

**Minutes of the Board meeting 23.1 held on Tuesday 10 October 2023**  
**Room A203, Long Road Sixth Form College, Cambridge**

Present: Paul Andrew, Gerry Bolton (Corporation Chair), Gary Bourton, Yolanda Botham (Principal), Ishan Cader, Chris Cope, Alex Curnow, David Evans, Abby Futter, Rob Howes (part meeting by Teams), Gemma Long, Hugo Macey, Lily-Kate McCormack, Jenny O'Hare, Alex Pryce, Sebastian Rasinger and Alex Wong

In attendance: Steve Dann (Vice Principal), and Charlotte Hemmins (Finance Director), and observers Ron Hill (Stone King) and Sarah Johnson (Stone King)

Clerk: Anne-Marie Diaper

*The Assistant Principal gave an update/refreshers on Safeguarding/Keeping Children Safe in Education*

**Ref** **Actions:**

**23.1.1 Apologies for absence**

Apologies for absence were received from Sophie Harrison.

**23.1.2 Declarations of Interest**

None

**23.1.3 Request for any other business**

None

**23.1.4 Minutes of the Board meeting 22.5 held on Tuesday 11 July 2023**

With no amendments, the minutes of the last meeting were approved by the Board as a true and accurate record of the meeting.

**23.1.5 Matters arising from the minutes not covered elsewhere on the agenda**

None.

**23.1.6 Board appointments**

Student Governor appointment. The Clerk spoke to her paper, informing the Board that recent democratic processes for a student Governor had elected Melissa Mlauzi as student Governor.

**The Board confirmed the elected appointment of Melissa Mlauzi as student Governor with effect from 11 October 2023.**

The meeting noted the large number of candidates this time. A Governor asked about the voting mechanism, to which the Clerk briefed the meeting, and another Governor asked if other leadership opportunities were made available to those who did not win this election. The senior leaders briefly described the opportunities available.

**23.1.7 Update on pay negotiations**

The Principal spoke to the written paper included in the papers seeking Board approval to agree an annual pay award to College staff with effect from 1 September 2023.

The paper referred to the SFCA's role in lobbying for pay awards for staff on NJC terms and conditions, and its relationship to school teachers' pay awards. She touched on the increase in funding allocations for full time 16-18 year olds referring to the impact such increase had on the College financial position. The paper noted the pay awards paid to College staff last year, amounting to an overall award of 5%. The Corporation Chair and Chair of the Finance & Resources committee had discussed the impending pay awards this year from a budget-setting perspective. At the time of this meeting, national negotiations were ongoing but an agreement was expected very shortly to the following recommendations for a pay award:

For Teaching Staff, from 1 September 2023:

- *An increase of 6.5%*

For Support Staff, from 1 September 2023, Unison was seeking to match the settlement for teachers however an update/recommendation from the SFCA was awaited.

The Finance Director explained how an award this year would be handled internally for staff from an affordability perspective. The Board agreed that it would be helpful to agree the pay award in advance of the conclusion of the national negotiations, and then bring back for further discussion should the negotiations for either group of staff exceed 6.5%.

**The Board approved in principle a pay award of 6.5% backdated to 1 September 2023 for both teaching and support staff, pending confirmation of the conclusion of national negotiations.**

**23.1.8 Report from Standards committee**

The Vice Principal led the report on results for the end of the academic year 2022-23. The Standards committee had already had a detailed discussion around this at the most recent meeting.

The VP's presentation included data on:

- Level 3 results nationally, including context around results since 2008 (including the 'pandemic bump')
- A level 2023 LRSFC outcomes

- And A level results in comparison to the national results
- Applied courses outcomes
- Level 3 applied outcomes
- QAR
- Overall proportion of A level A\*, A and B-C grades
- A level A\* and A grades by gender
- GCSE level 2, and level 4 Art data
- Level 2 to Level 3 outcomes
- Value added (sixth sense) and improvements since 2019
- ALPS data and the context (the Assistant Principal led on this part of the presentation)
- Improved courses from 2019
- And courses for increased focus (high or medium) in 2023-24

A Governor asked a question about tracking the destination of those students who don't remain at LRSFC/complete their course.

The STC Chair added her input from a committee point of view on results, particularly around value added, and progress in terms of targets, along with the approach to support focus teams to drive up standards.

The Vice Principal/AP responded to a Governor's question about distribution of grades and progression. And another Governor asked a question about volume of results and the benefits of students taking 3 A-levels (full study programmes).

The STC referred to other matters discussed at the recent meeting including progression (HESA) data.

The meeting summed up that this all culminated in a great team effort leading to very good outcomes, for which Governors thanked the team.

Safeguarding and Child Protection policy. The STC had reviewed this policy, which was presented with amendments clearly shown, and wished to recommend it for Board approval.

A further amendment was highlighted in section 2.6.8 and a clearer explanation was required in section 2.2.7.

**Subject to those amendments, the Board was content to approve the Safeguarding and Child Protection policy.**

*At approximately 6.45pm Rob Howes' internet connection was presumed to have failed as he no longer appeared to be present in the meeting.*

**23.1.9      Academisation project update**

The Vice Chair and AWG Chair, Hugo Macey, led on this report. He gave a brief overview.

There had been a lot of engagement between Long Road SFC and other partners over the summer (Chairs/Principals), and between the College and DfE/ESFA officials. Meetings/early discussions had been encouraging and broadly supportive concerning how a new MAT might/look and operate, were the project to go ahead. The Principal explained that a shared portal had allowed, following agreed data-sharing protocols, the sharing of some key documents/other information.

A power point presentation led by the Principal outlined how governance arrangements might look in a new MAT. Meetings with potential partners had touched on mission, vision, finances, and governance including scheme of delegation. The presentation outlined an indicative timeframe. The MAT application would need to be with DfE 20 days before their advisory body considers it; the November and December LRSFC Board meetings would enable a draft to be shared.

3 key messages were received by the Corporation:

- Putting in a MAT application signals the Corporation understands that should the application become approved, the existing organisation Corporation would become dissolved.
- Departmental officials would help the drafting of the application before submission deadline.
- Deviation from the standard articles of association would require a clear explanation.

The Principal gave an example of the varying deadlines to choose from. The meeting agreed it was preferable to go for a September 2024 establishment so an application deadline could be early February 2024.

There were Governor questions about representation from LRSFC on all levels of a new MAT (member, Trustee and LGB level), the separation of membership required where appropriate, what skills might be required at each level, what committees might look like at LGB level especially where local needs are different, and Ofsted role in inspection in a MAT.

Staff Governors were meeting regularly and were engaging with colleagues.

**23.1.10 Principal's strategic report**

The Principal presented her written report. Some items on the report had already been discussed under earlier agenda items (outcomes 2022/23, funding, and pay awards). She spoke about student recruitment and the ILR. A Governor asked about student numbers and the discussion touched on GCSE scores and transport.

With a short mention of Ofsted, the Principal closed her item with no further discussion.

**23.1.11 Any other business**

None

**23.1.12 Date of next meeting (2023/24)**

23.X would take place on Tuesday 28 November 2023 with a single-item agenda. 23.2 would take place on Tuesday 12 December 2023. The meeting closed at 7.33pm and the staff and students left.