

MINUTES



RESOURCES COMMITTEE MEETING

Date: Tuesday 26 September 2023

Time: 5.00pm

Venue: Boardroom / Videoconference

Present:

Dr Andrew Roberts (Chair)

Dr Bill Webster (Principal)

Kate Flood

Dr Tony Unsworth

Tim Openshaw

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Do we use agencies to recruit?

Occasionally for those hard to fill roles and to increase the recruitment pool.

How much has been spent on 'Golden Hellos'?

This information will be available at the next Board meeting.

In terms of the draft results of -£1,068k, is this the final figure?

Yes, although there will potentially be a slight difference.

What was the main driver for the difference in the operating surplus?

Non-pay savings mainly.

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What proportion of students come to the College with a Grade 4?

A small proportion, possibly 200-300 learners. Our aim is for learners to make a grade improvement each year.

Are the interventions for learner achievement working?

Yes, we are making an impact. We have a larger number of students with weaker grades due to the boundary change. This is not just a college matter but reflects what is happening further down in the education system.

If a learner achieves less than a Grade 4, do we still put them into the examination?

Yes, the College looks at the development of the learner and the direction to move up one grade. Learners need a Grade 4 to get onto T Levels.

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2.4 Staff Sickness / Absence Report 2022 /23

The Executive Director of HR and Estates presented the report and the following points were highlighted:

- The overall sickness rate was 5.44%, a slight decrease on the previous year.
- There were robust systems in place for long-term sickness absence. There were ninety-nine long term sickness absences in 2022/23. Eighty-four of these had been supported back into work following successful HR interventions. Those on longer-term sickness absence were managed in accordance with College procedure.

Governor Questions :

Has the College done everything it can to mitigate any risks?

The long-term absences are non-work related.

RESOLVED:

The Committee noted the contents of the Staff Sickness and Absence Report.

2.5 Tribunals and Legal Proceedings

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ACTION:
Clerk / Board Agenda

3. SECTION C -

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Chair's Signature:

Date: 16 January 2024