

MINUTES



Corporation Board

**Wednesday 25 June 2025 17:00-19:00 in the University Centre
Rotherham, Seminar Room U115/116**

Membership:	Paul Lomas (Chair); Jason Austin (CEO); Katie Asgari (Staff Governor); Simon Ashton; Stephen Bulley; Margaret Cobb; Donna Clifford; Shirley Collier; Debbie Marshall; Kay Mulcahy; Jack Pike; Fatima Sabir; Carol Stanfield; Ian Sutherland; Hayley Tingle; Louise Woodcock; Sohil Zokari
Attendance:	Tracey Mace-Akroyd (Deputy CEO); Phil Curtis (Executive Director Finance and Estates); Jane Hartog (Executive Director Marketing, HR and OD); Cath Mollart (Executive Director of Strategic Planning and Corporate Services); Alan Srilachai and Fedora Igwe (new student governors as part of onboarding); Sarah Connerty (Director of Governance and minutes)

	Item	Action
1	Welcome, introductions and apologies The Chair welcomed colleagues to the meeting and the newly appointed student governor Alan who is attending as part of onboarding. The new students Alan and Fedora will start in role from 1 September. Governors welcomed and introduced themselves. The Chair gave an overview of his aims as Chair to be fully involved and not a passive Chair. The focus is to be the best we can as a Group, a Board and individually as governors and most importantly for the students. The Weston College report is a reminder for governors and Boards on our duty of care as a Board and how we must continue to improve. The plan is to focus more in meetings on impact, implications and outcomes in our role as governors around scrutiny, support, challenge and debate. The Chair has spoken with the Vice Chairs and will catch up with Chairs of Committees between now and new academic year to format an approach and involve everybody in any changes. The governor 121 reviews are coming up and will be an important opportunity for governors to talk about what is important to them and how to move forward. Apologies received from Donna Clifford, Carol Stanfield, Simon Ashton, Margaret Cobb, Sohil Zokari, Fatima Sabir; and David Grimes remains on sabbatical. Fedora Igwe did not attend.	

2	Declarations of interest Two declarations of interest were received. Item 10.3.3 – Shirley Collier for recommendation for a second term of office Item 12.1 – Phil Curtis for recommendation for a Director role at NFPC	
3	Minutes of the meeting held on 26 March 2025. RESOLVED: The minutes of the meeting held on the 26 March 2025 were agreed as a true and accurate record. Written resolutions: The following resolutions were ratified: 1. Vice Chair appointment – 12 May 2025 2. Slavery and Human Trafficking Statement – 17 April 2025 3. Health and Safety Policy – 10 April 2025	
4	Matters arising The Director of Governance reported that the majority of actions are closed, with the remaining ones in progress or included on the agenda. Updates are: Action 2 – governors to be invited to parts of the Group’s three-day staff festival in October – the DCEO reported that timings for the festival are being reviewed due to the timings of half term in Bassetlaw and staff holidays. Governors will be invited to relevant sessions when the programme is confirmed. Action 5 – Insight’s programme for governors – the ED HR, Marketing and OD confirmed that governors would need to attend two sessions. The Chair confirmed that he would like the programme to be done outside of the strategy days to allow governors to focus on strategic matters, and that it was important to link the outcomes with SLT and Exec insights. Action 7 - Annual Strategic Conversation letter – this was noted and is included in the CEO update at item 9. The action from the start of the year for a HE student to join the HE/HLS strategy group – a student and staff member have been approached and the plan is for them to start in the new academic year.	DCEO/ Dir of Gov Chair/ ED HR DCEO
5	Student Governors – open session The new student governor Alan Srilachai has spent an enjoyable year as a student ambassador and takes a lot of pride in the role. This afternoon he has been supporting the NNC taster session. Alan has a passion for education, originally from Thailand and travelled all over the world and studied at both English and American international schools, and his mother is a chair of an education board of governors and previously worked with Ofsted. At the start of June last year Alan was staying in Wentworth and came to an open event and enrolled on the Aviation course and is passionate about aviation. The Board welcomed Alan to the Board and the DCEO noted that Alan was an amazing ambassador for the Group.	
6	Safeguarding and Prevent Report The Board noted the report which has been considered by the Quality and Standards Committee. Key points raised included: Safeguarding arrangements remain effective.	

