



DCG CORPORATION

GOVERNANCE HANDBOOK 2021-2022

OUR MISSION

To predict and serve the needs of our business and civic communities by preparing students for the next stage of their lives.

GOVERNANCE HANDBOOK

This handbook offers a summary of DCG's governance structure and presents the business cycle for the 2021-22 academic year.

What FE Colleges are

General further education colleges provide high-quality technical and professional education and training for young people, adults and employers. They prepare students with valuable skills for the workplace, helping to develop their career opportunities and strengthen the local, regional and national economy.

DCG Board of Governors

The DCG Board is known as the Corporation, and governors are referred to as 'members of the Corporation'.

In November 2018, the Department for Education published the 'Further Education Corporations and Sixth-Form College Corporations: Governance Guide', which summarises the legal and regulatory requirements that apply to further education corporations as charities providing education and summarises recommended practice.

The guidance outlines the core functions of the Corporation board, which are:

- ▶ Setting and communicating the College's educational character, strategy and goals
- ▶ Holding executive leaders to account for the educational performance and quality of the College, and for the performance of staff
- ▶ Exercising effective control to ensure that funds and assets are protected and legal obligations are met

The Instrument and Articles of Government set out how the College is governed, and members should familiarise themselves with the following documents:

- ▶ Instrument and Articles of Government;
- ▶ Standing Orders;

- ▶ Code of Conduct;
- ▶ Key Requirements of the Financial Memorandum; and
- ▶ The College's Mission Statement, Aims and Objectives.

Corporation members are expected to abide by The Seven Principles of Public Life. An extract from the Second Report of the Nolan Committee on 'Standards in Public Life, May 1996', is detailed below highlighting the Seven Principles.

Selflessness

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.

Corporation members are reminded that they should seek to avoid putting themselves in a position where there is a conflict (actual or potential) between their personal interests and their duties to the Corporation.

Governance for English Colleges

In May 2015, the DCG Corporation adopted the 'Code of Good Governance for English Colleges' (AoC, March 2015, updated January 2019), and the principles contained within.

The Code builds upon the 'Seven Principles of Public Life' and includes the following values and behaviours:

- ▶ Respectful,
- ▶ Professional,
- ▶ Prudent, and
- ▶ Passionate about education and good governance.

Members should undertake to:

1. Formulate and agree the mission and strategy including defining the ethos of the Group.
2. Be collectively accountable for the business of the Group taking all decisions on all matters within their duties and responsibilities.
3. Ensure there are effective underpinning policies and systems, which facilitate the student voice.
4. Foster exceptional teaching and learning.
5. Ensure that the Group is responsive to workforce trends by adopting a range of strategies for engaging with employers and other stakeholders.
6. Adopt a financial strategy and funding plans which are compatible with the duty to ensure sustainability and solvency of the Group.
7. Ensure that effective control and due diligence takes place in relation to all matters including acquisitions, sub-contracting and partnership activity.
8. Meet and aim to exceed its statutory responsibilities for equality and diversity.
9. Ensure that there are organised and clear governance and management structures, with well-understood delegations.
10. Regularly review governance performance and effectiveness.

Higher Education Public Governance Principles

The Office for Students (OFS), as part of their regulatory framework have set public interest governance principles:

- I. **Academic freedom:** Academic staff at an English higher education provider have freedom within the law:
 - ▶ to question and test received wisdom; and

- ▶ to put forward new ideas and controversial or unpopular opinions without placing themselves in jeopardy of losing their jobs or privileges they may have at the provider.

- II. **Accountability:** The provider operates openly, honestly, accountably and with integrity and demonstrates the values appropriate to be recognised as an English higher education provider.
- III. **Student engagement:** The governing body ensures that all students have opportunities to engage with the governance of the provider, and that this allows for a range of perspectives to have influence.
- IV. **Academic governance:** The governing body receives and tests assurance that academic governance is adequate and effective through explicit protocols with the senate/academic board (or equivalent).
- V. **Risk management:** The provider operates comprehensive corporate risk management and control arrangements (including for academic risk) to ensure the sustainability of the provider's operations, and its ability to continue to comply with all of its conditions of registration.
- VI. **Value for money:** The governing body ensures that there are adequate and effective arrangements in place to provide transparency about value for money for all students and (where a provider has access to the student support system or to grant funding) for taxpayers.
- VII. **Freedom of speech:** The governing body takes such steps as are reasonably practicable to ensure that freedom of speech within the law is secured within the provider.

