

External Review of Governance – Action Plan

	Recommendations	Actions	Timescales	Lead(s)
1	Decide on the future of the Fircroft College Trust by 31 July 2024	<ul style="list-style-type: none"> Report to Governing Body for decision 	31.7.2024	Principal Clerk Head of Finance and Regulatory Compliance
2	Extend Lease	<ul style="list-style-type: none"> Governors meeting with CEO of Bournville Village Trust to explore extension of lease, timescales, potential other options Consideration and approvals by Governing Body to align with BVT strategy and plans 	31.7.2024 TBC	Principal Head of Business Infrastructure Principal Head of Business Infrastructure
3	Explore use of Woodbrooke	<ul style="list-style-type: none"> Keep under active review and pursue if/as business needs arise 	31.7.2027	Principal Head of Business Infrastructure
4	Policy Review	<ul style="list-style-type: none"> Use the development session at Governing Body meetings to deepen governors' contributions to strategic aspects of management input and follow up 	Academic Year 2024-2025 onwards	Chairs and Lead Governors

		with appropriate collaboration outside of formal meetings		
5	Strategic Objectives and Governor Development	<ul style="list-style-type: none"> • Set strategic objectives for following year at last Governing Body meeting of each year • Review Governor Training and Development Plan annually against strategic objectives 	Summer Term Autumn Term	Principal Chair Clerk
6	Strategic Partnerships	<ul style="list-style-type: none"> • Review strategic stakeholders and partnerships • Consider and instigate governors' involvement in these where appropriate 	31.7.2025 2025-2026	Chairs and Lead Governors, Principal, Vice-Principal, Head of Finance and Regulatory Compliance, and Clerk
7	Associate Governors	<ul style="list-style-type: none"> • Develop role descriptions for Associate Governors • Recruit Associate Governors for areas approved by Governing Body 	Autumn Term 2024-2025 2024-2025	Clerk Clerk
8	Governor Visits to the College	<ul style="list-style-type: none"> • Chairs and Lead Governors 	2024-2025	Chairs and Lead Governors

		<p>undertake a minimum of one in person learning visit to the College per year</p> <ul style="list-style-type: none"> All governors undertake a minimum of one learning visit to the College per each 3-year term of office 	31.7.2027	All Governors
9	Audit Committee	<ul style="list-style-type: none"> Private session between Audit Committee (and Clerk) and auditors at each Audit Committee meeting without staff 	2024-2025	Chair of Audit Committee Clerk
10	Role Descriptions	<ul style="list-style-type: none"> Review Lead Governor role descriptions to streamline and ensure strategic oversight only 	2024-2025	Clerk
	Considerations	Actions	Timescales	Lead
1	Alternative Vehicle for Income Generation	<ul style="list-style-type: none"> If and as business need arises consider and set up another vehicle for income generation and diversification 	31.7.2027	Clerk Head of Finance and Regulatory Compliance

2	Reserves	<ul style="list-style-type: none"> Review level of reserves and if permitted and appropriate use for students' benefit 	2024-2025 and annually	Governing Body Head of Finance and Business Infrastructure
3	Health and Safety	<ul style="list-style-type: none"> Consider if Lead Governor or reporting governor for Health and Safety is needed If considered necessary develop role description and appoint 	2024-2025 2025-2026	Clerk Head of Business Infrastructure Clerk
4	Equality, Diversity and Inclusion	<ul style="list-style-type: none"> Adopt revised EDI Policy and objectives Consider adopting best practice from Charity Governance Code 	31.7.2024 31.7.2025	Principal Vice-Principal Vice-Principal Clerk