	Lockdown activities and the work of the task and finish group – this has been successful. There is some fine tuning to do to ensure alerts are received on all devices, and changes to the sound of the alarm which some staff and students reported is too similar to the fire alarm. The Exec are really pleased with the work done so far and staff have reported that they feel more confident and in a better place around lockdown procedures. There will be more work around further testing, new CCTV and access entry systems. The CEO asked for the incoming student governors' view on the emergency drills and he reported that he had been at Rotherham College under a cover teacher and there was a lot of confusion even after the explanation to students and suggested that students would benefit from a hands-on experience. The DCEO noted that staff walked around the corridors during the drill to check students. The student governor asked how the lockdown procedures will be shared in the new academic year and the influx of new students. The DCEO explained that this is planned as part of the induction week. Trend data – the DCEO noted the requests from governors to include trend data and how this is included in the annual report in September as the Committee had requested reporting by exception. ACTION: The Chair requested three year trend data from the same point last year and analysis in reports going forward so governors can see the direction of travel for safeguarding matters, and how this affects Student Services and their capacity. Health Practitioner role – this role is currently under review and the Exec are looking at the model going forward. It has supported high risk medical needs of students, and has been successful as a deterrent for students signing themselves out of lessons. There is assurance to the Board that this remains an area of focus. Trauma informed practice – this remains an area of focus for the Group and there will be two full days dedicated to it with external practitioners at the upcoming learning festival. The Group received c£7k of funding for self-assessment on trauma informed practice and there is a much bigger trajectory and plan moving forward. Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) Report The Board noted the report which has been considered by the Quality and Standards Committee. Key points raised included: A task and finish group meets to review the FREDIE action plan. 879 responses have been received from the survey which is excellent and a huge improvement to the last Investors in Diversity survey with 200 results. It is demonstrating both staff and students are becoming more aware of the FREDIE term. 92% felt the group was meeting the spirit of the terms set out by FREDIE which had previously been a much lower score. One governor asked what proportion this is of all staff and students. The crunching of data in the report is really useful, but there is the consideration of the proportion of those who have not completed that may hold a very different view, for example the views of staff who are neurodivergent and how to increase the understanding of staff.	DCEO/Head of Safe Guarding and Student Support
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	[Jack Pike arrives: 17.22 arrives] The DCEO explained that the Group does a lot of work around access for staff and students and CPD. A new Director of Inclusive Curriculum is being included in the staffing structure and there is a responsibility to lead on this as part of the role. The drive is to be more aware, more responsive and everyone having a sense of belonging, and that relates to both culture and teaching practice and sits under the Group's strategic vision and values. There is recognition that there is a lot more work to do. It was agreed that it is hard to gauge and measure and if the Group is working inclusively at that level this should address the culture. The DCEO gave assurance that any actions coming out of the survey will be added to the FREDIE action plan in the same way that the Quality Improvement Plan is used.	
7	Risk The Board considered the Strategic Risk register including a review of risk against Weston College FE Commissioner recommendations. The ED Finance and Estates reported that the risk register has been updated and longstanding and completed risks have been removed. Training is ongoing in 4risk for staff. From September an executive risk committee will meet including Exec members, Directors of Campus, Vice Principals, and senior leaders from the IT and Estates teams. The ED Finance and Estates noted that he has worked with the Information Governance lead (and staff governor) and the Director of Governance on the Weston college risk areas outlined in the FE Commissioners report and the Group is in a good position. All 13 recommendations are now on the risk register and in terms of risk appetite all are included under regulation. There is assurance that all Group policies and procedures are in place, no SPHs are in relations with other staff. There are other staff relations and no formal register but this is not seen as a requirement. The policing of self-declarations for self-employed work is already carried out with random checks. In terms of the risks there are good controls in place with suggested areas for further assurance: ACTION: A standing report to the Search, Governance and Remuneration Committee to provide more assurance around SPH pay and expenses compared to contracts and a review of payments to SPHs bank accounts that might not go through regular payroll and links to other establishment that might have made payments, such as other Boards/work outside of the Group. ACTION: It was agreed that risk 2632 covers two matters - personal relationships and conflicts of interest, and conflicts of opinion and whether governors feel able to raise and issue and ensure this is reported transparently. The ED Finance and Estates agreed to split this into two separate risks. One governor noted that one of the areas of mitigation is the availability of governors to staff. The Board is actively involved in the life of the colleges through link governors, governor engagement and visits and there are a lot	ED Finance and Estates/ Dir of Gov ED Finance and Estates

