

IEG GOVERNOR DEVELOPMENT EVENT & MEETING

May 8, 2025

4:00 PM - 8:00 PM

Boardroom, Peterborough College & Parcs Restaurant

Governor Dinner at Parcs Restaurant - 6pm

ATTENDANCE

PRESENT

Angela Morris
David Cashmore
David Pennell (Chair)
Gemma Roger
Gillian Beasley
Les Ebdon
Pamela Jane Kilbey
Rachel Nicholls
Steve Saffhill
Suneel Appan
Tony Keeling
Tony Warner
Vincent Brittain
Marley Sheridan

IN ATTENDANCE

Julia Bates
Louise Perry
David O’Garr
Edward Thomas
Sarah Young
Jane Spurgin (Governance Director)
Laila Bentley (Item 1 only)
Julia Addison (Item 1 only)

ABSENT

Martin Ballard
Marco Cereste
Nicholas Crippa
Kris Varslavs da Silva

1. SAFEGUARDING / PREVENT PRESENTATION (DEEP DIVE)

Members received a presentation delivered by Laila Bentley and Julie Addison explaining arrangements for the safeguarding and welfare of IEG students. They explored the safeguarding and wellbeing team structure, local safeguarding context and key trends, the IEG vulnerable student profile, safeguarding case management and volumes of activity, mental health awareness, strategies for raising awareness of calling out sexual harassment and violence, the collaborative partnerships with local organisations and the wide range of initiatives in place to support students.

The Board commented on the breadth of work being covered, the amazing work being done to support students and the clear passion of the team all of which make a day-to-day difference in the lives of students. It saw evidence of a high-quality action plan, clear commitment and how the team strive for improvement. It noted the effective cross department working (i.e. input into build projects to create safe spaces for students) and that the success of the work undertaken is measured through the student voice, in student retention and achievement and in the overall success of our students.

Asked how the team members cope with the workload and stress of dealing with difficult cases and necessary out of hours engagement, Members were advised that the team work closely together and support each other to deal with whatever is needed. The team welcomed the governor link arrangement with Angie Morris which they felt was valuable and, in turn, the Board welcomed the deep dive presentation which gave them a better, broader understanding of the support work being provided to the student body.

Members thanked the team for their excellent contribution to making student lives better.

2. ANNUAL ACCOUNTABILITY STATEMENT – PRESENTATION

The Chief Curriculum Officer and the Vice Principal (Curriculum & Quality) presented the Annual Accountability (AA) statement and review of targets 2024/25, inviting members to consider progress against targets and to approve the new Annual Accountability (AA) statement.

Members were reminded that Colleges must annually publish a short statement showing how their provision meets local, regional and national skills needs and that the AA statement must:

- Summarise the type and volume of provision
- Outline how well it aligns to local needs
- Identify priorities
- Demonstrate collaboration with other providers and partners

Governors have a statutory responsibility to review, approve and monitor this statement.

A positive performance against 2024/25 targets (RAG rated) was noted, particularly around the introduction of T levels, new green curriculum and digital skills as well as improved apprenticeship outcomes, employer engagement and personal development programmes for all students.

Responding to the updated 'duty to review' guidance 2025/26 from the DfE which seeks clearer accountability (where priorities replace targets), an evidence led approach to assess impact, collaboration and partnership and a focus on responsiveness to change; the IEG priority areas for 2025/26 were summarised into the following areas:

- **CONNECT NEET Project:** Expanded provision, three distinct strands
 - 14-16 - better working with schools and LAs to prevent young people becoming NEET
 - 16-18 - Re-engagement, broader adoption of I-Hub model at Peterborough
 - 19-21 - aligning with Youth Guarantee Trailblazer.
- **Apprenticeships Growth:** in key sectors with improving quality.
Broader Level 3 pathways: options retained to support access and progression. Growth of Access to HE.
- **Green skills:** Continued rollout, aligned to the new Centre for Green Technology.
Stronger pathways to HE and employment: Stronger progression routes into HE (including our own); strengthened Entry level and L1 courses focusing on employability. Introduction of L2 Technical Occupational Qualifications, allow students to move straight into work.
- **Skills Measure response:** More adult L2/L3 and new Level 2 Technical Qualifications.
- **Personal development:** Review underway to align content with what students' value.
- **Attendance:** Stronger strategies and external collaboration to address national decline.

