**Strategy Day Minutes**

**9 May 2024**

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| **Present**  | **Apologies**  |
| Angela Myers (AM)    | Sir Dexter Hutt (DH)  |
| Afzal Hussain (AH)  | Prof. Prue Huddleston (PH)  |
| Christine Tolley (CT)  | Peter Croom (PCR) |
| Roy Priest (RP)   | Lorain Morrison (LM)  |
| Peter Morrison (PM)  |  David Brooks (DB)  |
| Helen Miles (HM)   | Freya Patrick (FP)  |
| Alaric Rae (AR)  | Melody Falcon (MF)  |
| Sharon Isaacs (SI)    |   |
| Hilary Smyth-Allen (HSA) ( Online)   |   |
| Gary Turton (GT) |   |
| Ianthe Smith (IS)  |   |
| **In Attendance**  |   |
| Simon Harris (SH)  |  |
| Stephen Belling (SB)  |   |
| Anna Jackson (AJ)  |   |
| Fiona Yardley (FY)  |   |
| Suzie Branch Haddow (SBH) |  |
| **Afternoon sessions**  |  |
| Randeep Sami  |  |
| Jan Myatt |  |
| Dagen Thompson |  |
| Dan Mooney |  |
| Andrew Crowter |  |
| Alison Jones  |  |
| Rachel Jones |  |
| Ben Gamble |  |
| Sam Coles (SC)  |  |
| Sally Storton |  |
| **Guest Sessions** |  |
| Jen Hope ( Association of Colleges) |  |
| GBPSA- Jack Etherton |  |
| Digital and Tech – Emma Mitchell |  |
| Engineering- Adam Tipper |  |
| Construction- Mark Hickman |  |

**The 2024-2025 Local Accountability Statement**

Governors were asked to consider the content of the proposed 2024- 2025 Local Accountability Statement **contained in the Strategy Day Briefing pack.**

**Governors Comments and Observations.**

1. Review reference to partnerships with any particular university mindful of the value BMet can add to a university’s offer.
2. Consider use of “Centre for” terminology and amend to strategic partnership to mitigate territorialism.
3. Reference to social enterprise and entrepreneurship to be endorsed.

**IT WAS RESOLVED THAT**

**C 23/24 50**

**Subject to the removal of a specific reference to partnership with a university, the Local Accountability Statement be approved.**

**SESSION 4: CULTURE DEVELOPMENT STRATEGY**

AJ, SS and SC from the HR team gave a presentation covering the rationale behind the development of a Culture Strategy and the three key components- Diversity and Inclusion, Well being and Diversity and Sustainability.

The context and material relating to the presentation were contained within the Strategy day briefing pack.

**Governors’ questions and observations following the presentation.**

1. ***What strategy do we have responding to feedback on leaver?(CT)***

AJ advised that Feedback provided by leavers has been factored into the relevant components of the culture strategy.

1. ***Is the data captured by the HR Dashboard available at Department level? (IS)***

SS advised that data at departmental level can be obtained but because it is extracted from different sources needs to be verified before it can be published.

1. ***Do we have the data about staff take up of current Employee Assistance Packages sourced by BMet (CT)?***

SS advised: -

* + Data is not available for support taken up through our insurance offer.
	+ The Together All resources have been used by approx. 15 members of staff.
1. ***Are the statistics consistent across all college campuses? (AR)***

AJ advised that the statistics are consistent across all college campuses.

1. ***What are the further development pieces of the culture strategy ? (IS)***

AJ advised that they are the five elements set out in the proposed wellbeing and engagement strategy.

The following points were made from discussion groups consideration of the detailed contents of the Culture Strategy:

* It is good to use language that describes matters accurately and avoids a reliance on buzz words.
* Focus on good areas as well as hotspots – to determine what is being done and share good practice.
* Ensure timescales and details of how things will be done and by who are included.
* Promote the mental health first aiders the rota a little more.
* The aims of the W& E strategy should include supporting staff to manage their own mental health.
* Consider noting pledges made in respect of sustainability and monitor the impact of Changemakers.
* Build on 6 pm email deadline – wellbeing piece by active promotion of dedicated time for teams to play and converse.
* Articulate what are we doing differently to recruit diverse work force.
* Accelerating the level of resources to support mental health is approved.
* Consider whether data reveals weak spots in the organisation.
* Note the Place of sanctuary objective involves compliance with an extensive detailed process.
* Refer to mental fitness rather than health as has a more positive rhetoric.
* Consider how the policy can capture the essence of the College being ambitious, striving and doing well and no longer having a sense of being in a remedial condition.
* A uniting feature of the culture strategy is everyone working together to change peoples’ lives.

**IT WAS RESOLVED**

**C23/24 51 The Diversity and Inclusion Strategy be approved.**

**C23/24 52 A culture strategy comprising the Diversity and Inclusion Strategy, the Wellbeing and Engagement Strategy and the Sustainability Strategy be approved.**

**C23/24 53 the principles of the proposed Wellbeing and Engagement Strategy be approved and enhanced by feedback provided by Governors during the 9th May Strategy Day .**

**C23/24 54 the principles of the proposed Sustainability Strategy be approved and enhanced by feedback provided by Governors during the 9th May Strategy Day.**

**Session 5 Sustainability**

AC gave a presentation updating Governors on progress made by the college in respect of its sustainability strategy and proposals for further development during the 2024- 2025 academic year.

The context and documentation relating to the presentation were contained in the Strategy day briefing pack.

The following points were made from discussion groups consideration of the proposals for 2024- 2025:

* The proposed Corporate Social Responsibility Paper should be further nuanced to reflect the college’s focus on social value.
* The strategy requires a greater awareness of issues beyond sustainability.
* Key to success will be addressing how everyone factors the strategy into their operational thinking.
* Support given to factoring sustainability into the business planning process.
* Consideration should be given to how the strategy applies to all staff across the college.
* Quick wins such as the use of printing credits should be use to stimulate thinking/
* The Green Sway should be used to promote how leadership is engaged in modelling sustainability.
* Promote apps where people review their sustainability practices.
* Respond to student anxiety concerning Sustainability and the environment.
* Capture what the college does in relation to the data it has e.g. responding to transport patterns.
* Ensure reporting on what we are doing is happening on a regular basis .
* Consider a statement about Transport in the Local Accountability Statement.
* Focus on what the college needs to do to achieve net zero and not which “Scope” of activities we are working on.
* Create a standalone page on the college website referring to our plan and what we are doing in accessible ways using examples such as those provided by AC in his presentation regarding what impact initiatives have in practical terms.
* Increase focus on offsetting in race to zero- within a proportion of offsetting- PC rather do social value emphasis rather than net zero so we’re more effectively supporting the

**IT WAS RESOLVED THAT: -**

**C23/24 55 the college would set a target of achieving Net Zero by the end of 2040.**

**C23/24 56 the college would sign the Race to Zero.**

**C23/24 57 the statement of principles to be included in the Procurement Policy be approved.**

**C23/24 58 the statement of principles to be included in the Corporate Social Responsibility Policy be approved subject to a revised focus on references to social value.**

**C23/24 59 the feedback provided by Governors during the 9th May Strategy Day be factored into the 2024- 2025 Sustainability Action Plan.**

Signed



Chair- Sir Dexter Hutt