VIII. **Governing body:** The size, composition, diversity, skills mix, and terms of office of the governing body is appropriate for the nature, scale and complexity of the provider.

IX. **Fit and proper:** Members of the governing body, those with senior management responsibilities, and individuals exercising control or significant influence over the provider, are fit and proper persons.

Insolvency regime for further education colleges

As part of the Technical and Further Education Act 2017, the College Insolvency Regime came into effect in January 2019.

Most of the insolvency laws that apply to companies and charities also apply to colleges. The law extends the Company Director Disqualification Act to colleges. Director disqualification can affect ability of those in certain professions to practice.

Under the insolvency rules, the Secretary of State will appoint an education administrator to take over an insolvent college. The administrator will have wider duties than is normal in insolvencies because they are required to protect courses for students alongside the duty to secure the best outcome for creditors.

The White Paper Skills for Jobs was released in January 2021, which intends to set out clearer expectations with regards to further education governance.

Governance advice

Corporation Members should refer to the Clerk for advice relating to the governance functions and have regard to the Clerk's independent advisory role. The Clerk to the Corporation is Rose Matthews. Rose can be contacted via:

Email: rose.matthews@dcg.ac.uk

Mobile: 07808 551414

Office: 01332 851754

DCG GOVERNANCE STRUCTURE

DCG Corporation

Membership:

- Up to 12 members who have the necessary skills to ensure the Corporation carried out its function in line with the Articles of Government;
- The Chief Executive of the College;
- At least one member of the College's staff;
- At least one member who is a student at the College or elected by students via the Students' Union

Chief Executive – Senior post holder

Under the College's Articles of Government the Chief Executive of the College shall be responsible for:

- making proposals to the Corporation about the educational character and mission of the institution, and for implementing the decisions of the Corporation;
- the determination, of the institution's academic activities and the determination of its other activities;
- preparing annual estimates of income and expenditure, for consideration and approval by the Corporation, and the management of budget and resources within the estimates approved by the Corporation;
- the organisation, direction and management of the institution and leadership of the staff;
- the appointment, assignment, grading, appraisal, suspension, dismissal, and determination, within the framework set by the Corporation, of the pay and conditions of service of staff, other than the holders of senior posts or the Clerk, where the Clerk is also a member of the staff; and
- maintaining student discipline and, within the rules and procedures provided for within these Articles, suspending or expelling students on disciplinary grounds and expelling students for academic reasons.

Clerk to the Corporation

Under the College's Articles of Government the Clerk shall be responsible for advising the Corporation with regard to:

- the operation of its powers;
- procedural matters;
- the conduct of its business; and
- matters of governance practice.

Link and Lead Governors

The Link/Lead Governor role is to:

- develop an understanding of how the area fits into the college's strategic plan and of any agreed improvement/achievement criteria/targets;
- discusses with the relevant staff the implications and whether there are any perceived difficulties in implementing policies adopted by the governing body;
- monitors how well relevant policies adopted by the governing body are operating within the college;
- acts as an advocate/raise the profile of their special area of interest within the governing body, for example commenting on proposed budget allocations.

Under the College's Articles of Government the Corporation shall be responsible:

- for the preservation and development of the educational character and mission of the institution and for oversight of its activities;
- publishing 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;
- for approving the quality strategy of the institution;
- for the effective and efficient use of resources, the solvency of the institution and the Corporation and for safeguarding their assets;
- for approving annual estimates of income and expenditure;
- for the appointment, grading, suspension, dismissal and determination of the pay and conditions of service of the holders of senior posts and the Clerk;
- for setting a framework for the pay and conditions of service of all other staff; and
- for setting the policy by which the tuition and other fees payable to the College are determined (subject to any terms and conditions attached to grants, loans or other payments paid or made by the Funding Agency).

