

## EALING, HAMMERSMITH AND WEST LONDON COLLEGE CORPORATION

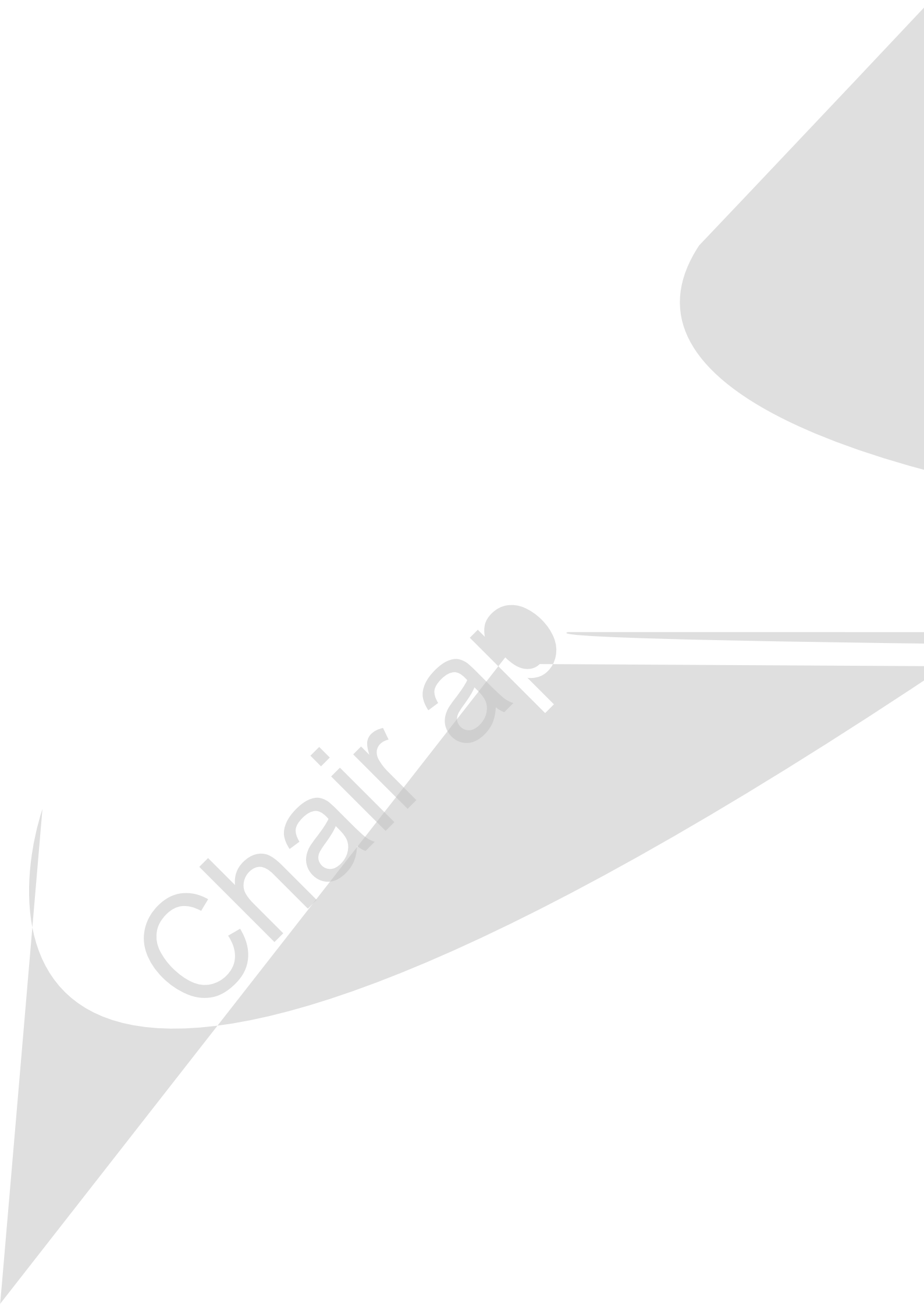
<b>Meeting</b>	<b>CURRICULUM, QUALITY AND PERFORMANCE COMMITTEE</b>		
<b>Date</b>	11 May 2021	<b>Time</b>	18.00
<b>Venue</b>	Meeting held remotely due to Covid-19		
<b>Chair</b>	Jan Edrich		
<b>Members:</b> Jan Edrich (Chair); Karen Redhead (CEO); Robin Ghurbhurun; Hilary Macaulay; Matt McMahon; Christopher Saul, Debbie Stephenson <b>Ex-officio:</b> Skye Campbell; Mo Moussa <b>College officers:</b> James Taylor (Deputy Principal, Curriculum and Quality); Sara Woodward (Assistant Principal, Quality and Student Services); Ra Hamilton-Burns (Interim Governance Advisor).			