	of professional relationships with opportunity for confidential conversation. One governor had asked her link manager if staff would feel comfortable raising an issue they are uncomfortable with and they confirmed that staff do feel comfortable to do this. This is part of the Board's defence that governors are not inaccessible to staff. The Chair asked the Board if from a risk perspective Committees should be reviewing this work further. It was agreed that the action to include a standing item at the Search, Governance and Remuneration Committee was important and this has been included on the cycle going forward. It was agreed that whistleblowing is a very difficult issue and it is about how to create that safe space for staff. It was agreed that it is a cultural issue and how do you audit how brave people feel to stand up and raise an issue. The Chair shared the notes from the recent Just one Thing FEC presentation that the Director of Governance had attended and the importance of Boards being aware of dominant chairs and hero principals, the need for Boards to focus on culture, ensuring they have sufficient detail and are up to date, are transparent and lead with values. It was agreed that the human element of good governance is so important and one governor noted that it is about having a good chair, principal, and an independent and qualified governance professional in role and there is assurance around this. ACTION: The Chair asked that the notes from the Just one Thing event are circulated to all governors and Exec	Dir of Gov
8	Draft Budget 2025/6 and three-year forecast The Board considered the draft budget and three-year forecast. The ED Finance and Estates noted that the Group is moving from strength to strength with the finances. Income has gone up with announcements from the DfE, and Financial Health is firmly Good with indications that the Group can continue to Outstanding in the three-year forecast. Out of an estimated pot of £190m funding the Group was expecting £1.1m and received £1.6m. The concern around HE numbers is illustrated in a £0.5m shortfall in the budget and HE recruitment has picked up so this could bring further positive news. £1m of EBITDA is set aside to spend on capital on top of the £1.7m from DfE. The Group is not hitting the FEC's benchmark of staffing at 66% of income but the ED Finance and Estates disagrees with the benchmark with this indicator affected by grants with an extra 3% on announcements over the last three years. EBITDA is exceeding expectation and the FEC have downgraded this benchmark from 8% to 6%. All other metrics are looking positive. The classroom size target of 16 has been exceeded at 18.2 and this will be reviewed for next year. Income has increased to be over £50m for first time ever, and has gone up 32% since the ED Finance and Estates started in role which shows the positive impact of the work done by the Marketing and Curriculum teams.	

