



**Minutes of the meeting of the Board of Governors held on 8 July 2025 at 4pm at  
Barnsley College**

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**Present:** Simon Perryman (Chair and Governor)  
Helen Jaggar (Governor and Vice Chair)  
David Akeroyd (Principal and CEO)  
Steven Burkinshaw (Staff Governor)  
Carol Cooper-Smith (Governor)  
Gavin Day (Governor)  
George Graham (Governor)  
Tracey Jonson (Governor) (Teams)  
Marie Lang (Governor)  
Jo Mallows (Governor)  
Matt Mills (Governor)  
Kalam Neale (Teams)  
Carrie Sudbury (Governor)(Teams)

**In attendance:** Hayley Allsopp (Vice Principal Students)  
Gavin Batty (Deputy CEO)  
Heather Jackson (Director of Governance)  
Tony Johnson (Vice Principal Corporate Services)  
Laila Lawton (Chief Financial Officer)  
Sue Slassor (Vice Principal Quality)  
Sasha Foyster (learner Voice Adviser)  
Kayleigh Hendy (Student Union)  
Eduard Cristea (Student Union)

Part I

Minute	
<b>PROCEDURAL MATTERS</b>	
<b>B25/120</b>	<b>Agenda Item No. 1: Quoracy</b>  The meeting was quorate.
<b>B25/121</b>	<b>Agenda Item No. 3: Apologies for absence</b>

Minute	
	Apologies were received from Carly Speechley, Kayleigh Bell, Billy Cowley and Donavan Hutchinson
<b>B25/122</b>	<p><b>Agenda Item No. 4 &amp; 5: Declarations of interests and Register</b></p> <p>Helen Jaggard declared her interest as a Director of ITS and Smartstyle. Carol Cooper-Smith declared her interest as a Director of ITS, Smartstyle, BCDC and Think. David Akeroyd declared his interest as a Director of ITS, Smartstyle, BCDC, ITrust and Think. Hayley Allsopp declared her interest as a Director of iTrust, Gavin Batty declared his interest as Director of Think. Heather Jackson declared her interest as Company Secretary of ITS, Smartstyle, BCDC, iTrust and Think. Tracey Johnson declared her interested as her role was funded by South Yorkshire Mayoral Combined Authority.</p> <p>The Board noted the register of interests.</p>
<b>B25/123</b>	<p><b>Agenda Item No. 6: Any other business</b></p> <p>There was no other business.</p>
<b>B25/124</b>	<p><b>Agenda Item No. 32: Student Union Report and Budget</b></p> <p>The Learner Voice Advisor and Student Union President presented the Student Union Report and Budget and a summary of the activities in the past year alongside plans for the coming year.</p> <p>Governors noted the wide range of activities and events undertaken by the Student Union over the past year, particularly its focus on community projects, strengthening community links, and amplifying the Student Voice.</p> <p>Governors also noted the Student Union's Excellence Opportunity to Sri Lanka.</p> <p>Governors thanked the Learner Voice Adviser for the very thorough update.</p> <p>It was <b>RESOLVED</b> to note the update on Student Union spend and activities for 2024/25 and approve the budget of £32k for the 2025/26 academic year.</p>

<b>B25/125</b>	<p><b>Agenda Item No. 33: Principal's report</b></p> <p>The Principal presented his report.</p> <p>Governors noted the update on Northern College including a planned merger completion date of 1 March 2026 and discussed the plans and outcomes at length.</p> <p>It was noted that staff at both colleges had been informed the previous week, and the development had been featured in FE Week. A set of frequently asked questions was being developed for staff including future ownership of the Northern College premises which was returning to the Council. It was agreed that the Board would be kept updated.</p> <p>Governors noted the update on the recent voluntary severance scheme.</p> <p>Governors noted the FE Commissioner financial benchmarks.</p> <p>It was <b>RESOLVED</b> to note the Principal's report.</p>
<b>B25/126</b>	<p><b>Agenda Item No. 34: Budget 2025/26 and Financial Plan</b></p> <p>The Chief Financial Officer presented the College budget for 2025/26 and Financial Plan.</p> <p>Governors noted the recommended budget for 2025/26 with a total income of £73.4m, income excluding capital grants and interest of £59.7m and EBITDA of £6m. The proposed budget reflects 16-19 student funding allocation adjusted for some expected adjustments for T level numbers. The Financial plan through to 2027/28 grows income by 4% and demonstrates sustainable growth.</p> <p>Governors noted the processes that the College uses to adjust, agree and set the budget which ensures consistency and affordability.</p> <p>16-19 income accounts for two thirds of the College's income and is expected to grow by 13%. Apprenticeship income is projected to increase by 11% over the next 3 years. Higher Education income increases by 53% over the plan. Governors noted that the DfE had notified the College very late of an additional funding of £1.8m. This was being distributed to the departments.</p> <p>Governors noted that the 16-18 funding was at its highest and it was expected to be a peak before declining slightly for the following years.</p>

