

Present: Sheena Payne-Lunn (Chair), Wisal Bashar, Elle Beale, Grahame Davies Sean Devlin, Andrew Forth, Paul Rushton and Ed Senior

In Attendance: Jo Payne (Clerk to the Local Governing Body)

1. Apologies: Alex Gwinn, Wendy Pickess and Jane Jenkins (Vice Principal)

2. Standing Items

- (i) No interests were declared.
- (ii) No items were identified as confidential.
- (iii) No urgent business was identified.

3. Minutes

(i) Minutes of the Curriculum & Quality Committee: 5th November 2025

The minutes of the Curriculum & Quality Committee meeting were **confirmed** as a correct record. An update was provided on the action points. In relation to matters arising, the Committee requested an update as to whether the Police had been more responsive following the assault on Spetchley Road. The Principal advised that there has been no communication with the Police in relation to the matter. Following initial interest from the MP who said he would follow up on this matter, there had been no further communication. Governors requested that the College communicate again with the MP, in particular, given ongoing concerns about individuals who are not our students congregating at County Hall. The student governor asked what support there was for any student who witnessed the incident who might still be affected emotionally by this. The Principal asked for individuals to come forward so that the College could support them as appropriate.

Following discussion about the new Inspection toolkit at the previous meeting, the Principal noted that the College has appointed a Senior Leader for Inclusion who was the SENCo and was leading on supporting teachers with adaptive teaching to meet the needs of all learners.

The Clerk suggested that the need for a Saturday morning strategic conference was felt to be necessary as a means of ensuring that governors are confident with the new inspection toolkit and the College's strengths and areas of focus. The Committee agreed that this seemed sensible and the Clerk will consult on the timing of this.

4. Management and Strategic

(i) Principal's Update

The Principal presented his update report and noted the following points:

- Jane Jenkins had been appointed Principal with effect from the start of the 2026-27 academic year and would be the first female Principal in the College's history. The role of Vice Principal is currently being advertised with interviews planned for 17th and 18th March. Governors will be invited to be part of this process. It was noted that whilst we had been advised by the Director of Governance that the Vice Principal was not a senior postholder of the Trust, the Trust had determined the pay associated with the role;
- Applications for next academic year were approximately 80 below the equivalent point last year, although in line with the previous year and there was little difference between enrolment numbers in the two years. It was also positive that applications from the College's

main feeder schools were running ahead. In reviewing the latest county cohort data and using trends around enrolment and rollover into year 2, the current forecast is that the College will experience some growth, possibly increasing the student number to 1800. The growth in the cohort is anticipated to end in several years and the challenge of any decline in student number was noted;

- Feedback from parents to a recent survey was overwhelmingly positive. The College would share this feedback with parents and provide a response in relation to any areas that were less positive;
- The Government have issued guidance to schools on prohibiting the use of mobile phones during the school day. Whilst there is a nuanced approach suggested for post-16, the College will need to be clear on its approach and provide appropriate challenge;
- The latest county sufficiency planning suggests that there has not been the anticipated upward trajectory in secondary student numbers and a new Worcester City school was not required. Plans to increase places at high schools across the county were noted. Should Wychavon Town be one of the settlements selected for early investment from the Government, development could begin as early as 2030 rather than 2035 with the plan for 10,000 houses and a population of 30,000 with early years, primary and secondary provision planned as part of this in the first instance.

The Committee joined the Principal in congratulating Jane Jenkins on her appointment. The Chair of the Local Governing Body, who was part of the shortlisting and appointment process, outlined how rigorous the process had been and how strong the successful candidate had been. He recommended that the Principal designate present to all governors her vision and focus for the College as presented to the selection panel at an appropriate time.

In response to challenge it was noted that:

- Teaching pay is nationally agreed, with the exception of allowances which might vary in amount, which mean that there will not be discrepancies across the Trust's colleges in this respect. There were differences in the pay of senior staff which have been attributed to the size of institutions, however, this did not seem consistent. There were some similar issues in relation to support staff pay where, colleagues who work with other teams across the Trust, are aware of different pay structures. There has been some attempt in this respect to address this where possible;
- Year 1 parents' were less positive about the range of subjects available at College. In relation to this, the Principal noted concerns about numbers enrolled or applying to study some of the College's creative subjects and consideration might need to be given to the viability of these subjects whilst being careful to protect the curriculum offering and negate any detrimental impact this might have on recruitment;
- The College's approach to mobile phone use was likely to be that they could be used in social spaces, but not in study spaces, although the difficulties of this given that students use mobile devices to access work on Teams and College emails was noted. Once agreed, an appendix would be added to the Student Conduct Policy.

The Committee **noted** the Principal's report. The Chair of the Local Governing Body stated that he and the Vice Chair would consult with a view to raising the fairness and transparency of senior staff pay with the Trust.