	The Chair noted the comments from Margaret Cobb which have been accepted and will be incorporated into the final version. Typos will be updated; the EMCCA allocations have been added in with the SYMCA funding and these figures are accurate. One governor asked about the Office for National Statistics predictions on increases in young people and if the data is correct for this context. It was noted that it is correct for Rotherham College and NNNC and predicted numbers have been exceeded through marketing and market share. ACTION: One governor noted that there is 16 years longevity in the ONS data and some of the changes the Group may want to make could take five to ten years to implement, and suggested this is an area discussed at the upcoming Strategy Day. There are lots of areas to improve around the estate and chunks of capital funding and it is important to look at the longer-term future, and the Group is now in a better financial position to do it. The forecast is that numbers will start to dip after the next five years of stability and some colleges may be caught out as they are thinking in the short term. The CEO noted that the proposed agenda for the next Strategy Day is around the Group's educational footprint and its duty to review so this will fit in well. One governor asked about the DfE loan and the ED Finance and Estates noted that this is in place and was completed shortly after the December 2025 Board meeting in January this year. One governor asked about capital projects, the £2.6m, and the potential sale of Dinnington and if the Finance and Resources Committee had the capacity to manage this work alongside its other delegations. The ED Finance and Estates confirmed that the CPSG could be reconvened if required and this had been considered by the Group at its last meeting. For the funding there is a clear remit to use the money for health and safety and keeping buildings open. The majority will be spent on roofing so at this stage no additional oversight is needed. It could take up to two to three years for a sale receipt from Dinnington. The DfE are in the process of collecting conditions data so there may be more additional income from this work. One governor asked about the prudent adjustment for HE, and whether it is prudent enough? The ED Finance and Estates confirmed that it hadn't been last year when the figure was almost £1m out, but forecasts are looking very positive this year and there is £500k included. RESOLVED: The Board approved the draft budget 2025/6- and three-year forecast, subject to a final accuracy check. The ED Finance and Estates noted that it would be submitted next week.	CEO/Chair
9	CEO and Principal report The CEO and Principal shared a presentation, and the Board considered the Accountability Statement 2025-6 and the Strategic Plan 2025-30. RNN Group Accountability Statement 2025-6 The CEO explained that:	

