

Governance Improvement Plan 2024-5

There are seven areas of focus for 2024-5. Included are the recommended actions from the External Governance Review (EGR) and a compliance review against the AoC FE Code of Good Governance (the Code). Due to the number of areas in the EGR and the sector wide compliance with the published Code template these documents have been kept as standalone documents.

The aim of the Plan is to work on areas of governance that will have a demonstrable positive impact on the governance arrangements of the RNN Group and reflect the Group's progress in moving to a stable position.

Progress update

All areas are progressing well.

Areas to note:

- 1 The EGR implementation plan was a large undertaking with 31 recommendations and enhancements covering a wide range of areas. Good progress has been with all areas rated green. Many of the areas are part of the Board's core governance framework and are continuing. In particular this includes the agenda and paper review, diversity and inclusion, and the roll out of dashboards
- 2 A full audit against the AoC Code of Good Governance for English Colleges took place at the January 2025 meeting and has been reported into the Board. The Board has a good coverage of all areas of the Code and some areas for further work are being taken forward by the Committee as part of the 2025-6 Governance Improvement Plan
- 3 Governor engagement with students and staff has been excellent with all governors engaging through the year.

Key figures for 2024-5:

- 37 formal meetings (Board, Audit and Risk Committee, Finance and Resources Committee, Quality and Standards Committee, Search, Governance and Remuneration Committee, Capital Projects Steering Group, English and Maths task and finish Group. Subsidiaries: National Fluid Power Centre, Rotherham Education Services) and pre meetings
- 19 triumvirate meetings
- 226 actions requested from the Board and Committees
- Reviewed and approved 39 policies and policy framework up to date
- 10 monthly Board briefings
- 3 statutory training – Safeguarding, Prevent, FREDIE (EDI)
- 3 risk scrutiny sessions and 2 risk training sessions

- 4 bitesize Board sessions (Careers Education, Information, Advice and Guidance; Apprenticeships; SEND; Marketing and recruitment)
- 187 visits/engagement by governors (in colleges and sector training)
- Appointed a new Chair, Vice Chair, four new governors and two student governors

	Action	Timeline	Responsible	Comment/Progress
1.	External Governance Review implementation plan – all ten recommendations completed by the agreed milestones. The plan to be completed by July 2025 and summary implementation plan published on the website. Consideration of EGR suggested enhancements.	September 2024-July 2025	Chair/CEO/ Dir of Gov	Source: Recommendations from the EGR. Work to continue in 2025-6 on: Agenda and paper review Diversity and inclusion At a glance dashboards Risk
2.	Review against the AoC FE Code of Good Governance – assess the Board’s governance against the principles in the Code and declare compliance and an explanation of any deviations in the Financial Statements 2023-4	December 2024-January 2025	Dir of Gov	Source: Funding requirement. <u>AoC Code of Good Governance for English Colleges</u> This is completed and demonstrates the Board’s governance is well aligned to the Code with three areas to continue in 2025-6: <ul style="list-style-type: none"> • The Board’s promotion and oversight of environment and sustainability and social responsibility matters • The Board’s promotion of equity, diversity and inclusion across all of its work • The Board’s oversight and involvement in stakeholder engagement
3.	Governor engagement with students and staff – all governors to attend three (or more) activities during 2024-5 in addition to meetings with the	September 2024-July 2025	Chair/Dir of Gov	Source: Action from the Chair and Vice Chairs Activities including but not limited to: <ul style="list-style-type: none"> • Board development sessions • Learning walks

	experience shared and included in the Annual Financial Statements			<ul style="list-style-type: none"> • SAR evaluation • College events (open evenings, student events, business breakfasts, end of year shows, exhibitions, school taster events) • Risk scrutiny sessions at ARC • Link governor visits <p>Governors are engaged and the target for attendance at three (or more) activities has been achieved.</p> <p>Overall the Board has attended 178 visits/development during 2024-5</p>
4.	Risk All Board decisions will consider risk appetite. Risk to be moved to the top of agendas for the Committees and the Board and appropriate time provided to ensure key risks and controls are tested. All strategic risks are aligned to Committees. Terms of reference, cycle of business and summary papers to detail the oversight of risk. Risk scrutiny to be a standing item on the Audit and Risk Committee agendas with all governors invited to attend. Development sessions to be held for governors around risk management.	September 2024-July 2025	ED Finance and Estates/Chair of Audit and Risk Committee/Dir of Gov	Source: Action from the Audit and Risk Committee Terms of reference, cycle of business and the majority of summary papers now include risk. Risk scrutiny is a standing item on the Audit and Risk Committee agendas. To date there have been sessions on environment and sustainability and cyber security and public disorder. There have been issues with paper reporting due to an unexpected roll out of a new version of 4risk. The Search, Governance and Remuneration Committee, Audit and Risk Committee and Board have reviewed and approved new governance risks to include on the strategic risk register. Two risk management Board development sessions have been held during 2024-5.
5.	Work with the Executive, the staff and student body to draft and publish a new Strategic Plan	September 2024-July 2025	Board/Exec	Source: Board and Executive requirement The Board has worked with the Exec through 2024-5 to draft the new strategic plan.

				<p>A Board strategy day took place on the 22 October 2024 focused on planning the new Strategic Plan and included key stakeholders.</p> <p>An updated came to the December 2024 Board.</p> <p>The Exec have consulted widely with staff and students and kept key stakeholders who attended the Strategy day updated on progress.</p> <p>A draft Strategic Plan alongside staff and student feedback came to the 26 March Board strategy day with further input from governors.</p> <p>Further feedback to staff and student groups from the CEO and Chair is taking place on the final draft plan alongside consultation with stakeholders.</p> <p>Strategic Plan presented to the Board in June 2025 for rollout in 2025-6.</p>
6.	Board and Committee approved policies – all policies in the Policy Framework to be drafted, reviewed and approved by July 2025	September 2024-July 2025	Dir of Gov	<p>Source: Legal and good practice requirement.</p> <p>Progress against the Framework is going well and reports into the Audit and Risk Committee.</p> <p>Finance and Resources Committee has two outstanding policies - Corporate Social Responsibility and Environment and Sustainability which require further external work and input and are part of the 2025-6 Governance Improvement Plan</p>
7.	The new Chair to complete the ETF Chair Leadership Programme	11 November 2024 - 5 March 2025	Chair	<p>Source: Action from the Chair Selection Panel.</p> <p>Scheduled November 2025</p>