

**Minutes of the Corporation Meeting on 9<sup>th</sup> December 2025 at 4pm,  
in 4H01 UCG, and via MS Teams**

**Governors Present:** Andrew Bennett (ABe), James Brooks (JBr), Mal Cowgill (MC – Chair), Richard Gravestock (RG), Tracey Gyte (TG), Ann Hardy (AH – Chief Executive Officer), Steve King (SK), George Lee (GLee), Audra Oldridge (AO), Mark Riley (MR), Carly Sidebottom (CS) and Evina Turner (ET).

**Apologies received:** Robin Atkinson (RA), Guy Lonsdale (GLon), Heather Pepper (HP), and James Tabor (JT)

**In Attendance:** Nicola Adams (NA – Campus Principal), Cheryl Eade (CE – Campus Principal), Adrian Ford (AF – Interim Chief Finance Officer), Prue Gibson (PG- Campus Principal), Simon Gummerson (SG – Campus Principal), David Hoose (DH – Audit Manager Forvis Mazars), Nathan Michael (NM - Chief Education and Training Officer), David Mullaney (DM - Interim Chief Infrastructure Officer), Katie Wheeldon (KW – Chief Commercial Officer) and Antonia Praud (AP – Director of Governance).

1	<p><b>Welcome, Apologies for absence, Declarations of Interest and Any Other Business</b></p> <p>The Chair welcomed members to the meeting, and a round of introductions were made for the benefit of new student Governor for FE, Evina Turner.</p> <p>Apologies were received from Robin Atkinson, Guy Lonsdale, Heather Pepper and James Tabor, which were accepted with consent. Declarations were made for items on the agenda from all staff (pay award), George Lee (committee membership) and Richard Gravestock (senior postholder recommendations).</p>																																				
2	<p><b>Corporation meeting minutes and confidential minutes of the 21<sup>st</sup> October 2025 and Matters Arising</b></p> <p>Governors approved the minutes and confidential minutes of the meeting on 21<sup>st</sup> October 2025 as a true and accurate record.</p> <p><b>Matters Arising:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">No</th> <th style="width: 45%;">Action</th> <th style="width: 15%;">Action by</th> <th style="width: 10%;">Date</th> <th style="width: 25%;">Update since the last meeting</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Matt Holness to report again on English and Maths next term</td> <td>MH</td> <td>Spring 2026</td> <td>Next term</td> </tr> <tr> <td style="text-align: center;">2</td> <td>Invite governors to engagement sessions on the Income Diversity Strategy</td> <td>KW</td> <td>2025-26</td> <td>Next term</td> </tr> <tr> <td style="text-align: center;">3</td> <td>Ensure that we emphasise in the narrative in the annual report and accounts, the significant investment and improvement into the group resources and estate.</td> <td>All</td> <td>December 2025</td> <td>On agenda</td> </tr> <tr> <td style="text-align: center;">4</td> <td>Request to consider developing a dashboard/ balanced scorecard that tracks compliance, which can be shared with the corporation for assurance purposes</td> <td>DM</td> <td>2025-26</td> <td></td> </tr> <tr> <td style="text-align: center;">5</td> <td>Share update on behaviour and the group action plan (which includes policy updates, security and safety and wellbeing across all sites) at next meeting</td> <td>Campus Principals</td> <td>9<sup>th</sup> December 2025</td> <td>On agenda</td> </tr> <tr> <td style="text-align: center;">6</td> <td>Offer an additional Ofsted training session to governors</td> <td>NM</td> <td>Autumn 2025</td> <td>Report to C&amp;QOC on 2<sup>nd</sup> December with</td> </tr> </tbody> </table>	No	Action	Action by	Date	Update since the last meeting	1	Matt Holness to report again on English and Maths next term	MH	Spring 2026	Next term	2	Invite governors to engagement sessions on the Income Diversity Strategy	KW	2025-26	Next term	3	Ensure that we emphasise in the narrative in the annual report and accounts, the significant investment and improvement into the group resources and estate.	All	December 2025	On agenda	4	Request to consider developing a dashboard/ balanced scorecard that tracks compliance, which can be shared with the corporation for assurance purposes	DM	2025-26		5	Share update on behaviour and the group action plan (which includes policy updates, security and safety and wellbeing across all sites) at next meeting	Campus Principals	9 <sup>th</sup> December 2025	On agenda	6	Offer an additional Ofsted training session to governors	NM	Autumn 2025	Report to C&QOC on 2 <sup>nd</sup> December with	<p>1</p> <p>2</p> <p>3</p>
