



**Minutes of the meeting of the Board of Governors held on Thursday, 6 November 2025 at 1.00 pm via Teams**

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**Present:**

Marie Lang (Chair)  
David Akeroyd (Principal and CEO)  
Kayleigh Bell (Staff Governor)  
Carol Cooper-Smith (Governor)  
Samantha Dixon (Governor)  
Leon Etherington (Governor)  
George Graham (Governor)  
Jo Mallows (Governor)  
Matt Mills (Governor)  
Kalem Neale (Governor)  
Carley Speechley (Governor)  
Carrie Sudbury (Governor)

**In attendance:**

Hayley Allsopp (Vice Principal Curriculum and Student Experience)  
Gavin Batty (Deputy CEO)  
Geraldine Hulley (Interim Clerk to the Corporation)  
Tony Johnson (Vice Principal Corporate Services)  
Laila Lawton (Chief Financial Officer)  
Sue Slassor (Vice Principal Quality)

Minute	
<b>PROCEDURAL MATTERS</b>	
B25/141	<b>Agenda Item No 1: Quorum</b>  The meeting was quorate.
B25/142	<b>Agenda Item No 2: Apologies for absence</b>  Apologies were received from Gavin Day, Tracey Johnson and student governors, Megan Orrow and Leo Hubbard.
<b>MONITORING PERFORMANCE AND QUALITY</b>	
B25/143	<b>Agenda item No 11: Financial Approvals</b> The report sought approval from the Corporation for any financial transactions and contracts that had occurred between June and September 2025. The Corporation was asked to approve expenditure over £100k presented in the report.

	<p>It was <b>RESOLVED</b> to approve the expenditure over £100k as listed in the report and appendix including departures from standard procurement in accordance with the requirements of the financial regulations.</p>
<b>B25/144</b>	<p><b>Agenda No 12: Management Accounts</b></p> <p>The report confirmed the College was on track to meet its key financial targets set in the budget and financial plan. The College had confidence that the overall income target and EBITDA targets would be met. The first full re-forecast would be undertaken after the departmental performance review meetings had taken place in December 2025.</p> <p>The Corporation received assurance that staff vacancies were being actively managed without any negative impact on those areas where vacancies existed. All departments were expected to have alternative arrangements in place.</p> <p>It was <b>RESOLVED</b> to note the Management Accounts.</p>
<b>B25/145</b>	<p><b>Agenda No 13: Sustainability Update</b></p> <p>The report provided an update on the College's progress towards its Climate and Sustainability Strategies since May 2025. The report highlighted: the accelerated launch of the Clean Energy Training Centre; and, the introduction of the sector-leading SDG-Ready programme to embed Education for Sustainable Development across the curriculum.</p> <p>The Chief Financial Officer (CFO) and her team were congratulated on the comprehensive report. The Corporation agreed this work was a great credit to the College in that it was making progress in such a positive way.</p> <p>The Corporation noted that the College was recognised as a leader in this area. They were informed that the Head of Sustainability was regularly asked to present at external events and the College had won a number of high-profile awards. The Principal had extended an invitation to the Secretary of State for Energy Security and Net Zero in the UK to open the Clean Energy Training Centre on the 12 December 2025. A request from one governor about an opportunity for further discussions with British Chambers of Commerce was welcomed.</p> <p>The CFO reported on a number of practical actions that were being taken to reduce the use of single use plastic. Consideration would also be given to exploring any actions that could be taken to influence a reduction where procurement was concerned. It was agreed any changes should not negatively impact on student cost.</p> <p>It was <b>RESOLVED</b> to note the Sustainability Report.</p>
<b>B25/146</b>	<p><b>Agenda No 14: Strategic Seminar Agenda</b></p> <p>The Deputy CEO presented the draft Strategic Seminar Agenda. Governors were invited to provide feedback on the programme. These included:</p> <ul style="list-style-type: none"> <li>• Agreement that the Post-16 Skills White Paper and Curriculum and Assessment Review required due consideration in the morning workshop in</li> </ul>

