

# Meeting of the Quality & Performance Committee

Tue 29 November 2022, 08:00 - 16:00

SGMC

## Attendees

### Board members

Alastair Owens (Chair), Dave Vasse (Member (Principal)), John Kirk (Interim Clerk), Stephen Jones (Member, Vice Chair), Nazia Shah (Asst Principal, Member - Teaching Staff), Barbara Nearchou (Asst Principal), Matthew Franks (Asst Principal), Sara Whittaker (Member, Shadow Chair)

Absent: Pamela Dube, Mariam Benamer

## Meeting minutes

### 1. Apologies for Absence and Quoracy

**Information**

Alastair Owens

Apologies were received from Pamela as this meeting clashed with a long-standing university commitment.

### 2. Declarations of Interest

**Information**

Alastair Owens

None

### 3. Minutes of the Previous Meeting 20 September 2022

**Decision**

Alastair Owens

The minutes were approved as a true and accurate record.

### 4. Matters Arising from the Previous Minutes

**Discussion**

Alastair Owens

None

### 5. Board Level Risks

**Information**

Alastair Owens

To note

The minutes will be sent to the Corporation for any risks to be noted.

### 6. College Self-Assessment Report (SAR) 2021-22 and Key Performance Indicators (KPIs) 2022-23

**Decision**

Alastair Owens

To approve

AO thanked the APs for the hard work in producing the college SAR

NS introduced the report and noted there is a fresh approach this year with input from new staff.

SJ welcomed that the Digital Pathway has made excellent progress on literacy, and asked if the same approach has been effective in Health & Social Care (HSC) and Science pathways.

NS confirmed that increased reading exercises were largely behind these improvements, especially in reading fiction.

MF noted that Digital Pathway staff were always rigorous in implementing and sharing best practice, including by reading in class and reading out loud.

AO welcomed that self-assessment remained Good in the 12 months since the Ofsted visit, especially considering the post-pandemic environment.

NS there have been changes in sequencing of workload due to overload in the first term, and the dips in science & HSC are expected to bounce back as a result.

Cause for Concern meetings monitor the courses where changes in the vocational exam system is now heading in the right direction.

AO asked about attendance.

SJ noted that attendance was a noticeable issue in science

NZ confirmed that new leaders have been very active in addressing attendance, which is now much improved, as evidenced in mock exams attendance..

AO noted there is little variation by ethnicity, but is there any particular group not performing as well as they might?

NZ noted that the higher ability groups have room for improvement.

MF noted that Legal and Financial are known to be lower performing across the sector.

SJ noted the improvement in British Black Caribbean cohort in both attendance and performance.

BN noted there has been much hard work, and an increase level of expectation and aspiration by staff to encourage better performance..

DV noted that ethnicity is less of a factor in success compared to home setting and domestic situation, which can significantly affect the ability to engage and study harder, though this is much harder to measure. There is a balance to enforcing attendance and punctuality when there external factors which respond better to a more understanding approach

AO noted that GCSE Maths has low attendance.

MF noted this was again the picture across the sector, but this year the college is tracking higher than last year.

Motivation and confidence are always factors and there is a greater pass rate in the first re-take in November. The college's Value Added score is above national average.

SW on Maths and English, is there anything some pathway leaders are doing which is improving performance.

MF noted that students often lack motivation after failing more than once, and need continual encouragement just to reach for the next grade. It is a constant 'selling' job.

SW asked if a numeracy strategy were necessary alongside Literacy

MF there is broad political agreement that greater importance be placed on maths at level three, and staff a

SW Asked how Digital can be outstanding when the report notes that female students' performance is lower than expected.

NZ explained that there are very few female students on this pathway, about 1 in 30. Marketing is looking at better ways to improve recruitment of females to the pathway.

SW asked about Science and HSC assignments, with T levels on the horizon, is there support for teachers in anticipation?