	• The agreement allows colleges/Groups to focus in on what and how they intend to deliver to support local, regional, and national needs • It sets out a small number of outcome targets focused on curriculum changes and adaptations to provision planned for the coming year which reflect how the Group is contributing to priorities outlined in Local Skills Improvement Plans (LSIPs) • The aim is that the Statement is a relatively concise public statement of key aims, targets and outcomes for the year ahead which provides a simplified set of expectations and requirements, whilst setting out clear priority areas for change • There is a requirement for the Board to approve the Statement, submit by the 30 June 2025 deadline, and publish on the Group website within 3 months of the start of the 2025 - 2026 academic year (by 1 December 2025) • The Statement includes the aims that support the Group to meet skills needs over the coming year. These aims have been linked to the Group draft Strategic Plan. The CEO noted that he is part of a principal's group with the DfE around the future of the Annual Accountability Statement. The consensus is that the timings for submission do not fit well with college timetables and there is discussion about the timings and requirement to publish. The next Board strategy day will look at the Group's duty to review. The Board agreed the Statement is a good reflection of the Group's contribution to priorities outlined in the LSIPs and national priorities. RESOLVED: The Board approved the Annual Strategic Statement for submission by 30 June 2025 Actions from Annual Strategic Conversation Following the Group's meeting in March the letter was received by the DfE this month with the following agreed actions: • Develop a 3-year plan for High Needs learners • Link the 5-year strategic plan and the annual accountability arrangement KPIs • Dinnington site disposal. The Board noted the letter. Strategic Plan 2025-30 The Board considered the final version of the Plan for rollout at the start of the academic year. Updates have been made throughout the document in line with feedback from the Board and stakeholders. The plan is in three sections: Section 1- Intro and info about the group P. 1–13 Section 2 – Key priorities P.14-23 Section 3 – Our commitment to achieving the plan P.24-41	CEO
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	The significant changes are from page 24 around the Group's commitment to achieving the plan. This is summarised from pages 26 and 27 with each of the 4 themes having a commitment and a monitoring page. This has been introduced following comments that the third section didn't flow from the first two sections. One governor noted that the difference since the last version is clear and it is a good piece of work, with good measurements in it, and the Group can clearly be recognised in the Plan. The Board agreed that this is a strong foundation document that can be used for different purposes and to pull various sections out. ACTION: The next steps are to share with stakeholders and publish in time for September. RESOLVED: The Board approved the Strategic Plan 2025-30 subject to final proof and correction of typos. Application data There are significant increases on 16-19 numbers with the Group 263 learners up from last year on study programmes. Adult learners are up at NNC and DVC and down at Rotherham College. Numbers for adults will change through the year and are currently down by 77 across the Group. It is a declining, but still growing HE position with the curriculum confident of an increase in enrolments, with year 2 learners' intentions to study HE at the UCR. The link governor for HE noted that the increase was challenged at the HE strategy group and the DCEO explained that the team has confidence that through the Attend to Achieve and progression meetings there is evidence of an increased number of Level 3 students wanting to progress into the Group's HE provision. This is coming directly from staff and students. There have been some changes across the colleges for HE, moving health to DVC from Rotherham. There is a whole cohort of Performing Arts students the Group has not had before. The DCEO noted that the teams have been challenged on a granular level around these predictions. Applications overall reflects the national picture. Across the country there are colleges with waiting lists. The Group has worked hard on its curriculum plan and there are discussions ongoing with the AoC and Principals around potentially working together to provide support on oversubscribed courses. The Spending Review provided £1.2b per year for the 16-19 budget to accommodate additional students with Leeds and Manchester receiving additional income. Finance update A lot of money and support has been available this year from DfE and the ED Finance and Estates updated: • The Department for Education (DfE) has published updated funding rates for the 2025-26 academic year. Course funding rates will now rise by 5.4% compared to this year, rather than 3.78% • 16 to 18 allocations have been issued. c£1.6m additional. The initial budget estimate was £1.1m	CEO
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	• The 2025/26 DfE 16-19 allocation is £32.4m compared to 2024/25 £26.4m. This is excluding growth funding • The Growth funding allocation is £1.3m (£1m plus £0.3m for T-Levels) • Employer national insurance grant of £132,000 April – July 2025 against a cost of £200,000 (£600,000 annual) • The Budget Grant Allocation (the share of the £50m) £293,000 April – July 2025 • Capital Allocations of £1.7m It was agreed that this is a welcome support to the Group. Retford post 16 The Group reduced provision last year to make room for St Giles special school who are not part of the MAGA. That commitment has been continued and St Giles want to occupy Retford full time. It will take a couple of years to agree a new MAGA so the Local Authority (NNC) has issued the Group with a letter of comfort covering the Group’s liabilities until this is in place as the current agreement expires in 2032. The ED Finance and Estates will be part of the committee that agrees the new MAGA. For now, Retford is included in the Accountability Statement and the new Strategic Plan. The Board noted the update. Joint Venture update The Group met with the DfE and the joint venture process could take years to come to an agreement and has not gone to Treasury. A different option to have a legal agreement in the same way as an awarding body and employ a member of Iprosurv as an RNN group member is being explored. Legal terms are currently being look at and more updates will be provided to the Board when reviewed. The Group does not want to lose the opportunity for our students around drones so a plan B is important. The risk area is that the model can be replicated at other colleges and revenue could go down. The Board noted the frustration around the process and the opportunities for our students and one governor asked if the Group can find out about other colleges in this position who are being held up by the DfE and Treasury around entrepreneurial opportunities and risks. It was noted that an FOI to the DfE is an option. ACTION: An update to be scheduled to go out to the Board by September on progress with Iprosurv Group Sports Academy Tender Momentous have been successful in the recent tender to provide football and activities to our students. The Group is looking at alternative models for other sports. Construction Technical Excellence Colleges (CTEC) The introduction of CTEC is aligned with national priorities to contribute to a stronger and more production construction workforce. The Group is committed to collaboration and support the scheme. In the Yorkshire	ED Finance and Estates
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	region Leeds College of Building meet all the criteria, but they may want to apply for the national college. Whoever is successful will meet everyone in the region to consider their needs. The Group has been approached to support a number of colleges. SYMCA have spoken with the Dfe about a collaborative bid in the region. EMCCA is not in a position to put in a bid so the Group will focus on South Yorkshire. The CTECs do fit in with the Group's vision and mission and there are the facilities in place. The Group has the ability to lead and share practice and already has the NFPC model of supporting education and training through industry. Further CTECs will be announced, including defence and the UK being prepared for outside events that may affect industry, i.e. work with the steel industries. The bid will be announced by 4 July. One governor asked if the Group was successful does it stop applying for future bids. The CEO confirmed it wouldn't but it is about the collaboration and working with other colleges and capacity and staffing is a consideration. New positions • Director of Estates, Facilities & Health & Safety (SLT) – currently out for advert following the resignation of the current lead • Security Manager appointed. The Chair asked about security staffing and the CEO explained that currently there is a mixture of outsourced and own staff and the aim is to start appointing our own staff • Vice Principal Adult Education, Commercial and Partnership Strategy (SLT +1) – Daniel Stanbra has been appointed to the role • Director of IT & Digital Services (SLT) – Jemma Moore has started in role after a period of consultancy • Director of Inclusive Curriculum (SLT) – currently out for advert this is a key appointment to develop and move the curriculum forward. World Skills There has been a lot of success for the Group's students over the last few years. 20 learners are through to regional finals this year and there has been an increase of registrations from 94 to 118. Regionals are currently underway. Other awards to celebrate are: Jake Moran's success at BBCs Glow up: Britain's Next Make Up Star Sheffield Hallam University, Inspirational Student Award – an RNN Group student has won for the second year running. <u>RNN Group portal</u> The CEO pointed governors to the RNN Group portal where the latest news is reported.	
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	The Chair thanked the CEO and Principal for the report noting the Group is in a good place. One governor asked about progress against KPIs and the CEO noted that these are included through the Committee reports and papers.	
10.1	Audit and Risk Committee Chair's report of the meeting held on 15 May 2025 The Board noted the report and the Chair of ARC gave an overview of the recommendations: 1. Risk Management Annual Report The Board noted the report. 2. Risk Management Policy including risk appetite RESOLVED: The Board approved the Risk Management policy 3. External Audit Plan and fees for the year ended 31 July 2025 RESOLVED: The Board approved the Plan and fees The Chair of Audit and Risk Committee invited any governors to attend the risk scrutiny sessions and to suggest future topics. The next session is Environment and Sustainability on Wednesday 17 September 2025.	
10.2	Capital Projects Steering Group minutes from the 2 June 2025 The Board noted the CPSG minutes and report from the last meeting. This was the CPSG's final meeting with capital matters being considered by the Finance and Resources Committee going forward. The Group may be reconvened if further capital funds are received.	
10.3	Search, Governance and Remuneration Committee Chair's report of the meeting held on 2 June 2025 The Board noted the report and the Chair asked the Director of Governance to report on the recommendations: 1. Governance Improvement Plan This is the end of the one-year plan. The majority of items have been completed, two policies are carried over, and the Education and Training Foundation have not yet released further dates for Chair leadership training. There is assurance that the Chair is attending alternative development and training events. [after note: the Chair is started the Chair leadership programme in November 2025] A new plan for 2025-6 will come to the first Committee meeting of the autumn term and as a Board owned plan all governors are welcome to suggest topics to include. A list of suggested items is included in the report to review. 2. Search and recruitment Board and Committee membership is considered under item 11. RESOLVED: The Board considered and approved the re-appointment of Sharron Blackburn as a co-opted governor on the Audit and Risk Committee for a one-year term of office effective from 10 October 2025, noting that Sharron is an excellent member of the ARC. [Shirley Collier departs for this item]	

