

Coleg Cymraeg Cenedlaethol Board of Directors

Wednesday, 17 March 2021

10.00 - 13.00

Microsoft Teams

Present:

Directors:

Gareth Pierce
William Callaway
Nia Elias
Professor Jerry Hunter
Meri Huws
Dr Anwen Jones
Gwilym Dyfri Jones
Pedr ap Llwyd
Dr Rhodri Llwyd Morgan
Llinos Roberts
Angharad Roberts

Observers:

Ann Beynon
Meg Hughes, Higher Education Funding Council for Wales (HEFCW)
Branwen Thomas, Welsh Government
Professor Enlli Thomas

Officers:

Dr Ioan Matthews, Chief Executive
Dr Dylan Phillips, Coleg Secretary
Dr Dafydd Trystan, Registrar
Nia Brown, Governance Officer

In attendance:

Rhian Huws Williams (Item 3)

Apologies:

Dr Hefin Jones
Professor Hywel Thomas

Item	Main points of discussion	Actions	Timescale
1. Welcome and preliminary matters	<p>1.1 The chair welcomed all those present at the meeting.</p> <p>1.2 It was explained that there would be a brief verbal report on the process of appointing directors before starting the full meeting.</p>		
2. Declarations of interest	<p>2.1 It was noted that Dr Rhodri Llwyd Morgan worked at the same institution as Dr Anwen Jones; and that Professor Jerry Hunter worked at the same institution as Professor Enlli Thomas.</p>		
3. Appointment of new directors (Item 3i)	<p>3.1 The Secretary and the Chair of the Appointments and Governance Standards Committee gave a presentation on the process of appointing new directors.</p> <p>3.2 It was reported that, following consideration and confirmation of the appointments by correspondence circulated to Board members on 5 March 2021, an informal induction process had been held. It then became clear that, for practical reasons, the start date of some of the new directors would need to be changed.</p> <p>3.2 Following a discussion, the following appointments to the Coleg's Board of Directors were approved:</p> <ul style="list-style-type: none"> • Dr Anwen Jones from 17 March 2021 to fill one vacancy • Ann Beynon and Professor Enlli Thomas from 1 April 2021 at the end of the periods of Dr Hefin Jones and Professor Hywel Thomas 		

<p>4. Formal welcome</p>	<p>4.1 At this point, Dr Anwen Jones joined the meeting and was welcomed as a new member of the Board; and Ann Beynon was welcomed as an observer at this meeting.</p> <p>4.2 Angharad Roberts was welcomed back following her maternity leave.</p> <p>4.3 Iwan Evans, as an observer for UCMC/NUS Wales, was welcomed to his first meeting.</p> <p>4.4 Apologies were received from Dr Hefin Jones and Professor Hywel Thomas on the occasion of their last meeting, and appreciation was expressed for their tireless work throughout their decade of service.</p>		
<p>5. Declarations of interest</p>	<p>5.1 Members were reminded of the procedure by which they are asked to note any declarations of interest additional to those already noted in the Register of Interests.</p> <p>5.2 Members were also reminded to complete the new declaration of interest form circulated recently.</p> <p>5.3 At this point, the Coleg's staff were thanked for the arrangements made for the Court and the Annual Congregation, which had been held virtually the previous day.</p>		
<p>6. Appointments and Governance Standards Committee</p> <p>(Item 3i)</p>	<p>Re-advertise for new directors</p> <p>6.1 The Chair of the Appointments and Governance Standards Committee gave a presentation on the rationale for re-advertising for two vacancies at the end of the terms of Professor Jerry Hunter and Dr Rhodri</p>		