	<p>Governors discussed cash flow and reserves policy and agreed that the college had a strong historical pattern of exceeding cash flow and EBITDA targets.</p> <p>Governors noted that the recent communication from the FE Commissioner regarding benchmarks and in particular cash days. It was agreed that the College should not adjust its strategy to meet external benchmarks.</p> <p>It was agreed to add cash days to the management accounts.</p> <p>Governors discussed growth and plans for apprenticeships and it was noted that there were a range of opportunities. The need for a skilled workforce remained crucial.</p> <p>Governors noted that the DfE had commissioned a review of the estate, it was believed that this was a sector wide exercise.</p> <p>Governors discussed the government's industrial strategy and potential opportunities. It was thought that Leeds College of Building would be the main hub in Yorkshire for the Construction Technical Excellence College but that Barnsley was well placed to leverage funding for future opportunities.</p> <p>Governors discussed growth plans for Higher Education and noted the colleges plans building on T Levels and the IoT alongside the cost of living and supporting students to progress.</p> <p>Governors noted that the budget meets the minimum target for EBITDA and meets all other college key financial targets and bank covenants.</p> <p>It was <b>RESOLVED</b> to approve the budget for 2025/26.</p> <p>It was <b>RESOLVED</b> to approve the annual capital budget or 2025/26 of £2.4m</p> <p>It was <b>RESOLVED</b> to approve the Financial Plan to July 2028.</p> <p>It was <b>RESOLVED</b> to approve the assessment of the financial health grade as Outstanding for 2024/25 and Good from 2024/25 through to 2027/28.</p> <p>It was <b>RESOLVED</b> to approve the level of subcontracted activity; total subcontracted income of £1,871k and £1,497k sub-contracted cost.</p>
<b>B25/127</b>	<p><b>Agenda Item No. 35: Balanced Scorecard 2025/26</b></p> <p>The Deputy CEO presented the balanced scorecard for 2025/26 for approval.</p>

	<p>Governors noted that it reflected discussions from the strategic seminar and at the Board. It was noted that further amendments may be required to reflect last-minute changes to the financial plan.</p> <p>It was <b>RESOLVED</b> to approve the Balanced Scorecard for 2025/26.</p> <p>Tracey Johnson joined the meeting at 17:19</p>
<b>B25/128</b>	<p><b>Agenda Item No. 36: Balanced Scorecard Q3 Update</b></p> <p>Governors noted that most of the strategic goals remain on track to be achieved by the end of the year.</p> <p>Governors discussed the areas identified as amber and red, along with the actions being taken by the College to address them.</p> <p>It was <b>RESOLVED</b> to note the Balanced Scorecard Quarter 3 update and the assurance that it provides that the College is working to achieve its strategic targets.</p>
<b>B25/129</b>	<p><b>Agenda Item No. 37: Quality Improvement Plan (QIP) Update</b></p> <p>The Vice Principal Quality presented the updated QIP.</p> <p>Governors noted that there were a small number of areas identified for improvement and the actions being taken to address them.</p> <p>Strong progress was being made to achieving the targets and it was noted that there had been demonstrable improvements in the proportion of young people securing grade improvements in GCSE Maths.</p> <p>It was also noted that significant areas of underperformance remained for PED Apprentices and that value added was not showing the improvements that the College wanted.</p> <p>Governors discussed other potential measures including the percentage of students who got to their first choice destination, high grades, going to university, aspirational targets.</p> <p>It was <b>RESOLVED</b> to note the progress against the Quality Improvement Plan.</p>

<b>B25/130</b>	<p><b>Agenda Item No. 38: Link Governor Update</b></p> <p>Jo Mallows updated governors on the recent task and finish group that had been set up following the last board meeting to review the link governor role and focus.</p> <p>The Board agreed to the recommendations for a smaller number of standing topics as well as the new focus for curriculum and quality link governors where priorities would be agreed annually.</p> <p>It was also agreed that there would be twice yearly meetings to review processes, conduct quality assurance, share good practice and agree future focus. Link Governor reports would also be shared with the Audit &amp; Risk Committee.</p> <p>Governors noted the new Gatsby standards relating to Careers guidance and it was noted that a session on the new programme was planned for the next formal meeting.</p> <p>The Clerk will establish a Link Governor library on TeamEngine over the summer.</p> <p>It was <b>RESOLVED</b> to approve the recommendations of the Link Governor Review.</p>
<b>B25/131</b>	<p><b>Agenda Item No. 39: Reflection</b></p> <p>Governors and staff expressed their heartfelt thanks to Simon Perryman and Helen Jaggar, whose leadership over the past decade has shaped the College through numerous projects, challenges, and achievements—always with integrity, vision, and a steady hand.</p>
<b>B25/132</b>	<p><b>Agenda Item No.40: Date and time of next meetings of the Board</b></p> <p><b>4pm Tuesday 7 October 2025 – Results</b></p>

The meeting closed at 18.00.