

Minutes of the Additional Corporation Meeting Held on Tuesday 10 June 2025

Present: Subhaan Ali, Damien Bourke, Simon Boyle, Amanda Bromley, Malcolm Bruce, Jonathan Frankham, Michael Ginger, Nicky Littler, John Lyne (Chair), Jackie Moores, Jemma Newton, Mariam Rana, Remell Thompson-Bell, Atta Ul Rasool

Nils Elgar, Clerk to the Corporation

In Attendance: Dave Dobson (Vice Principal Finance and Infrastructure), Leon Dowd (Deputy Principal Quality and People), Nicola Welland (Deputy Principal Curriculum)

ACTION

24/25.88 Apologies for Absence

Resolved: The Board of Governors resolved to accept the apologies of Phill Brown. **Accepted**

24/25.89 Declarations of Interest

Declarations of interest noted included:

Noted

- (i) Jonathan Frankham's standing declaration that he is an employee of the Department for Education (DfE), the College's principal funder and regulator;
- (ii) Senior Post Holders (excluding the Principal) and the Staff Governor in that they would receive any pay award approved by the Board.

24/25.90 Pay Review 2024/25 Update – Additional Payment

The Chair provided initial comments that staff pay awards, including those of Senior Post Holders, were a decision for the Board. His strong preference was that the decision today should be made by the full Board and not him individually via a Chair's Action, which had been proposed as an alternative approach.

A verbal update from the Vice Principal Quality and People included the following points:

- (i) the College had received a one-off grant from the DfE covering the period 1 April to 31 July "to respond to current priorities and challenges, including workforce recruitment and retention". While this was a one-off grant, the Executive Team agreed that a consolidated pay award was their preferred approach as it was affordable and would be more beneficial to staff overall;
- (ii) that staff (excluding Senior Post Holders) had already received a 6% pay award in 2024/25 (paid from 1 January) and the proposal was to pay a further 1% from 1 April, taking the overall staff pay award for 2024/25 to 7.1%;
- (iii) that the proposed consolidated pay award represented a key element of the College's recruitment and retention strategy. Without offering an attractive rate of pay, the College would

- continue to struggle with recruitment and retention, which had its own cost in terms of recruitment and training;
- (iv) that, if approved, the pay award would be circulated to staff and shared with the trade unions the following morning, with the aim to pay staff in July, backdated to 1 April;
 - (v) a request that the proposal, if approved, remain embargoed until it was announced to staff the following day.

Governors considered the following issues:

- (i) a recognition that staff were crucial to the delivery of high quality education and training to the College's students and a desire to reward staff well, responsibly and within available resources and, where possible, reduce the pay gap with schools, sixth form colleges and other FE colleges;
- (ii) that feedback from other colleges in Greater Manchester was that while they were also keen to close the pay gap with schools, the nature of the DfE grant meant that they would be offering a lump sum payment only;
- (iii) a view from the Staff Governor that staff had received some good pay awards in recent years and staff should appreciate this additional pay award;
- (iv) that the pay award was for both teaching and non-teaching staff, as they had all played a role in the College's ongoing success. It was reported that it was thought that Tameside College was the only college in Greater Manchester to offer a consolidated pay award arising from this additional DfE grant;
- (v) that the college in Greater Manchester that paid its staff the highest did not have a recruitment and retention problem, so the proposed pay award was to reduce the challenge Tameside College currently faced in this area;
- (vi) that it had been reported that a lump sum payment could negatively impact on some staff that receive in-work benefits;
- (vii) the affordability of the proposed pay award. It was noted that this pay award had been costed and was considered affordable. It had been factored into the current budget as well as the draft budget for 2025/26 and those of future years.

Resolved: The Board of Governors resolved to approve a 1% consolidated pay award to be paid from 1 April 2025 to all staff other than the Principal.

Approved

24/25.91 Time and Date of Next Meeting – Tuesday 1 July 2025

The Chair reported the next scheduled Board meeting would be on Tuesday, 1 July. Before then, there was also a Budget Scrutiny Working Group meeting to be held on Tuesday, 17 June.

Minutes formally approved by the Corporation:

Chair

Date