

## STAFF & STUDENT ENGAGEMENT STATEMENT

The College has in place the following arrangements for consulting with students and staff at the College as related to the Board's responsibilities covering:

- Student Agreement and Code of Conduct
- Disciplinary policy for students
- Staff Code of Conduct
- Grievance & disciplinary policies for staff
- The determination & periodic review of the educational character and mission of the College
- The oversight of the College's activities.

The Board consults with students and staff in support of the College's values and in accordance with its statutory responsibilities, as follows:

The Vice Principal Students reviews the Student Agreement and Code of Conduct and the Student Disciplinary Policy with feedback from the College's Learners prior to the policies being presented to the Board for approval. There is a comprehensive Learner Engagement Strategy, which incorporates Learner Surveys, to ensure Learner Views are heard and responded to. Feedback from students is discussed regularly at the Curriculum and Quality Committee of the Board through a range of reports.

Staff engagement processes incorporate discussions with trade union representatives; regular all staff meetings; an annual all College staff survey; a monthly Principal's Bulletin; and College Staff and Management Development Days which encourage two way discussion. The College has a very inclusive and open management style, and all staff are encouraged to fully contribute and participate in ensuring all learners have the best possible experience during their time with us.

The Staff and Student Governors elected to the Board, receive comprehensive training and support to enable them to 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. The educational character, mission and strategic priorities are reviewed annually, and governors monitor the College's activities throughout the year assessing progress towards meeting the published annual objectives, covering all aspects of the College's provision and its financial performance. The Students are consulted on the College's education character and mission as part of the Corporation's annual planning cycle.

**Approved by: Governance Review & Search Committee (October 2012)**

**Reviewed: June 2016.**

**Date of next review: June 2018**