



SOUTH GLOUCESTERSHIRE AND STROUD COLLEGE

How we communicate and engage with Staff and Students Strategy and implementation for obtaining the views of staff and students on the educational character and mission of the College and the oversight of its activities in order to encourage and establish an open and transparent culture of continuous improvement

The College believes that regularly obtaining the views of its staff and students and considering those inputs during decision making is instrumental in improving the quality of experience, appropriateness of provision, its performance and achieving and maintaining the highest possible standards for learners and staff. The College has in place the following arrangements for consulting with and responding to students and College staff, as related to the Corporation's responsibilities, covering:

Students

- ❖ **Student Feedback Surveys, National Student Surveys.**
Conducted at intervals throughout the College year to obtain views from all learners that are fed back through the 'you said/we did' campaign and through course representatives that inform termly performance panel reviews. Teaching staff are now actively asking students **What Went Well** in lessons and (it would be) **Even Better If** and also text feedback in some sessions and this is reviewed by curriculum Managers and the Quality Department in order to constantly enable improvement and detailed within their self assessment process
- ❖ **Ofsted Learner View.**
This is a survey that Ofsted conducts during an inspection, the findings of this survey are discussed with Ofsted.
- ❖ **FE Choices.**
Formerly the Framework for Excellence for learners (including apprentices and their employers).
- ❖ **Voice of the Learner forums.**
Held by Departments, with Governor attendance, wherever possible, in order to obtain the views of a cross section of learners on all aspects of College life.
- ❖ **Student Union.**
The Student Union reviews the Learner Code of Conduct and the Learner Disciplinary Policy as part of its remit, prior to the policies being presented to the Corporation for approval.
- ❖ **Class Representatives.**
Elected learner representatives' feedback at class, course and departmental levels that represent their areas at a range of Voice of the Learners Forums, Student Council and Student Parliament forums and performance panels (spring term) to ensure all feedback is used constructively.

Meetings convened with the Principal, Chair of the Corporation and Student Union to obtain views on the strategy of the College, the determination and periodic review of the educational character and mission of the College and the oversight of its activities.

- ❖ ‘Talk to Us’ email address for ideas and suggestions.
- ❖ Inclusion Committee to ensure the views and opinions of all learners and staff are considered.
- ❖ Learning Excellence Weeks – Dedicated weeks within the College calendar focussed on the learning experience.
- ❖ Student Council.
- ❖ Meet the Assistant Principals through informal termly departmental visits.
- ❖ Staff/Parent forum. This initiative enables staff who are also parents of students at the College to meet termly with the Principal and to feedback on certain key themes so that the College can continually improve.
- ❖ Membership of a number of cross-College steering groups with a focus on improvement.
- ❖ Student membership of Corporation.
- ❖ Social media notice boards supported by the College’s presence on Facebook and Twitter.
- ❖ ProMonitor Individual Learning Plan.
- ❖ College complaints, suggestions and compliments processes (staff and students)
- ❖ You said/we did posters/ info for students.
- ❖ Higher Education operates within the Higher Education Students as Partners Strategy. Students contribute to the Office for Students submission and Course Enhancement Reviews (CERs), review the Access and Participation Plan and key policies. They also attend key HE meetings including; student representative meetings, course review meetings, and the Widening Participation Group.

Staff

- ❖ SGS College Principal’s Briefings and Webinars held half-termly providing information to all staff on current position of the College and developments, curriculum achievements and initiatives.
- ❖ Monday Memo and opportunities for questions at team meetings.
- ❖ Staff News
- ❖ Staff Consultation Committee used as a forum to obtain views on the determination and periodic review of the educational character and mission of the College and the oversight of its activities.
- ❖ Joint Consultative Committee with the recognised unions for consultation and negotiations on staff terms and conditions of employment.

- ❖ Employee Recognition Scheme
- ❖ Staff membership of Corporation.
- ❖ Inclusion Committee.
- ❖ Biennial Staff engagement survey which is reviewed by the Principal and feedback provided to both staff and Corporation.
- ❖ Staff Voice Forum to provide discussion forum and feedback to senior managers on communications and culture across College.
- ❖ You said/we did updates in staff news.
- ❖ Use of internal Yammer social network for all staff
- ❖ SGS Gallimaufry channel on Teams for ideas and celebrating the brilliance of others.

Corporation

- ❖ The educational character, mission and strategic priorities are periodically reviewed, and Governors monitor the College's activities throughout the year assessing progress towards meeting key performance indicators, covering all aspects of the College's provision and its financial performance.
- ❖ The Staff and Student Governors elected to the Corporation play a full part in the Board's proceedings including the periodic review of the educational character, mission, values and strategic priorities of the College and the oversight of its activities.

| | |
|------------------------|-------------------|
| Originator: | College Principal |
| Date of latest review: | September 2021 |
| Date of last approval: | 4 November 2021 |
| Approved by: | Corporation |
| Review interval: | Annually |
| Next review due by: | November 2022 |