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				alternative approach	4
7	Present paper to Curriculum and Quality Oversight Committee on the new Skills White Paper, and new V Levels qualifications, when more detail is known, and potentially have as ongoing standing item on the agenda	NM	TBC		
8	After the curriculum review has been completed, present summary paper to the corporation on the HE Opportunities and Threats, as additional assurance to the deep dive to Curriculum and Quality Oversight Committee	NA, NM	2025-26	Next term	5
9	DBS process deep dive will see SEDI Committee and CQOC consider cost benefit analysis of automatic renewals. Share a report back to board after this review.	TT/ AHal	TBC		6
10	Present paper on depreciation and impact on this of grant income	AF	Spring term 2026	Next term	7
11	Upload the Annual People and Learning report to Board Effect	AP	ASAP	Completed	
12	Update on options for Modal building	KW	As appropriate		
13	Proceed with discussions and take advice for sale of Nunsthorpe Campus	AF and DM	ASAP	Ongoing	
<b>Strategic Overview</b>					
3	<p><b>Update from the CEO</b></p> <p><b>Strategy 1 – Empowering Students to Succeed</b></p> <p><b>English and Maths achievement</b></p> <p>This is a group priority and Matt Holness is leading a cross TEC Partnership working group which is developing a number of projects to improve participation and attendance. He will report termly to the Curriculum and Quality Oversight Committee. We have used Century Tech across all sites to baseline students and track progress, with 90% of assessments now completed. We will roll this out to a platform to support our apprentices too. The majority of our students are operating well below Level 2 which has a major impact on their preferred methods of learning and options for vocational programmes of study. Ideally, we would be able to use this tool before students are enrolled so we can ensure support is in place from the start of their TEC Learning journey, and they are on the most appropriate courses.</p> <p><b>Student behaviour</b></p> <p>Details in private minutes.</p> <p><b>Attendance</b></p> <p>Staff teams are working hard to make sure students are in sessions and a focus on attendance will continue for the rest of the year. Tracking systems are consistently being used, and Support Coaches are following up all non-attendance on an individual basis. We are seeing small improvements, but results are still lower than we would like.</p> <p><b>SEND Review</b></p>				

CE reported to the Curriculum and Quality Oversight Committee in detail about the exciting project with the ETF we are participating in. Education Partnership North East have completed a review of our SEND provision and we received a really positive report. Key strengths include:

- Our Strategic Commitment, as SEND is embedded in our college KPIs and governance reports. There is also strong leadership from the Inclusion team.
- Student Support, as we have had no exclusions for SEND learners, which confirms we have effective early identification and intervention systems.
- Inclusive Environment, as we have dedicated spaces such as the Inclusion Hub, PFA House, and SEND led initiatives which enhance our learner experience. Strong parental engagement and safeguarding processes are in place for our learners.
- Curriculum Design, as our Foundation learning pathways are clear and structured, with Programme Leaders actively involved in EHCP reviews. Student voice is embedded through “You Said, We Did” and our ambassador programmes.
- External Links, as we could evidence strong collaboration with Local Authorities and other partners.