	<p>terms of implications for the College. Pre-reading in manageable chunks would be arranged for any governor who wished to prepare in advance.</p> <ul style="list-style-type: none"> <li>• The December and February Board meetings would provide time for detailed discussions on the merger which did not need to be duplicated at the Seminar. Further thought could be given to consider the adult offer and how it would align moving forward.</li> <li>• The Principal's opening session could incorporate impact of the micro/ macro political environment from the elections and any changes to local government.</li> <li>• In view of changes to the Ofsted framework, a high-level discussion about any implications would be appropriate.</li> </ul> <p>It was <b>RESOLVED</b> to approve the Strategic Seminar Agenda.</p>
<b>B25/147</b>	<p><b>Agenda No 15: Annual Risk Management Report</b></p> <p>The report outlined the approach and performance of the College in relation to risk management in 2024-25. This included: Board Assurance Framework; internal audit performance; College and departmental risk processes; disaster recovery; and, Risk Management Policy. There were no changes to the risk grading.</p> <p>It was <b>RESOLVED</b> to approve the Annual Risk Management Report.</p>
<b>B25/148</b>	<p><b>Agenda No 16: Risk Management Policy</b></p> <p>The Corporation noted minor changes that had been made including the addition of Safeguarding to linked policies and procedures.</p> <p>It was <b>RESOLVED</b> to approve the Risk Management Policy.</p>
<b>B25/149</b>	<p><b>Agenda No 17: Annual Human Resources Report</b></p> <p>The Corporation agreed this was a comprehensive report that provided assurance against key strategic objectives relating to staff engagement, resource efficiency and pay frameworks.</p> <p>It was <b>RESOLVED</b> to note the Annual HR Report and note the assurance that it provides.</p>
<b>B25/150</b>	<p><b>Agenda No 18 and 19: Annual Health and Safety Report and Health and Safety Policy</b></p> <p>The Vice Principal Corporate Services presented the Annual Health and Safety Report. The Corporation noted the changes to the number of accidents and was assured by the robust procedures that were in place for each department and welcomed the increase in near miss reporting. The Corporation also noted the training opportunities that were available to staff both in person and online modules. The Health and Safety Policy had been updated and minor amendments shown as tracked changes.</p> <p>It was <b>RESOLVED</b> to approve the Annual Health and Safety Report and the assurance that it provides.</p> <p>It was <b>RESOLVED</b> to approve the Health and Safety Policy.</p>

B25/151	<p><b>Agenda No 20, 21 and 22: Annual Safeguarding Report; Safeguarding Policy; and, Prevent Policy</b></p> <p>The Corporation noted the comprehensive report that detailed the College's approach to safeguarding staff, students and visitors. The Committee also noted the College's commitment to exceeding statutory requirements ensuring a safe, supportive environment for all.</p> <p>The Corporation welcomed the results of the survey with 98% and 99% response rates to the question, 'do you feel safe?' at different points in the learners' journey.</p> <p>It was <b>RESOLVED</b> to receive the Annual Safeguarding Report and note the assurance that it provides.</p> <p>The Corporation noted the changes that had been highlighted in yellow throughout the Safeguarding and Prevent Policies.</p> <p>It was <b>RESOLVED</b> to approve the Safeguarding and Prevent Policies.</p>
B25/152	<p><b>Agenda No 23: HE Programme Changes and Course Closure Policy</b></p> <p>The Chair confirmed that minor changes had been made to the Policy.</p> <p>It was <b>RESOLVED</b> to approve the HE Programme Changes and Course Closure Policy.</p>
B25/153	<p><b>Agenda No 24: Annual Modern Slavery Statement</b></p> <p>The Vice Principal Corporate Services presented the Annual Modern Slavery Statement.</p> <p>It was <b>RESOLVED</b> to approve the Modern Slavery Statement.</p>
B25/154	<p><b>Agenda No 25: Annual Equality and Diversity Report</b></p> <p>The Vice Principal Curriculum and Student Experience presented the Annual Equality and Diversity report.</p> <p>The Corporation commended the level of detail in the report. A range of examples of equality, diversity and inclusion in action during 2024-25 were included which governors found particularly interesting. The Vice Principal agreed to respond to any follow up questions from governors as required.</p> <p>It was <b>RESOLVED</b> to note the Annual Equality and Diversity Report.</p>
B25/155	<p><b>Agenda No 26: Annual SEND Report</b></p> <p>The Corporation noted the annual SEND Report. The Link Governor confirmed she thought the report was incredibly thorough and reassuring. This was an area where the College was doing some excellent work. The report included some</p>

