**External Board Review – February 2024**

An External Board Review (“EBR”) took place in February 2024 and was undertaken by Simon Perryman. The report was finalised in May 2024. In summary, the EBR found that the Board has a number of strengths including a Chair and some long-standing Governors who have shown huge commitment and support to help the College get through two mergers and Covid in recent years. Recognising that the Board had become too small, and in the face of some significant organisational challenges, new Governors were appointed in 2023 and a further recruitment process took place in February 2024.

The EBR concluded that the College has made substantial progress on strengthening policies, procedures and papers and the inclusive approach to chairing the Board is welcomed. It is recognised that further improvements are needed to ensure a positive impact on college effectiveness, strategy and outcomes. These include a clear succession plan, strengthening educational experience on the Board, reducing duplication between the Board and Committees and ensuring Board meetings become more strategic, focussing on vision and the future direction of the College.

A number of the EBR Actions were already in progress before the EBR took place and was completed. The College was in the process of undertaking a strategic review, which culminated in the publication of the College’s new Strategic Plan in June 2024, complimenting the Targets contained within the College’s Accountability Agreement. Following a Governor Recruitment Process, in early 2024, four new Governors (three with educational, curriculum and quality skills), were appointed in May 2024, with the number of Independent Governors on the Board being increased to 11 and a timeline had been agreed by the Board in respect of the Chair recruitment process for 2025.

Following the EBR, the Board have approved an Action Plan, which sets out the recommendations and the College’s response. Areas for Development include the development of a Board Training and Engagement Plan, the reduction of overlap and duplication between Committee and Board discussions and the monitoring of the Strategic Targets, together with the development of an Assurance Framework. The Remuneration and Governance Committee will monitor the progress of the Action Plan and report to the Board accordingly.

This Summary was approved by the Corporation Board on 22 October 2024 and agreed with Simon Perryman on 23 October 2024