Audit Committee

The Audit Committee is a committee of the Corporation established under the terms of clause 5 of the Articles of Government (2012).

The role of the Committee is to advise the Corporation on the adequacy and effectiveness of the College's assurance framework, which includes systems of internal control and its arrangements for risk management, control and governance processes, and securing economy, efficiency and effectiveness (value for money) the solvency of the institution and the safeguarding of its assets, ensuring it fulfils its statutory and regulatory responsibilities.

In carrying out the above requirement, the Committee shall ensure that the internal control systems, including audit activities, of the Corporation and any of its subsidiaries are monitored actively, independently and objectively in order to:

- advise on the adequacy and effectiveness of the College's systems of assurance and internal control;
- advise on the College's arrangements for risk management, control and governance processes;
- reinforce the independence and effectiveness of the internal audit function;
- provide a sounding board for College management on issues of concern in connection with the College's internal control systems;
- obtain advice on the reliability of the College's information systems;
- underpin the objectivity and independence of the external auditors;
- increase public confidence in the objectivity and fairness of the Corporation's financial reports and in the quality of the College's corporate governance.

Higher Education Academic Board

The Higher Education Academic Board's purpose is to provide assurance higher education academic governance is robust and effective.

Subject to the requirements of, and compliance with the statutory, regulatory and accrediting bodies, the Higher Education Academic Board advises the Corporation on:

- The Group's Higher Education Academic Strategy
- Compliance with the Office for Students Conditions of Registration
- Academic Risk
- Partnerships and collaboration, recruitment, progression and retention, data provision, quality assurance, academic standards.

Standards Committee

The role of the Standards Committee is to:

- Oversee curriculum and apprenticeship strategy, performance and impact.
- Oversee teaching and learning strategy, performance and impact.
- Review compliance and effectiveness of policies and procedures regarding equality and diversity and safeguarding (including Prevent).
- Monitor in-year performance via KPIs, such as retention and attendance and assess actions to improve if necessary.
- Review end of year predictions and assess plans intended to address any identified issues.
- Actively participate in the annual self-assessment review and make recommendation to the Corporation on the College's overall self-assessment.
- Consider curriculum design and development and any compliance matters with education policy.
- Review College's performance with the performance of similar colleges nationally.
- Maintain overview of requirements of Ofsted's Common Inspection Framework for Further Education, Early Years (College Nursery) and TEF/OFS (Higher Education).

Search and Governance Committee

The role of the Search and Governance Committee is to:

- advise the Corporation on the appointment and re-appointment of all Members of the Corporation (with the exception of the Chief Executive, staff and student representatives), having regard at all times to the provision of the Instrument of Government.
- Take action to address issues of succession, along with making recommendations to the Board on the reappointment of existing Members.
- advise on such other matters relating to Members and appointment as the Corporation may direct from time to time;
- conduct on a regular basis a skills audit of Members to identify the skills of existing Members and to assist in the appointment of new Members, highlighting any skills gaps identified.
- consider from time to time and make recommendations to the Corporation on the Corporation's composition and the balance of its Committees;
- review Corporation processes, including standing orders, code of conduct, procedures relating to senior post holder HR matters, and recommend any amendments in light of a review to the Corporation;
- develop and recommend to the Corporation procedures for the induction, training and on-going development of Corporation Members;
- monitor the attendance of Members of the Corporation at meetings of the Corporation and Committees and take action where continual poor or non-attendance is identified.

Remuneration Committee

The Remuneration Committee is elected by the Corporation to look at the detail of senior post-holders' and the clerk's pay and considerations of service, including:

- outcomes from appraisal meetings will be presented to the Remuneration Committee who will determine appropriate level of pay, including any pay increase and amendments to conditions of service;
- pay may be determined in a number of ways. When determining pay the Committee should comply with employment law, equality law and EU regulations. The Committee may also consider other external factors such as market rate. For particular specialisms, benchmark data for similar size colleges, ability to pay, and whether pay increases and benefits packages for senior post-holders differ significantly from non-senior post-holders.

