

MINUTES



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Questions had been raised at the Standards and Performance Committee regarding digital inclusion and the need for further digital support, which was a common problem across the sector. GMCA had provided support and the College would explore any further national support that was available.

The College had ordered

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The ESFA annual submissions had been completed.

The IFMC was currently under review with input from colleges and the AoC. Revision regarding financial health monitoring and reporting under the old and new regimes would continue following a number of colleges being deemed inadequate or underachieving.

RESOLVED:

The Committee noted the update provided.

2.5 Human Resources Mid-Year Annual Report 2020/21

The HR Director presented the report and the following points were highlighted:

Sickness absence had reduced for the same period in the previous year. There had been some COVID-19 related absence ie. positive COVID-19 cases or workplace return anxiety.

FTE headcount was on target and workforce diversity was similar to the previous year.

The College had secured funding to support the training of 50 mental health first aiders. The first tranche of 25 College staff had passed the training with the remaining training placed on hold due to the pandemic.

Measures were in place to support College re-opening. A review of the risk assessment had been completed and would be reviewed again following a return to campus. The assessment was updated to include asymptomatic mass testing that had been through trade union consultation.

The internal auditors (PwC) had completed an advisory review on the College workplace return plan that identified good practice with two minor recommendations that had been implemented.

A Health & Safety Executive (HSE) visit was conducted. A thorough review of all College sites had been completed with a positive review outcome of the measures the College had in place.

The College continued to look at asymptomatic mass testing with further clarity on some aspects required from government.

The College was a finalist for an AoC Beacon Award in mental health and wellbeing. A remote assessment visit was completed with the result to be announced in February 2021.

Governor Questions:

Did mental health first aiders actively support learners?

Yes, teaching and mentoring support had taken place both formally and informally. The mental health first aiders assisted learners and staff members.

RESOLVED:

The Committee noted the contents of the HR Mid-Year Annual report.

ACTION:

HR Director to share the outcome of the HSE visit with managers and trade unions.

2.6 Staff Development Review 2019/20

The HR Director presented the review and the following points were highlighted:

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A remote staff development day took place with 300+ staff in attendance. There would be further online and health and safety training.

A number of College staff had taken advantage of the course fee waiver to enrol on HE programmes at the University.

Safeguarding training had taken place remotely and staff development continued online with a focus on digital enhancement.

(Prof. George Holmes left the meeting at 6.15pm)

The Committee acknowledged the achievements of the College Training and Deve08 0 595.3-(n)-3(t)