	RESOLVED: The Board considered and approved a second term of office for Shirley Collier effective from 31 August 2025 for a four-year term of office. The Board agreed that Shirley is an excellent Board and ARC member and had recently taken up the Vice Chair role. [Shirley Collier returns]	
10.4	Quality and Standard Committee Chair's report of the meeting held on 10 June 2025 The Board noted the report and the latest Quality Improvement Plan (QIP) and risk report. The Chair of Q&S Committee provided the following written update of three headlines from the Committee which the DCEO relayed: • Addressing identified risk areas: The Exec team is focused on resolving critical issues, particularly improving English and Maths (E&M) Functional Skills attainment due to a number of outstanding exams and poor predicted passes. They are also providing intense scrutiny and support for Animal Care due to learner complaints and awarding body issues, and rectifying the Level 1 Transition Programme at Rotherham College, including challenges with Level 1 Plumbing staffing and assessments. • Strategic curriculum development to meet local skills needs: A key focus is on ensuring the curriculum is responsive and agile, as evidenced by upcoming Board strategy discussions on meeting local skills needs and the Executive team's review of curriculum plans. • Driving Higher Education (HE) growth and fostering student belonging: With a predicted increase in HE enrolments, the Exec's priority is to provide a robust support package to ensure HE student retention and successful study to eliminate attainment gaps highlighted in the datasets. This aligns with the new Access and Participation Plan (APP) approach, which shifts from bursaries to securing a strong "sense of belonging and support" for HE students. 1. Stakeholder and Engagement Strategy One governor asked about the Board's actions in the Strategy around the Board establishing links with stakeholders and whether this work has been done, and what stakeholders the Board is engaged with. The DCEO explained that a review of the Strategy is underway and this work will follow. ACTION: It was agreed that an item on stakeholder engagement would be useful for the upcoming Board Strategy Day. The DCEO noted that the Group would welcome any suggestions for stakeholder engagement from governor networks. The Director of Governance noted that stakeholder engagement is a key area of the new AoC Code and an area the Search, Governance and Remuneration Committee are keen to include in the new Governance Improvement Plan. The Chair has been working with the CEO and Principal attending key events with stakeholders and this will continue while recognising that this is an activity for the full Board to be involved in. 2. Higher Education Access and Participation Plan (APP)	CEO/Chair/ Dir of Gov

