



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

Portsmouth College is committed to actively engaging with staff and students in order to obtain their views and opinions to drive forward and shape the educational character and mission of the college. Engagement with staff and students is instrumental to improving performance and supporting our drive for excellence.

The College has in place a number of arrangements for consulting with staff and students that are reviewed for their impact and effectiveness:

Students

- ❖ Post Induction questionnaire to obtain views on induction experience
- ❖ Learning area led learner voice activities to help shape and improve individual courses
- ❖ Mid year course learner voice to review the quality of teaching, learning and assessment. Outcomes feed into live Improvement Plans
- ❖ Course Ambassadors - representatives from courses that form the student engagement team
- ❖ Individual feedback through Tutor Groups
- ❖ End of year Cross College Learner questionnaire
- ❖ Student Union
- ❖ Student Membership (2) of the Corporation – the Student Governor (Student Union President) and Independent Student Governor is given an opportunity to play a full part in the Board's proceedings, which includes the periodic review of the educational character, mission, values, strategic priorities of the College and oversight of its activities
- ❖ Student Union Report received at Curriculum and Students Committee and Full Board
- ❖ Course Ambassador representation on Governor Self Assessment Panels
- ❖ Ofsted's Learner View
- ❖ College Complaints process

Staff

- ❖ Full Staff Meetings and Principal's briefings
- ❖ Monthly College Management Team (CMT) meeting for support staff managers
- ❖ Senior Leadership Meetings - Strategic and Staffing
- ❖ Curriculum led department team meetings
- ❖ Line Manager 1:1 meetings
- ❖ Staff membership (2) of the Corporation (Teaching and Support) - the Staff Governors has an opportunity to play a full part in the Board's proceedings, which

includes the periodic review of the educational character, mission, values, strategic priorities of the College and oversight of its activities

- ❖ Performance Management Reviews
- ❖ Return to work interviews with relevant line manager/HR
- ❖ Regular management and professional association meetings focusing on shared agenda items on new developments as well as policies relating to the terms and conditions of employment for teaching and support staff
- ❖ Staff working groups
- ❖ Staff Intranet Page - Hermes
- ❖ Staff Development Days
- ❖ College complaints process
- ❖ Staff exit interviews

Monitoring and Review

These methods of consultation are kept under review to ensure that staff and students have full access and that the Governing Body receives a range of views