CORPORATION BUSINESS CYCLE 2021-22

Monday 18 October 2021

Protection of Funds and Assets and achievement of Legal Obligations

- Health and Safety Status Report
- Sub-Contracting and Partnerships Annual Report 2020-21
- Finance Report, including:
 - Management Accounts for July 2021
- Report from the Audit Committee held on 21 September 2021, inc:
 - Review of Audit Committee Terms of Reference
 - Annual Audit Plan and Strategy
 - Internal Audit Annual Report
 - Self-Assessment of the Audit Committee's performance
 - Annual Data Protection Report
- Report from the Search and Governance held in September 2021, inc:
 - Review of Search and Governance Terms of Reference
 - Corporation Board Effectiveness Self-Evaluation
 - Skills Audit
 - Declarations of Interest
 - Annual Attendance
 - Standing Orders
- Agree Link/Lead Governors
- Audit Committee to appoint Chair and agree committee membership
- Agree Chair and membership of the Standards Committee, HE Academic Board, Search and Governance Committee and Remuneration Committee
- Report from the DCG Services meeting held in September

Educational Performance and Quality

- Outcomes 2020-21 and Enrolment update 2021-22
- Derby College Students' Union Activity Report

Educational Character, Strategy and Goals

- Governance Self-Evaluation against accountable inspection criteria

Policies

- Sub-contracting Policy
- Admissions Policy
- Student Financial Support
- Student Voice Policy
- Little Explorers Safeguarding Policy
- Safeguarding Policy
- Flexible Working Policy



CORPORATION BUSINESS CYCLE 2021-22

Monday 13 December 2021

Educational Performance and Quality

- Report from the Standards Committee held on 9 December 2021, inc:
 - Review of Standards Committee Terms of Reference
 - Report on Performance
- :
 - Including Student voice
 - Equality, Diversity Inclusion Annual Report for 2020-21
 - Sub-Contracting and Partnerships Annual Report
- Report from the Higher Education Academic Board on 17 November 2021
- College Self-Assessment Report 2020-21 (FES)
 - FES SAR and QIP (includes; Annual Safeguarding Report and Annual Behaviour for Learning Report)
 - Little Explorers SEF and QIP
 - Higher Education Self Evaluation Document

Protection of Funds and Assets and achievement of Legal Obligations

- Health and Safety Annual Report 2020-21
- Report from the Audit Committee held on 23 November 2021, inc:
 - The Audit Committee's Annual Report 2020-21
 - Members Report and Financial Statements 2020-21
 - Letter of Representation from External Auditors
 - ESFA Regularity Self-Assessment Questionnaire
 - Subsidiary accounts (MBS and DCG Services Ltd)
 - Pensions Report
- Finance Report, including:
 - Management Accounts for October 2021
 - Catering Tender
 - Security Tender
- KPIs
- Strategic Risk Monitoring
- Complaints and Compliments Report 2020-21
- Annual review of Public Value Statement
- Annual review of Modern Slavery Statement

Educational Character, Strategy and Goals

- DCG Strategic Ambitions Annual Review

Policies

- Health, Safety and Welfare Policy
- HE Academic Misconduct Policy

Recommended by the Standards Committee

- Positive Behaviour Policy
- Self-Assessment Policy
- Equality, Diversity and Inclusion Policy

Recommended by the Audit Committee

- Anti-Money Laundering Policy
- Treasury and Cashflow Management Policy
- Bribery Policy
- Financial Regulations
- Risk Management

Recommended by the HE Academic Board

- HE Academic Misconduct
- International

Monday 28 March 2022

Educational Performance and Quality

- Report from the Standards Committee held on 10 March 2022, inc:
 - Report on Curriculum Performance
 - Report on Apprenticeship Performance
 - Employer Engagement Strategy Report
 - Link/Lead Governor visits
 - Student Voice
- Report from the Higher Education Academic Board on 10 March 2022
 - Report on Higher Education Performance

