

Draft Minutes of the Corporation meeting held on 28 February 2022 at 4.30pm

Present Erika Stoddart (Chair) Walter Leschenko, Keith Pearson, Mark Smith, Jim Harris, Ann Hardy, Cain Matthews, Liz Parry (all in person), Kerri Harold (remotely).

In Attendance Adrian Clarke, Group Director Corporate Services, Dan Humphrey, Clerk to the Corporation, Stephen Butler, Group VP Employee Services

1. Apologies for absence

1.1 Apologies for absence received from Kai Adegbembo, Mike Welsh, Steph Rushton, Hugh Callaway

2. Declarations of Interest

2.1 Ann Hardy and Cain Matthews declared an interest as existing staff members regarding item #3

3. Pay Award 2022

3.1 The Group VP Employee Services (SB) provided a verbal summary of the report. It was noted that Remuneration Committee considered this report earlier and recommended approval of all 3 recommendations therein. Walter Leschenko (WL) provided an update of Remuneration Committee's findings including particularly the Committee's awareness of recruitment and retention issues.

SB confirmed that those employees affected by the Increment issue had received an 8%-9% increase in pay since July 2020, and the Remuneration Committee had recommended not to make a further award at this time. The Committee had suggested to make an award if possible next year.

The Chair of Corporation stated that we can only give staff more pay as and when it is affordable to do so.

3.2 The Corporation debated the report as follows:
Jim Harris (JH) noted the pay award recommendation should assist recruitment, and the two extra payments for staff should aid retention.

Cain Matthews (CM) stated that he disagreed with these points, and thought that in the context of increasing prices, the awards should go further.

The meeting discussed the situation locally, nationally, and globally. SB noted that the Association of Colleges are not recommending a pay increase, and also noted that the increase in National Living Wage represents a significant increase for those affected.

Kerri Harold (KH) expressed concern regarding the disparity of pay in existence pre-merger which needs redressing. She thought Corporation should award the incremental increase, being conscious of issues in the education sector, and is worried about the impact of not doing so this year.

The CEO noted that the proposals recommend by Committee included a pay rise for all staff approaching £1 million in total, and could be further reviewed in September 2022 to see if it could be raised further for all. This recommendation is one year of not making the incremental payment referred to. The Group VP Corporate Services stated that there are some funding streams which are unknown as yet for this year too.

The Chair of Corporation noted that the initial budget contained no payrise, and this is an alteration. We could review in August /September 2022. We remain committed to pay parity for East Riding College staff. Having had 2 years of parity, we are looking at taking a year off, and reviewing next year. The Chair re-stated the positive elements of the recommendations namely an increase of 1.5% for all, plus a total of £500 per staff member, in 2 instalments, plus the commitment to review later this year.

CM raised issues of efficiency and productivity within the Partnership. He noted the closing pay gap between the lowest paid and qualified teaching staff. AH stated that regarding productivity she would meet with CM to discuss and progress. SB confirmed that on the latter point there is an ongoing piece of work regarding the level of the National Living Wage and the minimum teaching salary.

Liz Parry (LP) stated that there is a positive message here regarding the Partnership's recommendation to award a pay rise, some businesses are unable to offer any award. It is notable that if the Partnership has the opportunity to do more soon, it will.

LP also queried the amount of disparity between ERC contracts and GIFHE contracts in this regard. SB confirmed the disparity is approximately 5%.

Keith Pearson (KP) made a proposal to approve the Incremental funds at the expense of part of the £500 per employee award, but this was rejected by members.

RESOLVED: the Corporation approved the Award as follows;

- I) Approved
- II) Approved
- III) Approved

RESOLVED: to review the ERC Increment further at next year's Remuneration and subsequent Corporation meeting.

RESOLVED: to review pay again at an August/September meeting of the Remuneration Committee

RESOLVED: to lobby government as appropriate in relation to pay differences within education

3.3 Senior Post Holders

AH left the room for this item.

The Chair provided a verbal update for this matter. Only two senior post holders were discussed, given recent personnel changes, namely Ann Hardy and Adrian Clarke. Both have received outstanding feedback and meet the required standard. Both eligible to receive pay rises.

RESOLVED: to approve pay rises for the two senior post holders Anne Hardy and Adrian Clarke

AH returned to the meeting

4. Appointment of Principals

The CEO provided a verbal update regarding the recruitment exercise which concluded last week. The selection panel recommended the appointment of one candidate for each post.

The Chair summarised the process and thanked those members of Corporation who had participated in the process.

RESOLVED: to approve the appointment of Rachel Ellis-Jones as GIFHE Principal

RESOLVED: to approve the appointment of Ricky Coxon as Scarborough TEC and East Riding College Principal (working with current ERC Principal until his departure in June 2022.)

5. Any other business:

5.1 Licence for signage and commercial income (land at Scartho Hall, Grimsby)

The Group VP Corporate Services presented this item and confirmed that it had come to the Corporation despite being a relatively low value item. This is something which is to be addressed in a forthcoming review of the Standing Orders and Financial Regulations.

RESOLVED: to approve the licence for signage

5.2 Appointment of Governor (GIFHE Board)

The Chair of Corporation provided a verbal update regarding the recruitment of Beverley Compton the Director of Adult Social Services at North East Lincolnshire Council to GIFHE Board. Ms Compton had met with the CEO, the Chair and the Clerk, and was keen to join the Board and also act as its Safeguarding Governor.

RESOLVED: to appoint Beverley Compton as a co-opted member of the GIFHE Board for a period of four years commencing 28 February 2022

5.3 Additional Capital Investment in LGV Driving Training

The Group VP Corporate Services presented this item and confirmed that it was recently resolved by MODAL Advisory Committee to send this to Corporation for approval. The acquisition of vehicles has until recently been difficult and the proposal in the report reflects the availability of appropriate vehicles, which combined with an imminent increase in leasing costs, makes this proposal more attractive to the Corporation.

It was noted that the increased leasing costs meant that to NOT purchase vehicles would jeopardise the profitability of this element of MODAL's business, and also that it is calculated that the costs of purchase should be recouped in 2 years and 8 months.

RESOLVED: To approve the additional to the capital budget of £249,000 for the purchase of 3 training vehicles including trailers for the delivery of LGV driver training.

6. Date and time of next meetings:

- a) Monday 4th April and Tuesday 5th April 2022 Two Day Strategic Planning Event
- b) Tuesday 5th April 2022 @2pm Corporation meeting

The meeting closed at 5.25 pm

Signed _____

Date _____

Chair of the Corporation

Action Schedule – Corporation meeting 28 February 2022

No	Minute Title	Action by	Action required
3	Pay Award 2022	Acting GD Finance/Group VP Employee Services	Approval of Pay Award
3	Pay Award 2022	Acting GD Finance/ Group VP Employee Services	Review the ERC Increment position prior to next
3	Pay Award 2022	Clerk	To schedule an additional Remuneration Committee within the Annual Cycle of Business
3	Pay Award 2022	CEO	To lobby government (VAGUE?!)
3	Senior Post Holders' Pay	Acting GD Finance	To action the payrises
4	Principal Appointments	CEO	To action the 2 appointments
5.1	Licence for Signage	Group VP Corporate Services	To complete the Licence accordingly
5.2	Appointment of Governors	Clerk	To send appointment letter, and to update GIFHE Board
5.3	LGV Driving Training	Acting GD Finance/ Group VP Corporate Services	To take relevant steps to amend the capital budget and action the purchase as per the report