



Preliminary Report For Moulton College Board Review 2024

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Date: June 2024

Version: Final Summary

Board Impact and Effectiveness

The evidence from the review shows that the Board of Moulton College is highly proficient and that governance is effective.

Governance has had a beneficial impact on the College throughout the past three years, particularly with the development of the Strategic Plan.

The long term Strategic Plan has been used effectively by the Governors and the Executive working together to prioritise and implement the modernising curriculum agenda, to increase employer involvement in the design and delivery of the curriculum, and to increase engagement and collaboration with local and regional business. An example is the introduction of the Independent Skills Boards, which are proving to be very effective.

The Board has shown it is responsive in a number of ways e.g. the leadership and Governors have reacted at pace in making improvements with a twin-track approach to improve quality and raise the College grade to good in a short space of time; also showing drive and ambition to secure a sustainable future for the College through innovation and robustness.

The Board has effective oversight, supports the Executive in meeting the strategic aims and scrutinises performance constructively through a wide range of methods and metrics. There is a strong commitment and focus on the priority for student needs first, which is evident in meetings.

The Board has a robust approach to risk and financial matters, as well as responding to the curriculum needs of the students and the quality of their experience,

The College implemented a governance skills and experience requirements assessment for planning (part of the actions taken following the Board review in 2021). There was a successful, comprehensive skills and expertise audit which resulted in the identification of strategic priority areas for governor recruitment. This longer-term needs assessment process for succession planning resulted in the commissioning of an externally led recruitment process for new governors, with a wider range of skills and experience, to satisfy the new future focused curriculum requirements for the Board. This has had a very positive impact on governance insight, questioning, challenge, debate and actions.

A Stakeholder Feedback Strategy has been introduced to provide both triangulation of evidence and also increased insight for Governors from their close engagement with the students' experience; also a range of internal and external perspectives on quality outcomes and impact.

It is clear that there is a great deal of trust, integrity, openness and curiosity displayed through the questioning and probing at meetings and there is a strong sense of an effective working partnership between the Board and the Executive.

Examples of performance improvements leading to better outcomes and impact from Governance:

- Increased student learner numbers from 3,074 in 2021 to 3,376 in 2023
 - 16-18 year olds up from 1723 in 2021 to 1848 in 2023
 - Adults up from 1293 to 1320 over this same period
- Income increased from £18.2 million in 2021 to £23.2 million in 2023
- Financial Health improved from a rating of '*Intervention*' to '*Requires Improvement*' and removed from '*Intervention*' in 2023
- Licence for overseas students restored.

Summary of Recommendations

- Consider enhancing the existing training and development plans for governors to include individual personal plans.
- Consider enhancing the Link Governor scheme further.

*This is a summary of the report approved for publishing by the Corporation on 4 July 2024.
The full report is available on request from the Head of Governance;
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