NZ confirmed that staff are continuing to receive training in T Levels, having learnt from the change to RQF examination system that early preparation for staff is key.. The push now is to aim for Merits in exams in the first term, and using the BTec Grade Calculator. There much greater emphasis on exam technique in the first term.

AO noted some positive aspects, including professional development of teachers

NS All teachers have a coach, and Teaching & Learning networks are working very well, sharing of good practice, with voluntary attendance every fortnight remaining very high.

MF All teachers have a strong alignment with the Monoux Teacher model, and teachers now join learning walks to engage better with the programme.

AO welcomed that the number of student exclusions is down.

SJ welcomed the emphasis on student preparedness to study

DV noted that many colleges across the sector have found great difficulty in rebuilding attendance and punctuality, and the post-pandemic mentality is worrying..

AO welcomed the improvement in the SAR, and proposed the SAR be recommended to the Corporation, which was unanimously agreed.

BN introduced the paper on KPIs

which have been based on outcomes on last year's results. Assessment has had a higher profile for students, in lessons

and assemblies, and the all students have their own BTec Calculator.  
Now there is a current grade tracking, hence the basis for the KPIs being both realistic and stretching. .

AO asked about the Maths KPI target of 20, which appears unambitious.  
MF noted that as a college where most of the courses are vocational, pass rates are much lower in general FE

AO queried the targets for ALPs  
BN confirmed that this reflects the move to RQF last year, which marked much lower than the system in previous years, which DV noted, meant that the 'deficit' being carried by second year students presented a real challenge.  
NS noted that the vocational exam system has been purposely designed to reduce the number of high grades.

AO asked about the level of targets for student graduation, which didn't seem aspirational.  
BN confirmed that progression to second year is not straightforward. Last year there were students who didn't pass year one but were put on a 2-year course.

SJ welcomed that student feedback, where targets are ambitious, but all categories are up.

SW asked about the different figures on attendance.  
DV explained that this was an inconsistency due to variance in the timing of measurements.

AO Welcomed the KPIs and proposed that these be recommend to the Corporation for approval. This was unanimously agreed.

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## 7. Development Plan - Update November 2022

Information  
Dave Vasse

Information

The Development Plan Update was presented for discussion.

SW asked about the effectiveness of the Attendance and Punctuality impact so far.

MF confirmed there is enormous effort going into attendance. Though there is not always like-for-like measurements, there are higher expectations this year. So far there is an upward trend, and this is on target to clear the deficit by Christmas

DV noted the 17th November date was when students were informed that attendance below 85% would mean removal. This is a short window, and should see results, but industrial action this week will skew the data, and this action does adversely affect students.

SJ welcomed the new definition as absent after 5 minutes late.  
DV said this is more rigorously applied this year as a measure to increase student expectations.

AO Asked if data is recorded on those who arrive late and are not allowed into class.  
BN confirmed these students are taken to a quiet space for silent study with no phone, which students remark is their most effective study time ever!

DV noted the whatever measures are taken, it is difficult to ascertain the highest realistically achievable figure for attendance.

AO asked about initial results from the new Assessment Policy.  
MF completed a learning walk on that theme, which, anecdotally, general feedback was encouraging, as the best feedback is improvement in students' work.

SW noted the progress tracker system is being embedded very well in general, with few inconsistencies.  
BN noted that various strategies had been employed to discover the most effective system.  
DV confirmed that the next iteration of the development plan will include data on Current Working Grades..

AO asked about the current position regarding T Levels.  
DV noted that there is some caution as national take-up has been abysmal, despite massive government expenditure. If courses are not filled, there will be a major risk. There is also a need to demonstrate delivery of RQF to a high standard in order to generate confidence among students.

SLasked about the closing of BTec courses.  
DV noted that many course which were due to end have since been reprieved.

BN noted that staff are still in training for whatever decision is made next year.

AO thanked the staff for their this report.

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## **8. Any Other Business**

None

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## **9. Dates and Times of Remaining Meetings 2022-23**

Tuesday 21 March 2023 5.30pm

Tuesday 6 June 2023 5.30pm