

## **Procedure for Consulting with Staff and Students on the Determination and Periodic Review of the Educational Character and Mission of Barnfield College.**

### **Introduction**

Following changes made in the Education Act 2011 and subsequent changes to the Instrument and Articles of Government, Article 3.1.aa was introduced which requires the College Corporation to publish 'arrangements for obtaining the views of staff and students on the determination and periodic review of the educational character and mission of the institution and the oversight of its activities'.

### **Purpose**

Periodically, the College sets out to gain the views of the community it serves. The purpose of such consultation is for the wider community, including internal and external stakeholders, to have an opportunity to comment on how the College fulfils its mission and vision and to contribute to the shape of its future direction.

The views of staff and students are central to this aim and this document sets out the methodologies by which such consultation takes place.

### **Consultation with Staff**

The College seeks to engage with staff in order to secure their contribution to the determination of the College's Mission, Vision, Values and strategic priorities. This ensures 'buy in' to corporate objectives and a shared understanding of the role, purpose and future of the College. This is achieved through:

- Weekly staff briefings by the Principal and Senior Team
- Staff Survey
- Meet the Principal and Senior Team (termly Q&A sessions)
- Team Meetings (at all levels)
- Engagement and discussion through each of the stages in creating the College's Three-Year Development Plan – Reclaiming Excellence
- Engagement through the Link Governor Programme
- Policy consultation forums
- Staff Training including Supported Experiments and Solution Focussed Coaching
- Performance Reviews
- Staff Intranet, SharePoint and emails
- Staff Governors
- Exit interviews
- Dedicated email for suggestions

### **Consultation with Students**

The College seeks to encourage and support all its students to contribute to the development of their College, including its Mission and Vision, the wider student experience, enrichment opportunities and the curriculum. This is achieved through:

- Alumni
- College Website
- Complaints analysis
- Course Reviews
- Focus Groups
- Induction
- Involvement in interview and appointment of staff
- Social Media (Facebook, Twitter etc)
- Student Governors
- Student Partnership Council
- Student Representatives
- Student Surveys
- Termly 'Hot Seat' with SLT
- The Student Engagement Team
- Tutorial Groups
- Welcome Fair and student conference

Methods of consultation are kept under regular review to ensure they are accessible and meet the needs of Staff, Students and the Governing Body in obtaining a range of views.

**Reviewed and agreed by Corporation on 15<sup>th</sup> May 2018**  
**Next review due May 2020**