ITEM



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Chair appro

The image features an abstract composition of grey geometric shapes on a white background. A large, rounded grey shape is in the top right corner. A long, thin grey line extends horizontally from the right edge towards the center. Below this line, a large grey shape tapers to a point on the left. Another grey shape is in the bottom left corner. The text 'Chair ar' is written in a light grey, sans-serif font, slanted upwards from left to right, and is partially overlaid by the large grey shape in the center.

Chair ar

Chair ap

Chai

Continued throughout the Spring term through online lessons  
Practitioner forums every fortnight  
Wakelet<sup>5</sup> – a live session was delivered again at the request of staff  
Nearpod<sup>6</sup> – A live introduction session  
CPD for access to HE  
A rolling programme of seven sessions begins on 3 May to reinforce key building blocks of TLA

Inclusive learning will be observed by a specialist inspector in June 2021.

College observers enjoyed the process, some staff were not happy with the feedback and there is a significant proportion of staff who need to make rapid and significant improvement. There is a follow-up process to put emphasis on staff to demonstrate improvement. There is a plan to observe the remaining staff who have not yet been observed.

Governors asked if the outcomes of the observations were as expected. James Taylor said that FEA had confirmed that the College observers had been making accurate judgements. The Committee asked if the College had selected areas of concern to be inspected and at what level they were. James Taylor said that a combination of specialisms, large areas and poorly performing areas had been selected.

Jo Germani commented that initial feedback from most of the good teaching is in level one or lower but all the feedback is not yet in.

Karen Redhead added that the College is stronger at teaching on lower-level courses. Around 28% of RI or inadequate graded sessions were observed at Hammersmith, which is where there is a high proportion of study programmes. She added that the College is deeply concerned that 23% of lessons were graded as inadequate. There is a correlation between teachers who are adept at managing disruptive or more challenging behaviour achieving highly graded lessons and those who are not able to manage these achieving poorer grades. The feedback indicates that the College is not performing well in higher level (Level 3) courses. Jan Edrich said that the Committee would like to gain assurance that training is adequate to address this and that the Finance department does not make inappropriate cuts. Karen Redhead provided reassurance that there would be no cuts to the staff training and development budget.

Governors commented that it was pleasing that the external inspections confirmed what the Executive Team had forecast. The scale of the challenge is considerable and asked how the outcomes tie into performance management and the strength of curriculum management. James Taylor reminded the Committee that the purpose of this work was developmental and not punitive. The appraisal process is being reviewed to place emphasis on teachers taking a more active role. If staff do not take account of the improvement programmes this will be monitored and acted upon. Some agency staff and one substantive member have moved on. Members reminded the meeting that this needs to be addressed as soon as possible for outcomes for learners. Jan Edrich added that this clarity gives a strong set of actions to ensure improvement and is very positive.

Karen Redhead said that it is her intention to commission FEA on an annual basis to continue this good practice and governors agreed that this is a good decision.

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<sup>5</sup> <https://learn.wakelet.com/>

<sup>6</sup> <https://nearpod.com/>



Chair approved



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