Areas of improvement include:

- Greater visibility and ownership of SEND across all curriculum areas is needed, supported by a clear SEND vision and pledge, to reinforce our culture.
- We have a strong approach in Foundation areas, but it was acknowledged it could be stronger in some curriculum areas.
- Expanding our work experience opportunities and strengthening supported Internship partnerships.
- Improving our transition processes and destination tracking.
- Implementing a targeted CPD for inclusive practice, and creating a centralised SEND Resource Hub.

### Strategy 2 – Improve Operational Performance

**Staff pay award:** The recommendation is a staff award of £1,500 or 2.5%, whichever is greater, set against the AoC recommendation of 4%, subject to affordability. The unions have been very supportive of this. 0.5% of this would be communicated as being made in lieu of the staff Christmas bonus this year. There has been a little negativity at the loss of this, but a clear message has been shared at staff briefings that it was likely there would be no staff bonus this year.

**Digital transformation:** This is moving forward quickly. Over 300 devices have already been ordered and are being prioritised to support the drive to use Century Tech to benchmark student starting points. There has been some interest in the new role. The JISC workshop is planned in January.

**Martyn’s law:**

A Martyn’s law working group is meeting regularly. JBr offered his support to the team.

**Lady Edith Drive:**

We are looking at alert systems for the property. Governors noted there could be additional costs if we move to a Tannoy system. AF and DM are developing the relationship with Newett Homes and have a meeting booked with North Yorkshire Council to develop contacts and a working relationship there too.

### Strategy 3 – Contribute to Economic Development

	<p><b>Humber and North Yorkshire integrated Care Board</b> – Really strong links are being developed and there may be additional opportunities for placements, joint working, higher education and the group supporting the ICB with staff recruitment. The current links are also helping us gain access to other parts of the NHS.</p> <p><b>Mayoral Combined Authorities</b> – Links with the MCAs continue to be mixed. In Greater Lincolnshire the mayor is stopping ESOL provision and even considering the withdrawal of any provision linked to language development. There will be direct and subcontracting activities with each LA.</p> <p><b>Skills white paper:</b> We have an opportunity to respond by 12<sup>th</sup> January. We intend to respond and note:</p> <ul style="list-style-type: none"> <li>• there is no real reference to adult learning and</li> <li>• Share our concern about the timelines of when things will happen by.</li> </ul> <p><b>Bank of England Event:</b> The Scarborough Ambassadors ran an event at the Scarborough TEC restaurant on 2<sup>nd</sup> December.</p> <p><b>Strategy 4 – Achieve Organisational Growth</b></p> <p><b>Ofsted:</b> The inspection may now be from next term. AH and NM visited Kirklees College who participated in a pilot scheme. They confirmed it is more of an audit process.</p> <p><b>Construction Technical Excellence Colleges (CTECs)</b> The TEC Partnership is a partner in the Yorkshire and Humber CTEC which is led by Leeds College of Building. Simon Gummerson is taking the lead on this activity.</p> <p><b>DfE College Oversight Guidance</b> is out now. The Regional improvement teams will have a much more focused role, and there will be more regular meetings with the DfE.</p> <p><b>LSIP guidance</b> for 2025-26 confirms it is now statutory to work with ERBs to shape the regional picture and the accountability agreement need to be signed off by the MCA’s.</p> <p><b>OfS Update:</b> They have published their strategy for 2025 – 2030.</p> <p>Governors questioned if there was concern for two tier contracting for new activities from the MCA’s. They also questioned the effect and level of top slicing. It was confirmed the top slicing may be up to 20% as they don’t want to destabilise the services of the County Council.</p> <p>Governors also questioned why attendance was significantly higher at the Grimsby campus and were there learnings to be shared across all sites. It was confirmed that the figures include the 14-16 school where attendance is compulsory, which is therefore impacting the overall results.</p>	
4	<p><b>Update from the Campus Principals</b></p> <p><b>Update from Simon Gummerson on STEC and Bridlington</b></p> <p><b>Enrolment:</b> A typo was noted “675” should be “375” at Bridlington. The post day 42 results for both sites are positive, and above plan.</p> <p><b>Long Observations:</b> All observations will be complete by the end of January, and a number of strengths are being identified including strong curriculum alignment, good vocational and industry links, clear sequencing and curriculum intent and high student motivation and engagement. The couple of observations that were rated as “does not meet” were linked to planning and intent, and the team are providing training and re-observing this staff as part of their support arrangements.</p>	

