

External Review of Governance – Action Plan

	Recommendations	Actions	Timescales	Lead(s)	Status/ Progress
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 	31.7.2026	Principal Clerk Head of Finance and Regulatory Compliance	Amber. Consideration started, preliminary discussions with external lawyer, legal enquiries commissioned. Also, dependent upon Strategic Futures decisions.
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 	31.7.2026 31.7.2027	Principal Assistant Principal Principal Assistant Principal	Amber. Started discussions but dependent upon BVT. BVT indicated that they understood the College's timescales and would try to facilitate earlier discussions and decisions. Not at point of being able to make decisions or negotiate with BVT. Dependent upon BVT.
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 Assistant Principal	Green.

					So far, no need/business case for significant use of Woodbrooke. Also, dependent upon Strategic Futures decisions.
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 with appropriate collaboration outside of formal meetings 	Academic Year 2024-2025 onwards	Chairs and Lead Governors	Green. Full academic year almost completed.
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 Summer Term	Principal Chair Clerk	Green. Governing Body approved strategic objectives on 7.7.2025. Green. Strategic objectives can be accommodated in Governor Training and Development Plan approved on 7.7.2025.
6	Strategic Partnerships	<ul style="list-style-type: none"> Review strategic stakeholders and partnerships 	31.7.2025	Chairs and Lead Governors,	Green.

		<ul style="list-style-type: none"> Consider and instigate governors' involvement in these where appropriate 	2025-2026	Principal, Assistant Principals, Head of Finance and Regulatory Compliance, and Clerk	<p>Managers have reviewed. Governors to consider at Strategy Day.</p> <p>Amber. Was considered on Strategy Day 13.6.2025 and needs progressing.</p>
7	Associate Governors	<ul style="list-style-type: none"> Develop role descriptions for Associate Governors 	Spring Term 2024-2025	Clerk	Green. Approved by GB on 19.3.2025.
		<ul style="list-style-type: none"> Recruit Associate Governors for areas approved by Governing Body 	2025-2026	Clerk	Amber. Governing Body approved recruitment for Estates. Advertised.
8	Governor Visits to the College	<ul style="list-style-type: none"> Chairs and Lead Governors undertake a minimum of one in person learning visit to the College per year 	2024-2025	Chairs and Lead Governors	Green.
		<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	Amber. Most/ some governors have not undertaken visits yet.

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	Green. Full academic cycle completed.
10	Role Descriptions	<ul style="list-style-type: none"> Review Lead Governor role descriptions to streamline and ensure strategic oversight only 	2024-2025	Clerk	Green. Approved by Governing Body on 7.7.2025.
	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	Not yet commenced but not due date yet. Dependent upon Strategic Futures discussions.
2	Reserves	<ul style="list-style-type: none"> Review level of reserves and if permitted and appropriate use for students' benefit 	2024-2025 annually and	Governing Body Head of Finance and Business Infrastructure	Green. Considered for Eco-Classroom in 2024-2025.
3	Health and Safety	<ul style="list-style-type: none"> Consider if Lead Governor or reporting governor for Health and Safety is needed 	2024-2025	Clerk Head of Business Infrastructure	Green. Considered by Assistant Principal and Clerk. Not considered necessary to have Lead Governor or reporting governor but

		<ul style="list-style-type: none"> If considered necessary develop role description and appoint 	Not considered necessary	Assistant Principal	<p>included in advert for Associate Governor - Estates. Advert published.</p> <p>Green. Superseded. Role description for Associate Governor developed and approved.</p>
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 	<p>31.7.2024</p> <p>31.7.2027</p>	<p>Principal Vice-Principal</p> <p>Assistant Principal Clerk</p>	<p>Green. Completed.</p> <p>Green. Charity Governance Code was being revised and consulted upon. So, will reconsider, if appropriate, when EDI Policy and objectives are reviewed.</p>