	<p>very good examples and overall, there was a real opportunity for broader publicity particularly for parents and local schools around Barnsley.</p> <p>It was <b>RESOLVED</b> to note the Annual Equality and Diversity Report.</p>
<b>B25/156</b>	<p><b>Agenda No 27: Annual Data Protection and GDPR Report</b> The Deputy CEO presented the Annual Data Protection and GDPR Report. Statement.</p> <p>It was <b>RESOLVED</b> to approve the Annual Data Protection and GDPR Report. Statement.</p>
<b>B25/157</b>	<p><b>Agenda No 28, 29 and 30: Audit and Risk Committee (16 September 2025); Internal Audit Report; and, Regulatory Self-Assessment Questionnaire</b></p> <p>The Chair of Audit and Risk Committee highlighted the Internal Auditor's report which confirmed that the College had received the highest audit opinion that auditors could recommend. The same report confirmed that sound governance was in place and the Audit and Risk Committee had discharged its duties properly. The Committee had also scrutinised the Regulatory Self-Assessment Questionnaire and would be recommending its approval when it was presented to the next meeting on the 11 November 2025.</p> <p>It was <b>RESOLVED</b> to note the minutes of the Audit and Risk Committee held on 16 September 2025.</p>
<b>B25/158</b>	<p><b>Agenda No 29: Governance and Search Committee (7 October 2025)</b> The Chair of Governance and Search Committee highlighted key points of discussion from the meeting. The Principal and CEO confirmed that the recently appointed Director of Governance was due to start in post on 24 November 2025 which everybody welcomed. The Corporation noted that the Association of Colleges had been engaged to complete an external review of the Corporation. This could not start until the new Director of Governance was in post.</p> <p>It was <b>RESOLVED</b> to note the minutes of the Governance and Search Committee held on 7 October 2025.</p>
<b>B25/159</b>	<p><b>Agenda No 30: ITS Meeting (23 September 2025)</b> The Chair of the ITS Meeting confirmed it had been very positive with some time taken introducing background and context of the company and the longer-term plan to new members of the Committee.</p> <p>It was <b>RESOLVED</b> to note the minutes of the ITS Meeting.</p>
<b>B25/160</b>	<p><b>Agenda No 31: Link Reports</b> The Chair of Corporation confirmed that once the Director of Governance started later in November, all link governors would be in position and deployed. The SEND link governor confirmed that she would be happy to hold any</p>

	<p>background discussions required by governors who had recently started in their role.</p> <p>It was <b>RESOLVED</b> to note the report on Link Governors.</p>
<b>B25/161</b>	<p><b>Agenda No 32: Regulatory Update</b>  This would be reported on at the next meeting on the 11 November 2025.</p> <p>It was <b>RESOLVED</b> to note the Regulatory Update.</p>
<b>B25/162</b>	<p><b>Agenda No 33: Good News Report</b>  The Corporation noted the Good News Report and commented there had been lots of good news which triangulated to other information provided and discussions held at Board throughout the year. Governors noted that social media was proving to be very effective in communicating key messages and congratulations were extended to the marketing team.</p> <p>It was <b>RESOLVED</b> to note the Good News Report.</p>