Members welcomed the Greater Lincolnshire collaborative support statement contained within the AA statement and noted that the CEO is working with Cambridgeshire & Peterborough colleagues to encourage a similar approach.

The Board approved the Annual Accountability Statement for submission to the DfE by 30th June 2025 deadline (**ACTION 1**) and confirmed that it had reviewed the positive performance of progress against the targets 2024/25.

3. GOVERNANCE DEVELOPMENT PLANS – PRESENTATION

The Interim Governance Director presented to the Board ideas that had been collated from the Awayday Event on 12/13 February and the external Board assessment carried out in 2024 to create an action plan to improve governance excellence. The following areas were outlined for further development:

- **Governor Recruitment and Support:** recruitment campaign to fill current and forthcoming vacancies; a formal buddying system for new governors; identify governor training and create programme for 2025/26; introduce an

online drop-in session two days after the agenda packs are issued so that governors may join to discuss any knowledge issues raised by the papers; succession plan for future governor vacancies, Chair and Vice Chair roles

- **Effective ways of working:** facilitate more time for strategic debate; add all student/curriculum events to calendar at the start of the academic year; hold two strategic events per annum; introduce a Remuneration Committee, chaired by the Vice Chair, splitting it out from Search & Governance Committee; Board, Finance & Resources, Curriculum & Quality Committee meetings and UCP Council to be each 2 hours long; meetings to continue to be held face to face (except Audit Committee – online); improve Corporation, Executive and Governance Triangulation.
- **Driving Innovation in Governance:** create a podcast and summary of agenda papers for Governors using AI; explore further use of AI as more tools become available; internally embrace AI to drive efficiency in governance (reports, executive summaries, minutes).
- **Self-Assessment:** Board self-assessment to ensure that it is providing excellence in governance; annual review of individual governor performance and collective skills; annual review of Board and Committee performance in meeting Terms of Reference, checked against Code of Good Governance; evidence strategic discussion.

Members welcome the plans and noted that the next steps involved:

- Governor interviews with Chair/Committee Chairs
- Agreement of the Annual Schedule of meetings 2025/26
- Governance Development Plan 2025/26 to be finalised
- Continue to explore AI benefits
- Final 2024/25 round of Corporation, Council and Committee meetings

4. CHIEF EXECUTIVE'S PRESENTATION

The CEO presented her key thoughts on the landscape and challenges IEG faces:

External Context:

Politics

- Funding challenges
- Local and national politics and their impact
- Local government re-organisation
- Further devolution and its impact
- Equality Act implications
- Duty to education our students on politics and citizenship

Policy

- Curriculum Assessment Reform
- Ofsted changes
- Construction skills investment
- Technical Excellence Colleges
- Get Britain Working – Trailblazer
- Agile horizon scanning

The CEO highlighted the disconnect between government policy and funding.

Internal Context:

- Curriculum challenges and opportunities
- Capital grants/finances and opportunities
- Managing increasing student demand against a reduced adult funding allocation
- Stewardship and efficiency balanced with ambition and investment
- Continually improving Quality and student experience
- Delivering the Be Bold, Be Brave, Be Exceptional strategy
- Governance as a point of difference for IEG

The Board welcomed the insights, both external and internal, bringing focus and clarity of purpose.

Considering the departure of Joanne Ulyatt from IEG at the end of March 2025, members were invited to approve the appointment of Jane Spurgin to the role of Governance Director on a fixed term contract from 1st June 2025 until 31 July 2026. The appointment was formally approved by the Board (**ACTION 2**).

5. DINNER AT THE PARCS RESTAURANT

Members proceeded to the Parcs Restaurant where a fabulous dinner was cooked and served by the IEG students.