The observations are now 73% complete and with more planned this week, we hope to achieve the target set. There are a high proportion of exceeding expectations, especially at Bridlington, with staff having high expectations for their students, which is also reflected in the subsequent achievement rates.

**Attendance:** Part of the drop-in attendance rates was due to the bad weather. There are a couple of programmes of particular concern, and we have placed additional support there and are targeting specific learners.

**Retention:** Numbers are strong, at 6%, which is a significant reduction to previous years.

**Learner survey:** There was an over 95% positive response rate, with top scoring areas including understanding college expectations and bullying. There is work to do on the prevent agenda which is still showing an improvement on scores last year but is the lowest scoring question in the survey.

**Behaviour update:** There are no significant concerns. There have been two exclusions, which were used as a last resort. We have a Duty Manager system at both sites which is having an impact.

#### **Safeguarding and Prevent**

The Principal has been working with the PSOs who are helping with interventions and disciplinaries, after we noted a slight increase in misogyny and racism. A PCSO workshop on hate crime was very well attended and there are a whole range of talks on offer. Another session that was well attended was on knife crime awareness. We are also looking at how we manage the site so there is more presence at certain times (bus times etc)

There have been a series of amazing events, and the community fair was well attended.

#### **Update from Nicola Adams– HE and Skegness**

**Attendance:** Data confirms an improving picture which is, in part, a result of work by staff focused on finding resolution for low attenders, and the use of individual interventions. In HE, the lowest attendance scores are in Engineering. However, there has been a lot of employer engagement here which is bearing fruit now. They had their first GLT meetings and the second session takes place this week.

**Student Survey:** Results overall are strong. Actions from the survey centre around regular reminders and reinforcement of messages for Safeguarding and Prevent. However, the results are still strong in comparison within the sector.

**Observations:** We are catching up with the timetable to complete observations for all staff and the results seen highlight we have more points of excellence than anticipated which is pleasing, as we took a risk based approach and the observations outstanding tend to be for our most experienced staff.

Governors congratulated the team for the smooth transition at Skegness, as it is not a mean feat to fully move campus, especially at the same time as a significant increase in student numbers. The delay to the move had a slight impact on the timetable for observations but excellent progress is now being made.

#### **Update from Prue Gibson – East Riding Beverley and Hull**

**Attendance:** The results have increased across all areas, and most pleasing is the increase for maths which is now up to 83.3% as a result of hard work of the teams.

**Retention:** This was 99.2% but we have now had a few withdrawals, and three students were excluded. Some of the withdrawals have transferred to become apprentices.

