

External Governance Review : Action Plan 2025

Recommendation	Proposed Action	Timeframe Milestones	Progress Update
Broaden the skills audit document to encompass diversity of the Board and how it reflects the current student and staff population. Ensure ongoing maintenance of the skills audit document which enables easy gap analysis so that the wide range of skills can be maintained and succession planning implemented. The ambition to widen the Board's diversity and to recruit a Governor with experience of Ofsted in Further Education should continue to be acted upon.	- HoG will capture diversity data of Governors - Broaden and update the skills audit document to reflect the data captured and report to S&G Committee - Recruit a Governor with Ofsted / Quality Assurance and Improvement expertise in further education	- October to December 2025 - January 2026 - October 2025	- Diversity Indicators Form endorsed by S&G Cttee. - To be circulated to Governors for completion - Governor with strategic experience for quality and compliance co-opted to the Q&S Committee – 14th October 2025
Continue to pursue recruiting, mentoring and developing Student Governors so their voice is part of the strategic decision-making process. Focus on succession planning for the role, including considering mentoring and co-opting potential Student Governors.	- FT Student Governor co-opted onto Q&S Committee and mentor assigned - Appoint to the Student Governor (Apprentices) role	- July 2025 - December 2025	- KR co-opted onto Quality & Standards Cttee - Vacancy advertised to no date no expressions have been received.
Continue to develop a new strategic plan for the College and involve all Governors in developing strategy. Make use of options papers when helping them make decisions about the new strategic plan.	- Strategic Working Group formed - Scheduled of meetings planned (July to November) - Options will be papers utilised to help decision-making - Approval of Strategic Plan by the Board	- July 2025 - December 2025	- First Workshop held. - Strategic Plan approved by the Board (14th October 2025) - Launch of Strategic Plan will follow
Ensure that all governance reports are aligned to risk management and BAF so there is a joined-up approach which quickly highlights the issues and feeds these into the parent documents quickly and easily. Introduce a single tracker which highlights all decisions made by Full Board, committees, financial consequences and impact on risks and BAF to close the loop	- Risk Management and board assurance to feature in all reports. - Tracker to be introduced.	- October 2025 onwards - October 2025	
Continue to develop the Board as a high performing team recognising that several members are new to the college and FE. Encourage all members to be involved in wider Board engagement outside of meetings.	- The Head of Governance will collaborate with the Deputy Principal to create a Board Engagement schedule for the 2025-26 academic year. - The Head of Governance will encourage all Governors to be involved in engagement opportunities	December 2025	- Governor Engagement Plan endorsed by S&G Committee Sept 2025 - Engagement Plan shared with Governors – October 2025