**SIR GEORGE MONOUX COLLEGE**

**Minutes of the Extraordinary Meeting of the Corporation**

**Monday 4 April 2022 (6.30pm)**

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| **Present** | Alastair Owens (Acting Chair) (AO), Mariam Benamer (Student Governor) (MB), Adenike Betiku (AB), Wasif Khan (Student Governor) (WK), David Vasse (Principal) (DV), Tim Stockings (TS), Maurine Lewin (ML), Usha Puri-Dewage (UPD), Stephen Jones (SJ) |
| **In Attendance** | John Kirk (Interim Clerk to the Corporation). |

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| **1** | **Apologies**  Apologies were received from Nazia Shah (Declaration of Interest), Riddhi Bhalla, Jonathan Bush, Sara Whittaker  The meeting was declared quorate. |
| **2** | **Declarations of Interest**  None. |
| **3** | **Minutes of the Previous Meeting Saturday 26 February 2022**  The minutes of the previous meeting were approved as a true and accurate record. |
| **4** | **Matters Arising**  AO Noted that the selection process for a new chair is well advanced, with three candidates shortlisted for interview on 22 April. |
| **5** | **Proposed restructure of Senior Leadership Team**  Dave Vasse presented a paper and appendices on the proposed restructure to the Senior Leadership Team. It was always anticipated that Holly Bembridge would leave at some stage and this proposal is for a 12-month temporary structure.    Staff involved are excited with this as a growth opportunity for both the College and the individuals themselves.  SJ and ML were broadly in favour and asked why it might be necessary to revert to a second VP role?  DV explained this structure gives maximum flexibility to the College at this stage in the year, with an incidental reduction in costs, and leaves options to restructure SLT as future circumstances and events may require.  UPD This gives excellent encouragement and incentive to promote from within and advance the career prospects of staff, and is to be warmly welcomed.  ML Asked about the impact on the diversity of SLT.  DV Noted that SLT becomes more diverse, advancing two females, one of whom is BAME, and one male BAME, which is to be welcomed, especially in light of the recent encouragement from the FE Commissioner to improve diversity amongst management and leadership in the sector.  MB Asked if T Levels are now definitely taking place?  DV confirmed they were, though the range of other vocational courses is not yet settled, and BTecs in subjects not covered by T Levels are likely to remain.  RB (not present but shared by AO) asked how this affects the management layer below SLT  DV Noted that the advancement of the three Assistant Principals encourages the curriculum leads to take on greater responsibility. There has been training and development for staff at this level to be more self-authoring, with freedom to determine their own agenda, resulting in a more self-assured and collaborative team.  UPD Noted the importance of communicating these changes to the staff to minimise any negative responses.  DV Noted that has not been a selective process, so no one should feel passed over. Although teaching salaries are agreed by national negotiation, some re-grading has increased salary levels for some staff, and the saving from this proposal leaves room to look favourably at further regrading requests.  UPD Noted that this is a significant encouragement for staff and good for morale, so an excellent opportunity to stress the positives resulting from this proposal.  AO Noted that Holly was originally appointed seven years ago as an Assistant Principal before being promoted to Vice Principal, and now to Principal at her new college, and it reflects well on the strategy to promote from within.  It was unanimously agreed to approve this new structure. |
| **6** | **Dates and Times of Corporation Meetings 2022-23**  ***Tuesday 10 May 2023 (6.30pm)***  ***Tuesday 4 July 2023 (6.30pm)*** |
| **7** | **Any Other Business**  The Chair reminded members to share the governor vacancies amongst their networks as there had been few enquiries so far. |