

COVENTRY COLLEGE REVIEW OF GOVERNANCE: Key Recommendations and Action Plan					
	Review Objective	Ref.	Recommendation	Actions	Responsibility
1	The Governing Board's impact on the success of Coventry College	1.1	Establish impact measures for the Strategic Plan and one-year Development/Operational Plan [Para 1.3];	To be included in the new Strategic Plan for 2023 - 26.	Senior Leadership Team (SLT)
		1.2	Using the Corporation Report format, regularly review progress towards these impact measures to permit a clear understanding for the Governing Board on progress to date and areas for improvement [Paras 1.4 - 1.6];	Include within Corporate Report at each full board meeting.	SLT
		1.3	Address the requirements of the Equalities Act 2010 [Para 3.14]; The governing board should define its expectations and then monitor the progress towards achieving its plan.	Will be included in the cycle of business for the board and a report produced.	Head of Governance
		1.4	Ensure that safeguarding policy and practice is regularly reviewed (within the Board's annual governance planner), including defining the role of the Governor Link for safeguarding [Para 3.16]. NB: Currently reviewed and monitored by the Education and Standards Committee, but needs to be full board.	This is regularly reviewed and Governor Link role defined monitored through the Education and Standards Committee, this will also be included within the cycle of business for full board monitoring and approval.	SLT
2	How the Governing Board works with the executive leadership team to provide strategic direction for Coventry College	2.1	Expand opportunities for the Governing Board to explore and influence strategic thinking and planning [Paras 1.10 & 3.4]; Consider additional meetings to include a strategic emphasis to balance the more operational agendas of the current meetings.	In addition to the Annual Strategic Planning day for Governors, additional in-year sessions focusing on strategy will precede full board meetings.	SLT & Head of Governance
		2.2	Consider a stakeholder mapping exercise to identify the range and type of stakeholders which could format a stakeholder voice policy [Para 3.19];	To be considered, and formats and timescales agreed.	SLT
3	The Governing Board's accountability for oversight and assurance of the charitable trust's educational and financial performance	3.1	Give greater prominence to the Code of Good Governance in governing processes and practices [Para 4.3];	An additional section in the Standing Orders will be added to note how the Board would manage any conflicts of interest.	SLT
		3.2	Make arrangements to review compliance with the Code of Good Governance to support a statement of compliance in the Financial Statements and Governance Report [Para 4.2].	Make it clear within documentation when compliance is reviewed annually by the Governing Board, identifying compliance with and any variances from Code expectations.	SLT and Head of Governance
		3.3	Develop a full scheme of delegation of powers and responsibilities [Para 1.14];	A comprehensive scheme of delegation concerning responsibilities and powers of the Governing Board, committees, Chief Executive, senior staff, Chair of the Corporation and Clerk to the Corporation will be included as an addition to the existing Financial Scheme of Delegation.	SLT and Head of Governance
4	The extent to which the Governing Board fosters excellent teaching and learning	4.1	Create ways for all Governors, especially newly appointed ones, to appreciate all aspects of teaching and learning at Coventry College [Para 2.11];	Extend current programme of opportunities for Governors to include a 'Menu of Activities' for Governors to sign up to at the start of the year and/or following appointment for new staff.	SLT
		4.2	Formation of an annual Board Development programme, including a focus on teaching and learning [Paras 2.11 and 2.19]		
5	The potential for the Governing Board to evolve in the context of the future needs of Coventry College	5.1	Create a core skills and behavioural matrix to guide the Search and Governance Committee which emphasises (a) teaching and learning (b) responsiveness to identified employment opportunities (c) partnership and collaborative working [Paras 2.4 – 2.6].	Further enhance the current skills audit with the addition of skills areas and behaviours in line with the Code of Governance.	Head of Governance