is proving popular. Further analysis of apprenticeships will be provided through the SAR and QIP. However, there is excellent growth in apprenticeships despite the area being impacted by furloughed staff and Covid-19. The EPAs remain higher at Macclesfield College than other colleges. RK confirmed that 85 have been carried through to this academic year and the finance are well documented in the Management Accounts.

LR explained that the College has engaged with an external validator to review the HE offer and strategy. The outcome of this review will be shared with governors.

A governor congratulated the team on the excellent progress with value added.

ii. Compliments and Complaints Report

LR provided a Compliments and Complaints Report. A total of 84 complaints and 13 compliments were received during the period of August 2020 to July 2021. The 22 complaints reported related to a staff restructure in a curriculum area. A number of complaints related to closing a provision. The 4 complaints reported related to appeals following 2019-20 exam results. LR confirmed that none of the appeals were upheld.

13 compliments were received across a number of different curriculum areas.

There we no themes in relation to ethnic groups, gender, age or disability.

iii. Presentation on Keeping Children Safe in Education

HH provided a detailed presentation on the new guidance for Keeping Children Safe in Education that came into force from September 2021 that has a number of changes.

A copy of the presentation and guidance is held on the Governor platform.

The main points from the presentation were the following:

Part One: this is the first part of the Keeping Children Safe in Education 2021 document, and is required reading for all staff.

Part Two: the management of safeguarding. Changes have been made in terms of whole college policy, as well as the intended aims of safeguarding.

Part Three: there have been significant changes to the information about safe recruitment processes.

Part Four: there has been clarification on what constitutes a concern and what to report.

Part Five: looking at sexual assault, violence, and harassment, with further guidance on child-on-child abuse.

Annexes: the introduction of Annex 1 (the simplification of Part One) and changes to subsequent annexes.

HH also provided Governors with how the guidance was being implemented in 2021/22 and the additional steps that that the College would be taking in the future.

Governors have read the Part 1 Guidance that was circulated on the Governor Platform in advance of the meeting.

51/2 Business

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Year-end Management Accounts 2020/21 and executive summary

L French provided the Year-end Management Accounts for 2020/21 and executive summary. L French confirmed a deficit of £283K, compared to a forecast surplus of £6K, with a financial health grade of 'Good'. L French reported that the FRS102 actual costs detailed in the actuarial valuation amounted to £553K compared to £260K. This resulted in an adverse variance of £293K but was reported to not be in the college's control. The cash balance was reported to be a good position of £1,499. The apprenticeships will continue to recover and roll over to 2021/22. The income was reported to be £10,536 compared to a forecast of £10,635. LF confirmed that this was due to the grant income forecast to be £413K but only £218K has been included in income for the year, a shortfall of £132K. This is due to expenditure linked to the CDC grant for the Peatfields refurbishment remaining unspent at 31 July 2021 due to contractor availability. This will be fully expanded by 30 September and the income will be released to match this in 2021/22. The actual AEB achieved was £435K and tuition fees was £554K. LF shared the full year pay costs are 366,948K compared to £6,593K full year forecast. LF confirmed that there was overspend for increased holiday pay provision linked to part time hourly paid members of staff. LF confirmed that the bank covenant was compliant.

Q: How will the increase in National Insurance impact on the college?

LF confirmed that this will not impact on the college until April 2022 but will be factored into the first mid-year review and was expected to be in the region of £30K.

Q: Is the college likely to receive any income support for that?

It is a possibility but thought to not be very likely.

ii. Enrolment update

LF provided an update report on enrolment numbers as of 22 September 2021, when the report was written. The College has achieved 1,032 learners. The College contract is for 1,100 learners for 2021/22. LF reported that the number as of today is 1018. Adult Education numbers was reported to be 178 with 375 planned but these will increase during the academic year. Enrolments for Adult Learners Loan is 29 and HE Loans is 21. This will increase as applications are processed. The Apprenticeship numbers were shared. The overall target for the year was 386. LF confirmed that to date, the College has 47 new enrolments with over 83 signups awaiting enrolment. This was a good start to the new academic year. LF explained that the numbers will form the budget.

Q: Will there be any improvement on 16-18 numbers?

There will be a January start but this will be 15-20 learners maximum, the 80 will not be recovered.

The College is launching a new Aspiration Academy and will have in the region of 15-20 learners.

The College will look to grow apprenticeships further in 2022/23.

Q: As this was thought to be a bulging year, is the College aware of the reasons for the shortfall?

Yes, the College has gained local intelligence and a number of students have remained at their local Sixth Form due to assessed grades and only remote open events rather than visiting a college in person. The courses that have not recruited as well are Engineering, Science and Social Care. There may be movement where students have decided to take A Levels based on assessed grades but decide this is not the right choice as the course progress. RK explained that she held a Chief Executives Round Table at the beginning of the academic year and information captured from the sector showed that Health and Social Care was difficult to recruit to and had been impacted by Covid-19 and the negative press. Both EK and IC attended the event as Governors and found it to be highly beneficial.

iii. Members are invited to review and approve the Public Values Statement for a further year The Public Values Statement was shared in advance of the meeting. There were no changes to the statement. The Public Values Statement was approved.

iv. Annual Health and Safety Report 2020/21

LF shared the Annual Health and Safety Report for 2020/21. LF reported that the Health and Safety group meet termly. There have been less Health and Safety walks during this academic year due to the College closure during the pandemic. There was an increase in Health and Safety training that took place. There were 44 minor incidents reported in the academic year, with 15 taking place off site. A governor questioned the over reporting of incidents that took place off site. LF will check the nature of those incidents.

Q: Please can you confirm the use of red/amber/green in the report?

LF explained that red is an urgent matter that requires an action within one week and green is a low-level risk.

52/2 Policies

- The following policies were reviewed and approved:
 - Anti-Fraud and Corruption Policy 2021 2024
 - Child Protection and Adults at Risk Policy
 - Data Breach Policy and Procedure
 - Data Retention Policy
 - Information Security Policy
 - IT Acceptable Use Policy Social Media
 - IT Acceptable Use Policy Staff
 - IT Acceptable Use Policy Student
 - IT Security Policy
 - Refund Policy FE 2021 2022
 - Safeguarding Policy
 - Subcontractor Quality Policy
 - Tuition Fee Policy

53/2 Date and time of the next meeting:

The next meeting will take place on Tuesday 7 December 2021 at 9.30am. This meeting will take place via Zoom and the College will look to hold meetings in person from January (dependent on Covid-19 cases locally) but may continue to hold some remote meetings going forward.

MS stated that the Chair Leadership Programme and the Governance Professionals Leadership Programme will be moving to a new provider and will be delivered by The Institute of Directors rather than Oxford University going forward. The Chair and Director of Governance continued to attend the group meetings for their relevant programme delivered by Oxford University.

Impact of the meeting:

- Detailed report and Information, Advice and Guidance Snake with showed the student pathway and how a student can access support to successfully complete a course
- ESFA Letter and important information shared.
- Detailed presentations from all curriculum leads including growth, achievement and curriculum developments.
- World Skills appointment and cross Cheshire working.
- All age learner outcomes have increased by 1% and are good at 88.4%. Full breakdown of achievement and data shared.
- Full update on Keeping Children Safe in Education. Governors have read the Part 1 Guidance that was circulated on the Governor Platform in advance of the meeting.
- Update on enrolment numbers and plan for new Aspiration Academy and Apprenticeships.
- Public Values Statement approved.
- Annual Health and Safety report and Compliments and Complaints report shared.

Signed by Chair:	