	<p><b>Student Survey:</b> Completion was good for most areas with the exception of Access and Careers 6 – but all areas saw positive increases in results. Even the lowest scoring area of Prevent at 83%, was a 6% improvement from last year. The main action is to continue to embed Prevent throughout the year with regular reminders, and helping our students understand the language used in some surveys.</p> <p><b>Behaviour update:</b> Students have settled in well and understand our expectations. It is now isolated incidents of general low-level disruption and staff have support from wraparound teams where needed. There have been no disciplinaries in HE. The wearing of lanyards is improving and the attitude of students, when challenged, is respectful and compliant.</p> <p><b>Observations:</b> There is a plan to complete all observations bar 2, which need to be done in January, by the end of term. 88.5% of staff are exceeding and meeting expectations. There is a slight increase in the number of “does not meet expectation” assessments, but assurance was given that this does not link to the quality of teaching but instead the compliance in paperwork (e.g. some plans missing)</p> <p>Governors questioned if there was a need for additional support for the areas in HE highlighted in the report? It was confirmed that there has been a lot of intervention support already and staff were working with the Quality Partners focused on stretching our students and having high expectations.</p> <p><b>Update from Cheryl Eade – Grimsby</b></p> <p><b>Attendance:</b> This is gradually improving and overall attendance currently stands at 84.9%, with combined Maths and English attendance at 77.6%, The main Issues are generally the entry level programmes, and the Heads of Area are working closely with the Quality team. To address this, positive reinforcement strategies have been introduced, such as prize draws for vouchers based on attendance.</p> <p><b>Retention:</b> This remains high and punctuality remains strong.</p> <p><b>Observations:</b> We have completed 77% of all staff observations now and 8.2% of the observations completed are not meeting expectations. These staff are going through coaching. Their feedback is very positive as they appreciate the support available.</p> <p><b>English and Maths:</b> The focus on English and Maths is a priority and we are making sure we embed maths and English in the curriculum to support our students as much as we can. Other actions include hosting maths regional competition and improving our learning resources and classrooms. We asked students what they wanted and they wanted “Instagram-able” aesthetic learning spaces. The feedback has been incredibly positive and Construction learners asked to go in the new classrooms for their sessions.</p> <p><b>Behaviour update:</b> Again, this is much improved and broadly in line with last year.</p> <p>SK confirmed he had worked on communications for the Prevent strategy nationally and offered to support the Learner Services team.</p>	9
5	<p><b>KPI and Success Measures report</b></p> <p>Attention was drawn to some amber rated activities and the actions and mitigations to address them.</p> <p><b>Observations</b> – This highlights the risk of the observations being achieved by the end of term, and is not as optimistic as the Campus Principals were in their reports at Item 4. It was confirmed that overall, we need to tighten up on this process as we had a delayed start this year which has impacted on the plans overall.</p> <p><b>Staffing</b> – The completion of area training and development plans have been paused temporarily until the PDR process is completed. The PDR process has been delayed in some areas and there are some concerns over long term sickness in one area.</p>	

	<p><b>Digital transformation</b> – There were some quite challenging targets on devices – and whilst over 300 have already been purchased, continuing to update devices and ensure utilisation will be part of the digital strategy activity. Recruitment for the new post is underway.</p> <p><b>Higher Education</b> - HE continuation rates are being very closely monitored through the HECQS committee as we are currently close to the OfS benchmarks. The PGCE course in particular is being closely reviewed.</p> <p><b>Attendance</b> continues to be lower than we would like and is a continual focus for staff.</p>	
<b>Curriculum Quality and Student Experience</b>		
6	<p><b><i>Strategic Objective 1 - Empower students to succeed by delivering an inclusive curriculum that enables students to take the next step on their career path.</i></b></p> <p><b>Update from the Curriculum and Quality Oversight Committee</b></p> <p>Governors noted the content of the report and received an update from the meeting last week. This included:</p> <ul style="list-style-type: none"> <li>• An informative deep dive into apprenticeships.</li> <li>• A final review of the QER.</li> <li>• HE updates including an update on degree awarding powers.</li> <li>• A review of the new policy for freedom of speech and academic freedom policy.</li> <li>• The committee received assurance on condition of registration E.</li> <li>• It also received assurance on safeguarding work completed and follow up activities at each campus.</li> <li>• An update on the use of Success Coaches and the disciplinary processes.</li> <li>• The complaints reports and actions underway.</li> <li>• An update on the validation sessions and the SAR and QIP.</li> </ul> <p>The board received the recommendations of the committee and approved:</p> <ul style="list-style-type: none"> <li>• The QER</li> <li>• The HE and FE complaints annual reports</li> <li>• The SAR and QIP</li> <li>• The Freedom of Speech and Academic Freedom Policy</li> </ul> <p>Governors confirmed the QER and SAR were thorough and strong collaboration had been evidenced as the documents were built up within the validation process, and congratulated the team.</p> <p>NM then made a recommendation for a new approach for the 2025-26 year, with review for part of the document at each meeting through the year. Timings of the review of the various sections was included.</p> <p>Governors challenged if there were any particular risks to the approach recommended. The main potential would be a surprise on achievement rates, but the committee would still have a window to review the final document in the October meeting, and make final amendments. The corporation approved the recommendation.</p> <p><b>Ofsted:</b></p> <p>Governors noted the learning from the Ofsted pilot at Kirklees College, and how our teaching and learning teams were now developing a new report that will assess all areas within the new toolkit assessing where we are, and which will be reviewed much more regularly. Leads and Deputy Leads will be assigned to each activity. The new Ofsted inspection has an audit style approach. The new report makes it clear where we are, and the inspectors will use this to test the facts so we are putting together a band of evidence to inform and direct them on their visit.</p>	