	The APP has been through a whole range of committees, SLT, student union and reps, the HE strategy group and the Quality and Standards Committee and is recommended for approval. RESOLVED: The Board approved the Higher Education Access and Participation Plan 3. Admissions Policy The DCEO explained that the policy had been taken away after Quality and Standards Committee for further work around the three-year skills and progression plan and was recommended by the Committee by written resolution. RESOLVED: The Board approved the Admissions Policy [after note: the link governor for safeguarding and SEND has sent through some suggestions to include when the policy is next considered]	
10.5	Finance and Resources Committee Chair's report of the meeting held on 16 June 2025. The Board noted the report and considered the Finance Report and April 2025 Management Accounts. The Chair, ED HR, Marketing and OD and ED Finance and Estates updated on the pay award for staff. The Committee had considered whether this was the best way to spend the 1.5%. It was agreed that the Group has the funding, it is the right thing to do for our staff, and it is important not to make pay conditions worse if other colleges take this action. The one off non-consolidated payment for all eligible core staff is fair and will be in addition to the consideration of the annual pay award. One governor asked about the profiling of cashflow and would the payment at the end of October 2025 be a risk for cashflow? The ED Finance and Estates confirmed it would not. RESOLVED: The Board approved a one off non-consolidated pay award of 1.5% for all eligible staff. ACTION: This does not include NFPC staff or Senior Post Holders who consider and recommend to approve through the NFPC Board and Search, Governance and Remuneration Committee. The ED HR, Marketing and OD raised an item for Board approval which has been shared with the Chair and recommended by the Exec Committee. As part of an evaluation of staff benefits, the recommendation is to remove the incremental increase to holiday entitlements on the RNN support staff contract with effect from 1st September 2025. A new member of support staff joining the RNN Group will no longer have to wait five years to receive the maximum holiday entitlement of 26 days or 29 days (FTE). The aim is to encourage more people to consider working for RNN Group in the future, and will also benefit support staff on RNN Group contracts who have under 5 years' service. The Group currently operates two holiday schemes and at this stage it is not recommended to amalgamate them due to costs. The costs will be c£50-60k per year and would make a big difference to staff. One governor asked how this compares to other colleges. The ED HR, Marketing and OD explained that the Group is not able to be as generous	Dir of Gov

