Working Men's College Corporation
External Board Review 2024

Summary and Implementation

The Board of Governors engaged HfL Education to conduct the External Board Review. A consultant from HfL held an initial meeting with the Chair and the Principal to agree the scope within the terms of the DfE's guidance. The next stages were an on-line survey for all governors, an in depth meeting with four governors and a meeting to review the preliminary findings with all governors.

HfL then issued a final report which was reviewed at a meeting of governors in July.

WM COLLEGE

External Review of Governance

HFL Education

Governors' Responsibilities

- Determining or, for Catholic sixth-form colleges, preserving and developing your college's educational character
- Setting and communicating your college's strategy and goals
- Holding executive leaders to account for the educational performance and quality of your college, and for the performance of staff
- Exercising effective control to ensure that funds and assets are protected, your organisation remains solvent and legal obligations are met

Six main duties:

1. Ensure your corporation carries out its purpose for the public benefit
2. Comply with your corporation's governing document and the law
3. Act in your corporation's best interests
4. Manage your corporation's resources responsibly
5. Act with reasonable care and skill
6. Ensure your corporation is accountable

Summary - Strengths

- Governors are passionate about the success of the college
- Strong professional skills within the board
- Board are embracing the opportunities coming out of change
- Strong subject leadership accountability processes in place
- Regular meetings are held to oversee college finances
- Risk Management is embedded across the committee structure
- Governance Structures are formally documented through TOR which are reviewed and adopted annually

Summary - Areas for Development

- development of a comprehensive set of strategic plans for the college to ensure the college sustainability into the future.
- further developing a culture of accountability including monitoring the strategic plan in action and policy compliance.
- governors embracing a refreshed focus on knowing what success / good governance looks like from induction through to continued professional development.
- ensuring that the impact of good governance is evidenced in board documentation.

Action Plan - Priorities

	Area	Priority	No. of Recommendations
1	Strategic Leadership	MEDIUM	8
2	Accountability	MEDIUM	6
3	Financial	HIGH	7
4	Effective Governance Practice	HIGH	9
5	Safeguarding	MEDIUM	2
6	Evaluation	MEDIUM	1

Implementation - Summary Plan

Strategic Plan - Implementation and Performance Milestones
Financial Strategy and governor CPD
Estates Strategy -
Marketing Strategy -
Governance procedures and documentation review
(skills audit, recruitment, induction, CPD, succession planning)
Board self assessment to reference AoC Code, HfL EBR and Mosaic Report