	<p><b>Access and Participation Plan (APP)</b> The group have received notification that the APP has been approved by OfS and with no amendments. This is very unusual, and we are very proud of this. Congratulations were noted to the team.</p> <p>Finally, governors questioned if the group had responded to the consultation on the TEF, and were there any concerns to bring to the board's attention? It was confirmed the group would be responding but they were currently looking at the split of data, and who has ownership e.g. with the University of Hull. There was nothing to highlight specifically to the board at present.</p>	
<p><b>Finance and Resources</b></p>		
<p>7</p>	<p><b><i>Strategic Objective 2 - Improve Operational Performance by maximising sustainable processes, systems, resource management and employee support.</i></b></p> <p>D Hoose from Forvis Mazars joined the meeting. He confirmed the audit had been well run and had gone smoothly and recorded thanks to the TEC Partnership team. There was only one outstanding item shared with the Audit and Finance and Resources Committees. Since the meeting, they had looked into the legal advice received by the group, and the technicalities behind the payments made. It was confirmed they could conclude there would be no need to modify the audit. They would instead have a placeholder to show the discussion in their letter and there would be an internal control recommendation that legal advice should be given in writing not verbally.</p> <p>It was confirmed the external auditors were providing a clean audit opinion. There was only one piece of evidence outstanding from the pension fund. If it was not received in the next couple of days they would use a work round. It had been a clean process from their point of view.</p> <p>AF responded and thanked DH and the team from Forvis Mazars, Maria Turnbull Kemp for the work completed before her departure, and Lauren O'Brien and the Finance team for all the hard work during the audit. It had been a great team effort.</p> <p>The board received the recommendations from both the Audit and the Finance and Resources Committee and approved:</p> <ul style="list-style-type: none"> <li>• The annual report of the Audit Committee</li> <li>• The Regularity Self-Assessment Questionnaire</li> <li>• The annual report and accounts for the group and its subsidiaries and Letters of Representation</li> </ul> <p><b>Management accounts</b></p> <p>AF introduced the new presentation of the management accounts which are now a document in their own right. The test is governors should be able to look the report and have an understanding of where the group is financially. The report uses graphs so it is clearer to see pictorially where the finances are ahead or behind plan and it also illustrates the contribution by college. AF confirmed his intention to add a 2 year cashflow forecast to the report for the next meeting.</p> <p>As the accounts are for period 3, it is common for colleges to be in deficit as they have had two months income and three months of costs. The real variance in income is adult funding which is a timing issue. Governors received assurance that the next report will see how the group is catching up.</p> <p>Governors questioned the main risks within the report and confirmed Higher Education is the major concern where the group could potentially face up to a £500k loss but there is also the potential to receive a higher allocation for adult income. The team are able to deliver more than our current allocation, but would currently not be paid for it.</p> <p>It was confirmed that the new internal auditors are starting their field work in January. AF will share monthly finance reports with the Chair of the Finance and Resources Committee and Chair of Corporation, and an offer was made to any other governor who would like access to the monthly updates. AF and ABe are also scheduling regular engagement meetings.</p>	<p>10</p>