Protection of Funds and Assets and achievement of Legal Obligations

- Health and Safety Status Report
- Report from the Audit Committee held on 15 March 2022 inc:
 - Gender Pay Report
- Finance Report, including:
 - Mid-year Review and Financial Re-forecast
 - Management Accounts for January 2022
 - Energy and Carbon Consumption Statement
- KPIs
- Strategic Risk Monitoring
- Report from the Remuneration Committee held in February 2022, inc:
 - Remuneration Committee Annual Report
- Report from the DCG Services Ltd meeting held in March

Policies

- Disciplinary Policy for Employees
- Employee Bullying and Harassment Policy
- Employee Engagement Policy

Monday 16 May 2022

Educational Performance and Quality

- General Update
- Protection of Funds and Assets and achievement of Legal Obligations
 - Health and Safety Status Report
 - Finance Report, including:
 - Initial Funding Allocations 2022-23 Budget Assumptions
 - Management Accounts for March 2022
 - KPIs
 - Strategic Risk Monitoring

Policies

- Grievance Policy for Employees
- Freedom of Information Policy

Monday 4 July 2022

Educational Performance and Quality

- Report from the Standards Committee held on 16 June 2022, inc:
 - Report on Curriculum Performance
 - Report on Apprenticeship Performance
 - Link/Lead Governor visits
 - Student Voice
- Report from the Higher Education Academic Board on 15 June 2022
 - Report on Higher Education Performance
- Derby College Students' Union Activity Report

Protection of Funds and Assets and achievement of Legal Obligations

- Health and Safety Status Report
- Report from the Audit Committee held on 21 June 2022 inc:
 - External Audit Strategy and Plan for 2021-22 Financial Statements
 - Assurance Plan for 2022-23
- Finance Report, including;
 - Budget and Financial Forecast
 - Financial Handbook Self-Evaluation
 - Management Accounts May 2022
- KPIs
- Strategic Risk Monitoring
- Freedom of Information Annual Review 2021-22
- Report from the DCG Services Ltd meeting held in June

STANDARDS COMMITTEE BUSINESS CYCLE 2021-22

Thursday 9 December 2021

- Standards Committee Terms of Reference Review
- Group Self-Assessment Report for 2020-21
 - Draft FES SAR and QIP (including; Annual Student Voice Report and Annual Behaviour for Learning Report)
 - Little Explorers SEF and QIP
- Equality, Diversity and Inclusion Annual Report for 2020-21
- Sub-contracting and Partnerships Annual Report
- Report on Curriculum Performance
- Report on Apprenticeship Performance
- Curriculum and Quality Risk Register
- Link Governor Visits
- Student Voice
- Derby College Students' Union Activity Report

Policies

- Positive Behaviour Policy
- Self-Assessment Policy
- Equality Diversity and Inclusion Policy

Thursday 10 March 2022

- Annual Review of Core Strategies
 - Curriculum Teaching and Design
 - Pastoral and Academic Support
 - Quality Assurance and Compliance
- Report on Curriculum Performance
- Report on Apprenticeship Performance
- Employer Engagement Strategy Report
- Curriculum and Quality Risk Register
- Equality, Diversity and Inclusion Report
- Link Governor Visits
- Student Voice
- Derby College Students' Union Activity Report

Thursday 16 June 2022

- Curriculum Planning
- Report on Curriculum Performance
- Report on Apprenticeship Performance
- Curriculum and Quality Risk Register
- Equality, Diversity and Inclusion Report
- Destination Analysis
- Link Governor Visits
- Student Voice
- Derby College Students' Union Activity Report