5. Quality Assurance

(i) Quality Assurance

The Principal presented the key aspects of the Vice Principal's report and highlighted the following:

- Mid-year reviews were taking place with Heads of Department with discussion focusing on groups who did not perform as well last summer in addition to those identified through in-year monitoring;

- Senior leaders had been preparing narratives in relation to their areas to support in inspection preparedness with a view to these being shared with staff and governors;
- Inclusion learning walks had taken place at College and would be replicated elsewhere aimed at identifying if teachers are adapting their teaching to best support learners including those with SEN and those with English as an additional language;
- Staff training in January, led by Jane, was extremely well received with staff providing overwhelmingly positive feedback;
- GCSE resits results in November were good, particularly English.

In response to challenge it was noted that:

- Whilst GCSE Maths results were not as strong as in previous years, pass rates were much higher than national resit data. It was perhaps the case that more students had been permitted to resit in November than was typical;
- There have been some opportunities for staff to share good practice in relation to AI, but further training was needed. The Trust directive that non-Microsoft AI software will be prohibited has not been universally welcomed by staff. The reason for this decision relates to Co-Pilot data storage being in the UK. The opportunity to respond to staff workload e.g. through a trial of some marking software, was noted.

The Committee **noted** the information provided.

6. Governance

The Clerk presented her report and noted that:

- The committee should review the confidential minutes register;
- The staff and student governor vacancies continue to be promoted. First year students who participated in the student panel as part of the Principal interview process were impressive and an approach will be made to consider whether the student governor vacancy is something they would consider. It is not known why there have been no staff forthcoming for the governor vacancy;
- The spring term SFCA Governance webinars were publicised. Wherever possible, recordings of these will be shared.

The Committee **agreed** to remove reference to the Principal's resignation from the confidential minutes register and **noted** the information provided. The Principal was asked to consider

7. Policy Reviews

The governance policies – Tabling of Papers, Governor Appointments and Access to Meeting – were all **approved** without change.

8. Closing Standing Items

(i) Risk Management:

The Principal presented the relevant risk register extracts noting the following:

- The appointment of a new Principal and Vice Principal presented an inevitable risk and the importance of support and challenge from governors was highlighted. It also makes it more likely that the College will be inspected next academic year. It was positive that there would be a period of transition to prepare the new Principal for areas of new responsibility;
- Preparations to submit a bid for central capital bid were ongoing. Should this not be successful, governors will need to consider how best to support the College in addressing concerns in relation to lack of toilets, issues with the kitchen and the need for additional social space for students;
- There are some large subjects where there are concerns about outcomes in this summer's exams which will need to be closely monitored.

In response to challenge it was noted that:

- Concerns remain about Criminology outcomes. Law, which is in the same department, also had poor value-added last year. College processes were being followed. External support was being made for to support teachers in Criminology with marking.

The Committee **noted** updates to the risk register as outlined. The Committee highlighted their concern about the long-standing nature of performance issues in Criminology and tasked the College with ensuring that this was being appropriately challenged and addressed. They also asked that the College facilitate Elle Beale meeting with the Criminology team and visiting lessons given the success of Criminology at one of our sister colleges.

- (ii) Impact: The Committee's scrutiny of subject performance and the fairness of the Trust's approach to setting senior staff pay was noted.
- (iii) Any Urgent Business: No items were raised.
- (iv) Date of Next Meeting: Wednesday, 13th May 2026

The meeting finished at 6.49pm.

Signed:.....
Sheena Payne-Lunn (Chair)

Date:.....

CURRICULUM & QUALITY COMMITTEE: ACTION POINTS ARISING FROM MEETING ON 4TH FEBRUARY 2026

Report Reference	Action Point	Person Responsible	Completion	Check
C&Q/04.02.26/3(i)	Contact the MP again in relation to concerns about lack of Police co-operation and communication.	EYS	ASAP	
C&Q/04.02.26/3(i)	Consult on timing of a governors' conference to consider strategic matters.	JJP	February 2026	
C&Q/04.02.26/4(i)	Share data with the Chair and Vice Chair to enable them to raise concerns about the fairness and transparency about senior staff pay.	EYS/JJP	February 2026	

ACTION POINTS CARRIED FORWARD

Report Reference	Action Point	Person Responsible	Completion	Check
C&Q/05.11.25/6(i)	Feedback on mini-projects focused on the progression aspirations of Level 2 female Asian students and focus groups with Pakistani students re engagement in enrichment.	JLJ	February 2026	

ACTION POINTS COMPLETED

Report Reference	Action Point	Person Responsible	Completion	Check
C&Q/14.05.25/7(ii)	Report back on how many students had applied for access arrangements which were rejected.	EYS/JJP	November 2025	✓

*denotes change