	with terms and conditions as other colleges and the move does support a package to encourage staff to come and work with the Group. RESOLVED: The Board approved the removal of the incremental increase to holiday entitlements on the RNN support staff contract with effect from 1st September 2025. College Financial Forecasting Return (CFFR) This was approved under the budget item in a different format for the DfE and will be submitted by the deadline of 31 July. The Board considered the Subcontracting Strategy 2025-8 (including Supply Chains Fees and Charging Policy) and subcontracting arrangements for 2025-6. RESOLVED: The Board approved the Subcontracting Strategy 2025-8 (including Supply Chains Fees and Charging Policy) and subcontracting arrangements for 2025-6. The Board noted the Estates Report including the update on Dinnington. Policies Financial Regulations RESOLVED: The Board approved the Financial Regulations noted that there are no recommended changes and the ED Finance and Estates will carry out a full review of the revised College Financial Handbook and bring back any recommended changes to the Finance and Resources Committee in the autumn term. Fees Policy (FE) RESOLVED: The Board approved the Fees Policy.	
11	Board and Committee Governance 1. Board and Committee membership The Board noted the changes in membership since the last meeting (the resignation of Janet Pryke and Sally Gillborn both due to work commitments). The Chair reported on the suggestion from the Search, Governance and Remuneration Committee to recruit a new financially qualified governor to join the Board and the Finance and Resources Committee to work alongside the current finance expert on the Committee. Further work is being done by the Chair and Vice Chair with the results from the skills and diversity audit to develop a Board and committee ideal profile for the Committee to work with. With the resignation of Sally representation from the Bassetlaw region is important. The Director of Governance noted that succession planning is a standing item on the Committee and will be reviewed alongside the newly approved Strategic Plan. All Committees have considered their membership and chairing arrangements for 2025-6 and recommended to approve. RESOLVED: The Board approved Board and Committee membership for 2025-6.	

	2. RNN Group Board and Committee Annual Cycle of Business for 2025-6 All Committees have reviewed their cycles for 2024-5 and recommend their cycles for 2025-6. The Director of Governance noted that late additions to the cycle are the SPH items considered as part of the Weston report to the Search, Governance and Remuneration Committee, and a standing item on compliance and Information Governance following a meeting with the Information Governance team and an internal audit recommendation. RESOLVED: The Board approved the Board and Committees Annual Cycle of Business for 2025-6 noting this is a live document which responds to Group and Board requirements through the year 3. Terms of reference RESOLVED: The Board approved the recommended terms of reference from the Committees with the following updates: Audit and Risk Committee – legislation changes Finance and Resources Committee – no changes Quality and Standards Committee – no changes Search, Governance and Remuneration Committee – new appendix on timings for SPH performance reviews Special Committee – no changes 4. Meetings Schedule for 2025-6 The schedule was included for information noting that Board development and training would be included and the schedule recirculated. 5. Updates to the Instruments and Articles of Government (I&As) The Director of Governance noted that this item has been added in as a late paper following a circular from the DfE. The significant change is the update from the DfE and Charity Commission that the clause included in FE I&As around students under the age of 18 not voting on the expenditure of money, contracts that may incur debt or liability be removed as incompatible with charity law. Other changes included the removal of the clause around the Secretary of State intervening around Board quoracy and the removal of the Corporate Governance Code as a governance code FE Boards can adopt. The request from the DfE is for the updates to be made for the start of the academic year. RESOLVED: The Board approved the updates to the Instruments and Articles of Government.	
12	National Fluid Power Centre (NFPC) minutes 12 May 2025 1. NFPC membership – Director appointment RESOLVED: The Board appointed the ED Finance and Estates Phil Curtis as a Director on the NFPC Board. This was in agreement with the current directors – John Savage, George Muscat, Janet Pryke, David Grimes and Jason Austin. The Chair noted that this recommendation was made following the resignation of Janet Pryke from the RNN Group Board and the importance of retaining a balance of Directors.	
13	Governor link visits and engagement Item carried due to time.	

14	Any other business There were no items raised. The Chair thanked colleagues for all their work, commitment and support over the year.	
15	Date of next meetings: Wednesday 22 October 2025 Wednesday 10 December 2025 Wednesday 25 March 2026 Tuesday 30 June 2026 All meetings start at 16.30. There will be supper after the Board meetings in December and March. For the October meeting the college may be closed for catering due to the staff festival. Board strategy days: Tuesday 23 September all day (timings to be confirmed, followed by mandatory safeguarding training) Wednesday 25 March 2026 All Board meetings are in person.	

Meeting closed: 19.05