

Minutes of the full Board of the Corporation

FRIDAY 13 OCTOBER 2023 AT 16.00

Committee Room, Moulsham Street Campus, Chelmsford and via MS Teams

Members: Amanda Montague (Chair), Trevor Bolton (Vice Chair), Jenny Beaumont, Jan Church, Lola Cole, Rachael Cornwall, Richard Davidson, Sarah Noble, Christian Norman, Jaya Patten, Paddy Reilly, Jon Selvage, Kaiffe Turner, David Warnes (CEO), Barbara Vohmann, Doug Zeeman.

College Officers: Debs Hurst

Director of Governance: Ra Hamilton-Burns

		Action
1	<p>Apologies for absence Amanda Montague, Jenny Beaumont, Rachael Cornwall, Alan Pitcher had sent apologies. Lola Cole and Kaiffe Turner had yet to attend induction or receive the meeting dates so did not attend.</p>	
2	<p>Declarations of interest and to notify any confidential items There were none.</p>	
3	<p>Pay Award David Warnes reminded the Board that the AoC had delayed their pay bargaining as it awaited the DfE releasing extra funds to support a pay award. This happened over the summer and the £748k was received by Chelmsford College. The AoC recommended 6.5% which was below UCU 15.4%.</p> <p>There are three scenarios:</p> <ol style="list-style-type: none"> 1. The national minimum wage (NMW) will be increased from £10.42 to £11.00 with effect from 1 April 2024 which reflects a 5.57% increase. It is suggested that this could be used for all staff from January 2024, but this might produce anomalies between pay bands which will need to be addressed to maintain the important differential. 2. The second proposal is to implement the NMW from 1 January 2024 and all other staff received the AoC recommendation of 6.5% except for the College Executive Group and some specific management staff who received changes to their remuneration during a recent restructure. 	

	<p>3. To implement the NMW from 1 January 2024 and all other staff receive 6% from 1 January except for the College Executive Group and some specific management staff who received changes to their remuneration during a recent restructure. The date of 1 January means that this is affordable and the bringing forward of national minimum wage avoids two pay awards in year. Vacancies are still currently being covered by agency staff and this is being monitored.</p> <p>David Warnes explained that option three is the recommendation from the CEG in order that the pay award is fair and inclusive. The College has committed to spend all the pay award funding from the DfE for increases, additional closure days, staff rooms on each campus, additional CPD and other measures to help workload.</p> <p>The recent ballot by unions for the proposed strike on pay awards closed on 10 October 2023. For Chelmsford College the official threshold was not met so there will be no strike.</p> <p>Governors asked if 100% of the money is being spent to support this increase for seven months of the year – what will happen next year as there would be an ongoing impact. The funding is being spent on the suite of improvements already listed. The assumption is that there will be similar funding from the DfE to support pay next year as there would be a negative impact on all colleges if this was not the case. David Warnes reminded governors that the payment was given as an uplift in the funding formula so it would be unusual to rescind this.</p> <p>It was clarified that the two weeks of college closure at Christmas which is a one-off event will not apply term-time-only staff and this has been agreed with the union.</p> <p>AGREED: THE BOARD AGREED A PAY AWARD OF 6% FROM 1 JANUARY 2024 EXCEPT FOR THE COLLEGE EXECUTIVE GROUP AND SOME SPECIFIC MANAGEMENT STAFF WHO RECEIVED CHANGES TO THEIR REMUNERATION DURING A RECENT RESTRUCTURE. THE PAY AWARD ALSO INCLUDES THE INCREASE IN THE NATIONAL MINIMUM WAGE TO £11 PER HOUR.</p>	
4	<p>Any Other Business</p> <ul style="list-style-type: none"> • AGREED: THE BOARD AGREED TO DELEGATE REVIEW AND RECOMMENDATION OF KEY GOVERNANCE DOCUMENTS TO A SEARCH WORKING PARTY TO BE AGREED BY TREVOR BOLTON. 	

	<ul style="list-style-type: none">• AGREED: THE BOARD AGREED TO ADOPT THE 2023 AOC CODE OF GOOD GOVERNANCE <p>The meeting closed at 16.15</p>	
15	Date of Next Meeting <ul style="list-style-type: none">• Friday 8 December 2022 at 14.00	

Approved by chair