	<p><b>Report from the Chief Commercial Officer</b> Governors were reminded that we have changed how we report on revenue income, which is now reflecting the contribution from these activities. The report was positive, and confirmed the income has increased since the last report by another £22k.</p> <p>Risks: There is still no news regarding successor schemes for Local Skills Improvement Fund (LSIF), that ended in March, and the UK Shared Prosperity Funding ending in March 2026.</p> <p>Opportunities: The team are looking out for funding opportunities via the recently announced Construction TECs and awaiting further Technical Excellence College procurement for Defence, Digital and Green Skills.</p> <p><b>Estates report</b></p> <p>The Skegness new build project is complete, and the final accounts will be confirmed to the next Finance and Resources Committee meeting, which will include a post occupancy review.</p> <p>DM and ABe had an engagement visit today and discussion the compliance audit and dilapidation plans and activities. An offer of additional support and assurance has been made.</p> <p><b>Self-funded improvement activities</b> - A number of works have been completed to improve safeguarding on sites including speed gates at Grimsby, Bridlington and also looking at access controls.</p> <p><b>3-year maintenance plan</b> – Following the initial £1.93 million investment in 2024/25, the TEC Partnership has been awarded a further DFE grant of £2.9 million. This allocation compliments the prior approved TEC Partnership self- funded sum of £1.5m, to support planned investment areas across 2025/26 and 2026/27. Works include improvements to the fabric of the building, heating and ventilation, and structural improvements e.g. IT, security and CCTV. The Estates team are meeting with the Principal’s to sign off works at each college.</p> <p><b>Compliance Audit:</b> Oakleaf have now completed their report, in 4 parts and the team are reviewing it and working through action plans. A full report will go to the next meeting. The fire safety report should be completed this term and Engineering by the end of January.</p>	<p>11</p> <p>12</p>
8	<p><b>Strategic Objective 3 - Contribute to Economic Development by developing programmes, projects and partnerships that meet regional skills needs</b> <i>And</i> <b>Strategic Objective 4 - Achieve Organisational Growth by working in partnership to identify and deliver on opportunities for growth</b></p> <p><b>Branding</b> The external roll out is going well. All the internal branding has been completed, and the external signage is all on track with the exception of Flemingate.</p> <p><b>Marketing:</b> The team are working on a branding awareness campaign. Other positive activities include:</p> <ul style="list-style-type: none"> <li>• The action and delivery plan is moving ahead at pace.</li> <li>• High engagement with year 11 students</li> <li>• Open events have had record attendance</li> <li>• We have recorded some really good campaign stats</li> <li>• 6 leads for a master programme have been achieved from a new method of engagement</li> <li>• The group held a successful FE to HE progression event</li> <li>• Our early destination data shows 95% of students go to positive destinations</li> </ul>	

