



East Sussex College Group

Board Self Review 2021-22

LEWES
NEWHAVEN
EASTBOURNE
HASTINGS

Scope & Approach

The 2021-22 Board Review process included the following activities:

- **Self Assessment Survey** – Governors fed back on a range of areas including strategy, compliance, oversight, people and structures.
- **Board & Committee Effectiveness** – a table-top assessment of membership, key governance performance indicators and coverage of the annual cycle of business.
- **Skills Audit** – an assessment of Governor’s skills, expertise and experience.

Survey Results – Strengths

Area	Movement
<p>Strategy:</p> <ul style="list-style-type: none"> The Board makes evidence based and timely decisions The Board effectively shapes and influences College strategy 	<p>↑ ↔</p>
<p>Compliance:</p> <ul style="list-style-type: none"> Governors understand and satisfy the Board’s legal, regulatory and financial requirements There are sufficient compliance checks and Board reporting on statutory and contractual requirements including Safeguarding, PREVENT, SEND and Equality & Diversity and Inclusion 	<p>↑ ↑</p>
<p>Oversight:</p> <ul style="list-style-type: none"> Governance (Chair and the Board) and Leadership (Principal/CEO) and the Executive Team) work well together The Board drives financial efficiency 	<p>↑ ↑</p>
<p>People:</p> <ul style="list-style-type: none"> Governors add value, individually & collectively Governors understand their roles & responsibilities and exemplify College culture, values and ethos Governors provide supportive challenge and hold the Executive Team to account 	<p>↔ ↑ ↔</p>
<p>Structures:</p> <ul style="list-style-type: none"> Information within the Board portal sufficiently supports Governors to effectively carry out their roles The Chair of the Board provides effective leadership The Director of Governance provides effective governance advice and clerking services 	<p>↔ ↑ ↑</p>

Survey Results – Improvement Areas



Area	Movement
<p>Strategy:</p> <ul style="list-style-type: none"> The student voice and their experience is central to Board decision making 	↔
<p>Compliance:</p> <ul style="list-style-type: none"> The Board has sufficient assurance about performance and delivery of its objectives 	↑
<p>Oversight:</p> <ul style="list-style-type: none"> The Board has access to relevant, accurate and triangulated data and uses this to inform decision making The Board implements best practice self-evaluation to drive improvement Risk management and internal control systems are robust 	↑ ↓ ↑
<p>People:</p> <ul style="list-style-type: none"> The Board has an appropriate range of expertise, skills and experience & succession plans are in place 	↑
<p>Structures:</p> <ul style="list-style-type: none"> There is clear linkage in agendas between Board priorities and College goals Agendas and supporting documents are clear, focused and prioritised according to the importance of the issue Board induction is effective and Governors benefit from Board and personal development The Board devotes sufficient time and thought to long-term strategic issues and their achievement 	↓ ↓ ↓ ↑

Skills Audit Summary



Strength Areas	Development Opportunities
Education delivery	Experience in small & medium sized enterprise
Organisational restructuring	Knowledge & understanding of apprenticeships
Target setting/performance monitoring	Leadership of a large commercial organisation
Stakeholder management	Remuneration strategy
Establishing and maintaining collaborative partnerships at local, regional or national level	Digital intelligence/expertise and cyber security
Corporate & strategic experience	Legal expertise
Working with a Board or equivalent as a director/senior manager	Extending reach, inclusiveness and engagement across a community
Chairing a Board/Committee	
Change management	
Interrogating data and reporting information at a strategic level	

Key Priorities – 2022-23



- Maximise opportunities to ensure that the student voice and experience is central to decision making.
- Ensure meetings papers are concise and specific, with clarity for Governors on key actions and next steps.
- Enhance induction, training and development opportunities for Governors.
- Cycle of business to ensure a more balanced distribution of governance business across the academic year.
- Where appropriate, further delegate approval powers to committees, thereby reducing the burden on the Board and increase time for strategic discussion and planning.
- Establish a comprehensive Governance Improvement Plan to incorporate these and other key focus areas.