<p>(Item 3ii)</p>	<p>Llwyd Morgan.</p> <p><i>At this point, Meg Hughes joined the meeting</i></p> <p>6.2 During the discussion, members noted the need to</p> <ul style="list-style-type: none"> • prioritize an appointment from apprenticeship and employer backgrounds • foster and develop engagement with potential individuals • consider appointing a headhunting company to keep the recruitment process at arms' length • promote diversity and breadth • review the Coleg's governance frameworks in due course <p>6.3 The recommendation to re-advertise in order to fill the two vacancies by the end of November 2021 was approved.</p> <p>6.4 During the discussion, the Secretary's appreciation for the work of the appointment panel, which included Gareth Pierce, Rhian Huws Williams, Wyn Mears and Denise Williams, was noted.</p> <p>Minutes of the Appointments and Governance Standards Committee</p> <p>6.5 The minutes of the Appointments and Governance Standards Committee meeting held on 18 January 2021 were noted and accepted.</p> <p>6.6 It was reported that a full induction programme for new Board and committee members would be held by the end of July 2021.</p>		
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	<i>At this point, Rhian Huws Williams left the meeting</i>		
<p>7. To receive and consider the minutes of the 25 November 2021 meeting</p> <p>(Item 4)</p>	<p>7.1 The minutes were accepted as an accurate record of the meeting held on 25 November 2021.</p> <p>Matters arising</p> <p>7.2 <u>Item 4.6: Legal advice on strengthening Welsh language elements</u>: It was reported that advice had been received from the Coleg's lawyers, Darwin Gray, that the Coleg should consider the situation after the election if the legislation to establish a new regulatory body for the post-compulsory sector was introduced by the new government.</p> <p>7.3 <u>Item 4.6: Funding stream</u>: It was reported that assurances had been received from the Welsh Government that the current funding arrangements would continue if the proposed body was established.</p> <p>7.4 <u>Item 6.4: The authority of the Academic Board</u>: It was reported that the point had been noted and the matter would be considered when reviewing the terms of reference later in the year.</p>		
<p>8. Chief Executive's Report</p> <p>(Item 6)</p>	<p>8.1 The Chief Executive's written report on recent activities was received.</p> <p>2021/22 Budget</p> <p>8.2 A report was given on the position of the supplementary budget for 2021/22, which now includes an additional £810,000 for the implementation of the Further Education and Apprenticeship plan. The sum of</p>		

	<p>£190,000 allocated in 2020/21 will also be available once again in 2021/22.</p> <p>8.3 A report was given on engagement meetings held with political parties in preparation for the Senedd elections; the Coleg's manifesto for Welsh-medium and bilingual lifelong learning in the post-compulsory sector in Wales (2020 to 2025); and the event held with members of the Senedd on 1 March 2021.</p> <p>Recovery Fund – HEFCW</p> <p>8.4 A report was given on additional funding provided by the Funding Council recovery fund to support collaborative blended provision in the Higher Education sector. The Coleg manages part of the project on behalf of Glyndŵr University and is developing Welsh-medium resources in specific areas. The project will set a precedent for the development of further resources in future.</p> <p>Meeting with HEFCW Chair and Chief Executive</p> <p>8.5 It was reported that the Chair and Chief Executive had met with HEFCW's Chair and Chief Executive, Rob Humphreys and Dr David Blaney. Among the issues discussed was the proposed post-compulsory regulatory body.</p> <p>Initial Teacher Education (ITE)</p> <p>8.6 A report was given on the detailed discussions to support efforts to increase the supply of teachers to meet the needs of the county education plans and the targets of the national Welsh language strategy, Cymraeg 2050.</p>		
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<p>(Appendix 6A)</p>	<p>The crisis</p> <p>8.7 It was reported that it had been a year since the Coleg's offices had been closed and staff had started working from home. A report was given on the support provided to staff in the form of further guidance on working from home during the period of school closures.</p> <p>Academic Planning</p> <p>8.8 It was reported that the usual planning meetings with universities continued as well as discussions with the further education and apprenticeship sectors.</p> <p>Anti-racism agenda</p> <p>8.9 It was reported that anti-racism training sessions were provided recently for all Coleg staff. Further training on unconscious bias will be given during the spring term.</p> <p>General updates on the Coleg's work</p> <p>8.10 Written reports were received in relation to Information Services; Higher Education Staffing and Provision; Higher Education Students; Academic Training and Research Scholarships; <i>Gwerddon</i> and other publication projects; Collaborative Projects and Activities; the Work Welsh scheme; and Welsh as a subject. It was noted that a report on Marketing and the Further Education and Apprenticeship Action Plan had been circulated, for information.</p> <p><i>At this point, Branwen Thomas left the meeting</i></p>		
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	<p>8.11 During the discussion, the following points were noted:</p> <ul style="list-style-type: none"> • a recommendation to collate research undertaken on slavery and place it on the Porth • that the Coleg has already appointed ambassadors from Black, Asian and Minority Ethnic (BAME) backgrounds • that there is reference to the Coleg's good practice in a publication by the Mudiad Meithrin in relation to engaging with the BAME community • widening access work in the context of socio-economic inequality • that the increase in the Coleg's work during the pandemic is to be commended <p>8.12 It was reported that a statement on additional funding for the Coleg had been issued by the Welsh Government during the meeting. Following a discussion, it was recommended that a thematic meeting be held before the usual Board meeting in June, if relevant, to discuss how to prioritize funding for further education.</p> <p><i>At this point, Professor Enlli Thomas joined the meeting and she was welcomed as an observer.</i></p>	Potential additional meeting	Before June 2021
<p>9. Chair's Report</p>	<p>9.1 The Chair gave a report on his engagement meetings with the Chief Executive; a meeting with the Funding Council (see above), including on student recruitment and fee developments in England; and his positive experience of joining a blended learning session run by the Coleg, including contributions from institutions including the Open University.</p> <p>9.2 He thanked Nia Elias for her part in the campaign to recruit new directors to the Board.</p>		

