

<b>Group :</b>	PERSONNEL COMMITTEE	<b>Date:</b>	31/01/2011
<b>Location:</b>	CONFERENCE ROOM, SSFC	<b>Time:</b>	6.30 pm
<b>Attendees:</b>	Assistant Principal – Resources Personnel Manager Clerk to the Corporation	<b>Apologies:</b>	Penny Osborne
<b>Membership:</b>	Anne Dokov (Chair), Chris Fountain, Penny Osborne, Martin Ward, Dominic Wilson		

## 12. Declarations of Interest

There were no declarations of interest.

### Minutes

## 13. Resolved:

That the open and confidential Minutes of the meeting held on 1 November 2010 be approved as a correct record

## 14. Matters Arising

There were no matters arising

### Equality and Diversity – Progress Report (Appendix 7/10)

The Principal submitted an update on progress against the equality and diversity action plan. He reported that students would be attending a college event in July looking at diversity and difference which was being presented at the Walker Theatre.

The Chair asked whether the removal of Educational Maintenance Allowances would impact on equality. The Principal confirmed that there could be an impact in that potential students who may have met the criteria for EMA may be deterred from coming to the college. He advised that the replacement to EMA funding was considerably less and that parents/guardians would need to be means tested to assess whether they were eligible. The funding must be used to cover transport and books and not used to subsidise college trips.

A Governor referred to the Action Plan and suggested that reference to individual schools should be removed.

## 15. Resolved:

(a) That the update on progress against the equality and diversity action plan be noted including:

- The Equality and Diversity report for 2009/10 had been presented to Full Board
- Plans were in place for student focus groups
- A number of strategies were in place for tackling poor performance on male students
- Events for students had been planned –involving the theme of diversity -including an event in July to be held at the Walker Theatre
- Review of marketing materials completed and key actions for next year agreed.

- (b) That reference to individual schools be removed from the Action Plan.

## **Absence Update** (Appendix 8/10)

The Personnel Manager submitted a report on absence for the periods September-December 2009 and September – December 2010 which showed that the College absence levels were well below the levels in the public sector at 3.66 days per employee. She advised that the Government had confirmed that the current default retirement age of 65 would be removed in October 2011 and that this would have a considerable impact on the College.

The Assistant Principal, Resources stated that work on the handover of the payroll system from Shropshire Council was progressing well and referred to the intense and dedicated work being carried out by Personnel and the Finance Manager to achieve implementation.

16. Resolved:

That the absence update report be noted.

## **Strategic Discussion – Funding Implications** (Appendix 9/11)

The Principal submitted a report on the YPLA Funding Statement detailing the severe implications for the College. He stated that staff and unions had been made aware of the situation and that the Senior Leadership were working on a proposed plan for dealing with the funding cuts which would be discussed with Governors, unions and staff. He stated that he had written in strong terms to the YPLA, Michael Gove, the Secretary of State for Education, and Shrewsbury's MP Daniel Kawczynski regarding the implications for colleges. He also reported that the BBC Politics Show would be recording a piece for their programme featuring the College and asking the students to express their views on the ramifications of the cuts in funding. In response to a member's query, he confirmed that the Sixth Form College Forum were also making representations and were organising a national campaign against the cuts.

The Principal and Assistant Principal, Resources, reported that it was difficult to attract increased funding because of the demographic trend in Shropshire and that the College was not considered to be in a deprived area. In order to attract increased funding it would be necessary to increase learner numbers and this would mean looking at options for increasing accommodation.

The Chair commented that it was essential for the College to address the funding implications quickly because of the issue of redundancies.

17. Resolved:

That the implications of the YPLA Funding Statement on the college and the urgent action being taken to work up a proposed plan to make the necessary savings be noted.

18. **Risk**

There were no issues of risk arising from the meeting, the issue of YPLA funding already being included on the Risk Register.

19. **Date and Time of Next Meeting** – Monday, 20 June at 6.15 pm