

Minutes of the Resources Committee meeting
Thursday 1st May 2025
Online
16:00

Members Present: Cliff Wragg (Chair)
Yiannis Kouris (CEO)
David Moran
Shaun Wilson
Tom Dove-Wallington

In attendance: Caroline Biddle (Executive Director of Organisational
Development & People)
Mubin Chowdhury (Group Head of Health & Safety)
Gulam Fatima (Chief Financial Officer)
Rachel Nicol (The Group Director of Governance)
Sara Gonzalez (Senior Governance Coordinator) (Minutes)

R/08/25 Apologies for absence and declarations of interest

Apologies: Faheem Mir

Declarations of Interest: Yiannis Kouris and Rachel Nicol declared they are a non-executive director of subsidiaries BCPS and BCS and company secretary of BCPS and BCS respectively.

R/09/25 Matters arising not covered elsewhere on the agenda and action log

It was requested to move the Health and Safety update discussion item to the beginning of the meeting, so the new Group Head of Health & Safety could introduce himself and present the report and plans.

The CEO gave an update on progress regarding the closure of the pool, as agreed by the Board.

The Resources action log was reviewed by the Chair and Committee and marked actions as 'Complete' where appropriate.

R/10/25 Health & Safety update

The new Group Head of Health and Safety, Mubin Chowdhury, joined the call for this topic only. He introduced himself and his first impressions of the H&S strategy set until 2027 and provided assurance on the management of H&S management



historically and on operational activities. The Head also gave an overview of what his plans are for the upcoming months.

After the presentation, the Chair noted that H&S is all about the culture of an organisation and the collaborative effort to make improvements. Flexibility is key on any process.

An independent audit had been carried out by a H&S expert consultant to identify any gaps and actions will be taken forward based on that audit.

Head of Health and Safety left the meeting (16:16)

The Committee noted that the report provided assurance.

Attract, retain and develop staff

R/11/25 HR KPIs

The Executive Director of Organisational Development & People summarised the report. The Chair asked, on the long-term sickness data, if individuals have gone beyond the time provided by the contract for payment. The answer was yes and that some contracts allowed 6 months' pay and 6 months unpaid leave.

Another point discussed was regarding recruitment. It was confirmed that HR is almost at target on recruitment timings. They are expecting to be on target soon.

The Chair requested more information on the gross misconduct cases. The Executive Director of Organisational Development & People confirmed that there are no concerning patterns with only 3 cases in an organisation with more than 1800 individuals.

Finally, the Committee went through the performance against KPIs and whether the trends shown were as expected. Anecdotal evidence was provided by the staff governor that performance generally aligned with feelings on the ground. There had been no movement in the staff survey position as the last survey was carried out in June 2024. The glide paths of planned progress were reviewed by the Committee and it was noted that they are key to support the 'how' things are going to be done after being identified.

The Committee noted that the report provided assurance

R/12/25 Gender pay report

The Executive Director of Organisational Development & People explained, ahead of summarising the report, that Gender pay gap and equal pay are not the same; Equal



Pay is about paying the same salaries to those under the same work family and with the same job description. Gender pay gap is about reviewing the middle ground between the highest paid and lower paid of the organisation. The Committee discussed the factors impacting the gender pay gap such as the numbers of each gender employed in different categories of work and at different levels of the organisation.

The Governors requested assurance on being compliant. The Executive assured them that TBCG is compliant.

The Committee noted that the paper provided assurance.

R/13/25 Employee Relations [Confidential]

Minute redacted for confidentiality

R/14/25 Sustainability – maintaining financial strength and capital investment

Management accounts

The Chief Financial Officer gave a summary on the paper. She pointed out that the KPIs are staying the same and assurances were given on current performance. This year has been one of the hardest for the College, based on what is on the table presented on the report. Whilst there has been a significant growth in income, the forecast surplus is not in line, largely impacted by the increase in 16 to 18 numbers not fully funded, numbers requiring English and maths, challenges in recruitment and structural reorganisation.

The Committee had a robust discussion on political positioning when underfunded and the balance needed between provision meeting community needs and managing the shortfall in funding – we need to be careful and make sure we communicate to the Government that the lack of funding will have an impact. It was agreed that the College should make the most of any representations to Government via the Association of Colleges (“AOC”) and via the CEO.

The Committee noted that the paper provided assurance.

3-Year financial strategy (budget) – High level

The Chief Financial Officer (“CFO”) advised that at this time she is not asking for approval of the financial strategy, just input before the paper is presented to the May board meeting, the June Resources meeting and the July board meeting. She also flagged to the Committee that the KPIs will come to the Committee in June. Finally, the CFO advised the Committee that when this report was written there was information missing. The CFO has all the information, and she is pleased that her estimations are not believed to be far from the final numbers.



The Committee discussed the assumptions on which the strategy is based.

The Committee noted that the paper provided assurance.

R/15/25 Decisions taken under delegated authority

The Group Director of Governance confirmed that there had been no notifications of decisions taken under delegated authority since the previous update.

R/16/25 Minutes of the last meeting 27th February 2025

The minutes of the meeting on 27 February 2025 were approved as an accurate record of the meeting.

R/17/25 AOB

ACTION: Group Director of Governance will check on Faheem Mir. (Post meeting, noted that Faheem had provided apologies)

The Group Director of Governance informed the Governors of the plans for the 9th July board meeting. Cliff and David advised the group of their inability to attend. Tom will confirm later on.