<p>10. Academic Board</p> <p>(Item 8)</p>	<p>Academic Board</p> <p>10.1 The minutes of the Academic Board meeting held on 3 February 2021 were noted and accepted.</p> <p>10.2 The Chief Executive reported that positive feedback had been received from students regarding Welsh-medium provision during the pandemic.</p> <p>10.3 It was noted that tributes had been paid to Dr Hefin Jones for his work as chair of the Academic Board. His support for the academic staffing scheme was noted in particular.</p> <p>10.4 It was reported that the work during the next phase would be to resume discussions on the direction of academic planning.</p>		
<p>11. Post-16 Strategic Board</p> <p>(Item 9)</p>	<p>Post-16 Strategic Board</p> <p>11.1 The main points arising from the 10 March 2021 meeting were summarized by Meri Huws, the committee's Chair:</p> <ul style="list-style-type: none"> • There were 30 representatives from the sector present • The importance of the attention given to the sector in the seminar held with Senedd members on 1 March 2021 • The welcome given to the additional funding from the Welsh Government • The creation of learning resources • The success of the ambassadors • Progress in subject areas • Productive collaboration with NTfW and ColegauCymru 		

	<ul style="list-style-type: none"> • The challenges of increasing the numbers of staff – Education Workforce Council • Implementing the action plan • Discussions with Qualifications Wales <p>11.2 During the discussion, the following points were noted:</p> <ul style="list-style-type: none"> • The support within the sector to ensure progress • The complications of providing Welsh-medium provision guidelines to qualification award bodies in England • There will be an opportunity for the Coleg to provide its position for the Qualifications Wales review <p>Minutes of the Post-16 Strategic Board</p> <p>11.3 The minutes of the Post-16 Strategic Board meeting held on 4 November 2020 were noted and received.</p>		
<p>12. Audit and Risk Committee</p> <p>(Item 10i)</p>	<p>Audit and Risk Committee</p> <p>12.1 The minutes of the Audit and Risk Committee meeting held on 24 February 2021 were noted and accepted.</p> <p>12.2 A summary of the main points arising from the 24 February 2021 meeting was given by the Committee Chair, William Callaway.</p> <ul style="list-style-type: none"> • He noted that the External Auditors (PwC) had indicated that they would not submit a further tender to serve as auditors when the contract ends; and that officers had been researching companies who can provide a Welsh-medium service • He noted that an internal audit had been conducted on staff wellbeing; and that the Coleg's support for its staff during the pandemic was commendable 		

	<p>provided in the meantime for further education and apprenticeships.</p> <p>13.7 Approval was given for the use of income from the Coleg's Investment policy to supplement the funding for the Coleg's expenditure on planned activities.</p>		
14. Welsh Government Grant Letter	<p>Grant Letter</p> <p>14.1 It was reported that the Welsh Government had confirmed the Coleg's budget for 2021/22. The grant letter will be circulated upon receipt.</p>	Circulate Grant Letter	Spring 2021
15. Annual General Meeting	<p>Annual General Meeting (the Court)</p> <p>15.1 A report was given on the Coleg's Annual General Meeting which had met on <i>Teams</i> the previous day. It was noted that the Court had received the Coleg's annual report for 2019/20, its first interactive annual report; as well as the Coleg's audited accounts for 2019/20.</p> <p>15.2 It was noted that Mudiad Meithrin, a stakeholder member, had asked whether it would be appropriate for them to share the Coleg's resources with their partners.</p> <p>15.3 The Chief Executive reported on the possibility of holding an event to celebrate the Coleg's tenth anniversary in autumn 2021.</p> <p><i>At this point, the Coleg's staff, and the observers, left the meeting</i></p>		

<p>16. Closed item: Reviewing the salaries of the Chief Executive and senior managers</p>	<p>Reviewing the salaries of the Chief Executive and senior managers</p> <p>16.1 Further to a discussion on the considerations of the closed meeting of the Finance and General Purposes Committee held on 5 March 2021, it was decided that the Committee should give further consideration to external benchmarking information and to internal obligations.</p>		
<p>17. Dates of the next meetings</p>	<p>17.1 The dates of the next meetings were noted:</p> <ul style="list-style-type: none"> • 30 June 2021: virtually • 17 November 2021 • 23 March 2022 • 29 June 2022 <p>17.2 Osian Rhys was thanked for providing simultaneous translation.</p>		