



Meeting of an electronic Standards Committee held at 0830 on 19 May 2021.

Present	Steve Blackshaw	Martin Buck (Chair)	Adeshola Onakoya	Annie Gammon
	Kevin Watson (Principal)			
In Attendance	Ralph Devereux (Clerk)	Mohammed Khabbازه (VPCQ)	Kishan Pithia (VPSS)	
Apologies	Adam O'Brien			

**62/20 ELIGIBILITY, QUORUM, DECLARATIONS & MEMBERSHIP**

The apology was accepted. No notice had been received of any member becoming ineligible to hold office. The meeting was quorate, and no interests had been declared.

**63/20 STANDING ITEMS**

a. The Minutes of the last meeting held on 22 April 2021 were confirmed for electronic signature.  
**(Action 1)**

b. Matters Arising. There were no matters arising.

c. Outstanding Actions. Actions from the last meeting had been implemented.

See referenced minute for full detail.		Status
<b>Action 1</b>	54/20a. Last minutes (18.03.21) confirmed for signature.	<b>Complete</b>
<b>Action 2</b>	55/20. Sample observation reports to Corporation for information.	
<b>Action 3</b>	56/20. Safeguarding Report to next Corporation meeting.	
<b>Action 4</b>	56/20. Safeguarding training at Corporation strategy day.	
<b>Action 5</b>	56/20. Safeguarding strategy meetings to be termly & recorded,	
<b>Action 5</b>	58/20. Enrolment stats re "walk-ins" tbc at next academic year.	

d. **re Action 4.** Safeguarding training would be completed on an alternative date.

e. Urgent Business. There were no requests for urgent business.

**The information was received.**

**Action had been identified (Register at 68/20)**

**64/20 EQUALITY DIVERSITY (E&D) AND ANTI-RACISM**

a. Earlier Consideration. Equality and Diversity (E&D) had been considered and discussed at the strategy planning session held the previous Friday; the Chair outlined the thrust of those considerations. The notes of that meeting recorded that;

“The nationwide profile of E&D had been raised considerably over the last few months and it was necessary for the Corporation to give this area an enhanced scrutiny to reassure themselves, and all stakeholders, that not only the eight protected characteristics of the Equality Act were being scrupulously observed but that a wider, in depth and appropriate culture was inherent at B6. To this end it was agreed that a small focus group should be established, under Chair’s action, to look at this area specifically and formally from a governance viewpoint; SM was invited, accepted, and was appointed as Chair of the E&D Sub-Committee (EDSC) with the Principal, SB, MB and (Provisionally) ST as members.

b. Looking Forward. BSix was a widely diverse organisation both in terms of the staff and students and had an inherent social and moral commitment to engender a genuinely equal cross college E&D culture in all respects. Work towards establishment of such an environment had been incrementally building over the last 3 demanding years and former perceptions of injustice had been overtaken. However, recent national (and international) discussions focused on racism had prompted a consequent close self-examination by a wide spectrum of organisations and demand for change had added impetus to the

continuing drive towards B6 cross-college equality and fairness. Racism must continue to be confronted; the views and concerns of our Black and Minority Ethnic (BME) students and colleagues must be heard and the 8 (Equality & Human rights) protected characteristics truly and openly reflected across the organisation. In partnership with existing staff and student networks, and building upon established good practice, a proactive programme would be further developed; the EDSC would examine the issue from the governance perspective and would report to the Corporation in the Autumn. **(Action 2)** The existing College ED Group (EDG), largely dependent on voluntary support, which was fully appreciated, would be strengthened and formalised; a formal constitution would be written, and a reporting cycle and chains established. **(Action 3)** Progress would be presented to the Corporation together with the EDSC report in the Autumn. **(Action 4)** The ED Co-ordinator (EDC) was currently producing a draft annual business schedule. The Hackney Learning Trust was actively engaged in practical implementation of the E&D principles and would provide support and examples of appropriate documents. **(Action 5)** Whilst written statements were clearly necessary, emphasis on visible action and change, would broadcast the B6 commitment to these matters and should be prioritised. During discussion, the advisability of research into past process was discussed. The environment had changed; 3 years ago, the approach, in many ways, had been cosmetic with continuing tensions in some areas but latterly this had been succeeded by progressive openness and integrity and all areas were equally included. It was agreed that the focus should be on looking forward and that much past weakness had been overtaken, (even though a spirit of openness allowed perceived injustices from the past to be aired). It was also felt that generic staff and student surveys would be useful in helping to gauge staff support for the college's senior and middle leadership, organisational culture and direction of travel and could indicate any need for a more focused E&D repeat. Stakeholder input could also inform on external perception of B6 performance.

