

Wilberforce Sixth Form College  
External Review of Governance 2022/23  
Governance4FE

## EXECUTIVE SUMMARY

### SUMMARY OF REVIEW OUTCOMES & RECOMMENDATIONS

Within the overall review of the Board's effectiveness, this is a positive report of a board and executive performing well and addressing the challenges of their sector. This summary of review outcomes should be read in conjunction with the full report as the report contains important contextual information, rationale, and evidence for all the recommendations made. The review considered the Board's effectiveness and governance maturity [emerging/developing/mature] across the 5 main areas.

#### GOVERNANCE STRUCTURES

The Board demonstrates good governance with developing maturity through clear definition and understanding of roles and responsibilities, and the introduction of a published Scheme of Delegation will further support this. There is room for improvement in board and committee meeting reporting, meeting planning, and meeting evaluation, ensuring time is spent where it will have most impact and add value.

#### RELATIONSHIPS

The Board demonstrates mature governance through relationships characterised by candour and mutual respect. Governor scrutiny activity, which is undertaken collectively and on an individual basis, gives governors a clear line of sight into the various areas of the college business. There is potential for additional leverage of board members' skills and experience through a greater knowledge of each member's strengths, increased dialogue in meetings to facilitate further sharing of members' expertise, and greater clarity on the value added through the ambassadorial role of governors.

#### ENABLING

The Board demonstrates good governance with developing maturity through the Executive's understanding of the benefits of governor challenge, and governors' scrutiny of the Executive reporting and proposals. Greater linkage between meeting agendas, the Executive reporting, and College Improvement Plan priorities, could further governors' understanding of how they are moving the organisation forward to achievement of its strategic priorities.

#### ALIGNMENT

The Board demonstrates a considerable maturity of governance through strong emotional unity, remaining steadfast in the commitment to the local community, whilst embracing change. The college's ethos, values, and purpose, play a key part in strategic decision making.

#### TEAM

The Board demonstrates good governance with developing maturity through the active steps it is taking to improve the diversity of the board, the variety of skills, and the mentoring of new members. Establishing of a cohesive succession plan with clearly defined targets could help to deliver more timely succession within the Board.