	<p>Skills England have recently announced the extension of local skills improvement plans through their roadmap for growth .</p> <p>Exciting developments include: Strong partnership with the integrated care boards Putting youth workers in accident and emergency departments which is a great pathway</p> <p>The board also congratulated the Marketing team who have been shortlisted for an award.</p>	
<b>Board Oversight and Assurance</b>		
9	<p><b>Risk Register:</b> The board confirmed they liked the new simplified and more graphical format of the risk register as it was easier to follow, and reinforced they appreciated it showing the difference between impact and likelihood. The next development is to look at the risk appetite, and the new internal auditors have offered to support this activity too. There will be a new risk linked to the new Ofsted framework and how NM and the team are preparing for the new format of inspection.</p> <p><b>Audit committee report:</b> Governors received the update and questioned the timetabling for internal audit activities. It was confirmed we will look initially at GDPR, and funding and will push back disaster recovery to give DM and AF time to introduce a put new system and then have the auditors review the effectiveness of the new practice.</p>	
10	<p><b>Governance Update</b> The corporation received an update from the Chair, following the recent Search and Governance Committee meeting which had reviewed the Governance action plan, committee membership and attendance, the latest skills matrix for the board and future recruitment, and received an update on the student election process. The committee were delighted to welcome Evina as the new FE governor and it was confirmed the new HE governor will be confirmed shortly. The final two student manifestos had been added to Board Effect. The board approved their appointments onto the Curriculum and Quality Oversight Committee.</p> <p>Governors approved the recommendation to focus on HR, Legal and IT skills in the next recruitment campaign and took assurance that the People and Culture team would be mindful of slight gender imbalance and diversity for BAME in recruitment activities.</p> <p>The board approved the recommendation of the committee to appoint JT to the Search and Governance Committee and HP and Glee to the Remuneration Committee.</p> <p><b>Employment and skills advisory groups</b> Governors reflected on the intent for the groups and the inconsistent attendance at the most recent meetings. The team had consulted with stakeholders and already trialed changes to the times of meetings and the format of the meetings. KW had spoken to other providers at the most recent AoC conference and taken a number of ideas away. Having consulted with the chairs of the groups, the recommendation is to evolve our collaborative approach and lead a couple of big bang events for employers and other providers twice a year, supported by a regular skills and employment newsletter showcasing the impact of the contribution of collaborative work with employers. The corporation approved the change, and the subsequent amendments to the group's standing orders.</p>	
11	<p><b>Any other business</b></p>	

	<p>The corporation noted the use of the seal on 9<sup>th</sup> December 2025, for the capital funding allocation and clawback from the DfE.</p> <p>The corporation also confirmed it's support for the disposal and potential write off of the final buses and AF confirmed that MC and ABe should be kept informed for assurance. The corporation would be informed of the final amounts, in due course. It was likely that the discussion for the disposal of the resources would be completed before the next corporation meeting in March 2026.</p>	
12	<p><b>Review of the meeting</b></p> <p>The corporation confirmed:</p> <ul style="list-style-type: none"> <li>• The meeting was well chaired and within time.</li> <li>• There was plenty of opportunity for questions and discussion.</li> <li>• It was positive the Auditors have recommended a full clean audit, and the recommendation was very fair.</li> </ul>	
13	<p><b>Update from the Remuneration Committee</b></p> <p>The corporation approved the recommendation for all staff to receive either 2.5% or £1,500, whichever is higher. 0.5% of this would be communicated as being in place of the Christmas bonus.</p> <p>The corporation approved the annual remuneration statement.</p> <p>Staff and Student governors then left the meeting, see confidential minutes.</p>	

Signed \_\_\_\_\_

Date \_\_\_\_\_

Chair of the Corporation

1	Matt Holness to report again on English and Maths next term	MH	Spring 2026
2	Invite governors to engagement sessions on the Income Diversity Strategy	KW	2025-26
3	Request to consider developing a dashboard/ balanced scorecard that tracks compliance, which can be shared with the corporation for assurance purposes	DM	2025-26
4	Update governors on the Ofsted plan and progress being made	NM	Spring 2026
5	After the curriculum review has been completed, present summary paper to the corporation on the HE Opportunities and Threats, as additional assurance to the deep dive to Curriculum and Quality Oversight Committee	NA, NM	Spring 2026
6	DBS process deep dive will see SEDI Committee and CQOC consider cost benefit analysis of automatic renewals. Share a report back to board after this review.	TT/ AHal	ASAP
7	Present paper on depreciation and impact on this of grant income	AF	Spring term 2026
8	Offer of support from JBr on Martyn's Law	AP, JBr	ASAP
9	Offer of support from SK on the communication of Prevent	AP, SK	ASAP



# TEC Partnership

Changing lives every day

10	Add a two year cash plan to the report	AF	March 2026
11	Confirm the final costs for Skegness	AF and DM	March 2026
12	Provide update on Oakleaf Audit	DM	March 2026