**The information was received.**

**Action had been identified (Register at 68/20)**

#### **65/20 VERBAL UPDATES**

- a. Teaching and Learning (T&L) The active involvement of middle leaders in progression of T&L was discussed, including whether the strategy was effective in raising standards and enhancing the student experience. The revised lesson observation process, discussed at the last meeting, was effectively removing former prejudice and was a solid indicator of standards but it was still unclear as to how much improvement was a direct result of middle leader influence. It was agreed that direct conversations with each leader could provide the information and collaterally familiarise them with "interview/drill down" process; accordingly, the next meeting on June 16 would be an extended session involving 4 of the 8 leaders and starting at 0800 **(Action 6)**; An additional meeting would be arranged for the 4 remaining exchanges. **(Action 7)** Each leader would be invited to bring evidence to support their written submission which should be limited to a single page of A4. **(Action 8)**
- b. Teacher Assessed Grades (TAG) The decision that the summer examinations would not proceed had prompted the Office of Qualifications and Examinations Regulation (Ofqual), the Joint Council for Qualifications (JCQ) and other awarding bodies, which applied specifically to B6, to publish individual guidance frameworks detailing the methodology for awarding processes. The resultant comprehensive TAG Policy had been published on the website to allow access to all. The practical process and timelines were then explained. Even after the final submissions to the awarding bodies there was a process to allow for exceptional late entries. A Level/AS results would be published nationwide on 10 August and on 12 August for GCSE.
- c. Student Recruitment. There had been little change to the external enrolment detail presented to the last meeting. Internally, progression was currently at 84.4% and that was expected to increase over the coming months; last year the total had been 88%.
- d. Careers Accreditation. The accreditation process through Prospect Award Services had been severely delayed for Covid related events; it would be picked up at the start of the next academic year and expected to be complete by the end of 2021.
- e. Study Award Accreditation. (Sussex University). The Study Programme Award was now fully accredited by the University of Sussex. Student portfolios, recommended by the tutors for either the Gold, Silver or Bronze awards were being collated and would be passed to

the University for moderation, the deadline was the coming Friday. The standard of the entries was good with some outstanding and awards would be presented at a dedicated ceremony tbn in September. Full detail would be presented to the Committee in the Autumn. **(Action 9)** The focus on all aspects of the student experience was popular with the University and enhanced B6 profile to the extent that the College had been shortlisted by the Sixth Form Colleges Association (SFCA) for an award to mark its `Knowledge is Power` enrichment programmes.

- f. Staff Recruitment (Curriculum). The academic staff recruitment process had now been completed with the following outcome:
- (i) appointment of an IT teacher;
  - (ii) appointment of an ESOL teacher;
  - (iii) offers to a Chemistry teacher and a Media teacher; and
  - (iv) identification of a likely HSC teacher who would be invited again in due course.
- g. Committee 2021.22. The Committee meeting schedule was then considered, and it was unanimously agreed that, at least for the first term of 2021.22, monthly meetings were desirable. A further decision would be taken re continuance. The pressure on the management team in producing the necessary detail was understood and shorter papers and verbal presentations would be accepted.

**The information was received.**

**Action had been identified (Register at 68/20)**

**66/20 URGENT BUSINESS**

There had been no urgent business agreed.

**67/20 DATE OF NEXT MEETING**

The next meeting would be at 0800 on 16 June and would include personal exchanges with middle managers.

**68/20 ACTIONS REGISTER**

See referenced minute for full detail.		Resp	Date
<b>Action 1</b>	63/20a. Last minutes (22.04.21) confirmed for signature.	Clerk	wie
<b>Action 2</b>	64/20b. EDSC report to Committee in Autumn.	SM	Oct 21
<b>Action 3</b>	64/20b. EDG to be formalised.	KW	wie
<b>Action 4</b>	64/20b. EDG progress report with Action 2.		Oct 21
<b>Action 5</b>	64/20b. Hackney Trust to provide documents and detail.	AG	wie
<b>Action 6</b>	65/20a. Next meeting to meet 4 middle leaders from 0800.	Chair	16.06.21
<b>Action 7</b>	65/20a. Additional meeting tba for 4 remaining middle leaders.	Clerk	wie
<b>Action 8</b>	65/20a. Middle leaders' submission limited to one side A4.	KW	
<b>Action 9</b>	65/20e. Accreditation detail to Committee in Autumn.	KP	Oct 21

*Ralph Devereux (Clerk) for Martin Suck (Chair)*

# FINALStandardsMins19.05.21RDKWMB

Final Audit Report

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