AUDIT COMMITTEE BUSINESS CYCLE 2021-22

Tuesday 21 September 2021

- Audit Committee Terms of Reference Review
- Self-Evaluation of the Performance of the Audit Committee
- Internal Audit Plan and Strategy
- Internal Audit draft Annual Report 2020-21
- Annual Data Protection Report
- Standing items:
 - Review of Internal and External Audit Recommendations and Monitoring Activity
 - Strategic Risk (including HE Risks)
 - Consider any additional services undertaken by the Internal or External Auditors
 - Internal and External Assurance Reports
 - Data Protection Report

Tuesday 23 November 2021

- Internal Auditors Annual Report 2020-21
- Financial Statements 2020-21 and External Audit Management Letter (incorporating subsidiaries)
- Review of Regularity Self-Assessment Checklist
- Annual Report on Risk Assessment
- Audit Committee Annual Report 2020-21 to the Corporation
- Pensions Statement
- Review performance of internal and external providers
- Standing items:
 - Review of Internal and External Audit Recommendations and Monitoring Activity
 - Strategic Risk (including HE Risks)
 - Consider any additional services undertaken by the Internal or External Auditors
 - Internal and External Assurance Reports
 - Data Protection Report

Policies

- Treasury and Cashflow Management
- Anti-Money Laundering
- Bribery
- Financial Regulations
- Risk Management

Tuesday 15 March 2022

- Annual Gender Pay Report
- Review performance of internal and external providers
- Standing items:
 - Review of Internal and External Audit Recommendations and Monitoring Activity
 - Strategic Risk (including HE Risks)
 - Consider any additional services undertaken by the Internal or External Auditors
 - Internal and External Assurance Reports
 - Data Protection Report

Tuesday 21 June 2022

- External Audit Strategy and Plan for 2021-22 Financial Statements
- Assurance Plan 2021-22
- Review performance of internal and external providers
- Standing items:
 - Review of Internal and External Audit Recommendations and Monitoring Activity
 - Strategic Risk (including HE Risks)
 - Consider any additional services undertaken by the Internal or External Auditors
 - Internal and External Assurance Reports
 - Data Protection Report

Policies

- Travel and Subsistence Policy
- Tuition Fees (*including HE Tuition Fees Supplement previous agreed at HE Academic Board*)
- Data Protection Policy
- IT Security Policy

HIGHER EDUCATION ACADEMIC BOARD 2021-22

Wednesday 17 November 2021

- SED for 2020-21
- HE Academic Board Terms of Reference Review
- Academic Performance Report, inc:
 - Assurance on quality and standards
 - Enhancement and outcomes
 - Student voice (inc NSS survey)
 - Safeguarding
 - Sexual Harassment and Prevent referrals
 - Staff development
 - Partner performance
- KPIs
- Academic Risk
- Compliance against Conditions of Registration, inc:
 - Funding and Data returns
 - Breaches
- Financial Performance
- External Policy impact
- Access and Participation Statement

Policies

- Academic Misconduct Policy
- Academic Appeals Policy
- Assessment and Feedback Policy

Wednesday 10 March 2022

- Academic Performance Report, inc:
 - Assurance on quality and standards
 - Enhancement and outcomes
 - Student voice (inc surveys)
 - Safeguarding
 - Sexual Harassment and Prevent referrals
 - Staff development
 - Partner performance
- KPIs
- Academic Risk
- Compliance against Conditions of Registration, inc:
 - Funding and Data returns
 - Breaches
- Financial Performance
- External Policy impact

Policies

- Tuition Fees Policy
- Complaints Policy
- Admissions Policy
- Recognition of Prior Learning Policy

Wednesday 15 June 2022

- Academic Performance Report, inc;
 - Assurance on quality and standards
 - Enhancement and outcomes
 - Student voice (inc surveys)
 - Safeguarding
 - Sexual Harassment and Prevent referrals
 - Staff development
 - Partner performance
- KPIs
- Academic Risk
- Compliance against Conditions of Registration, inc;
 - Funding and Data returns
 - Breaches
- Financial Performance
- External Policy impact

Policies

- Student Protection Plan
- Annual Portfolio approval

SEARCH AND GOVERNANCE COMMITTEE BUSINESS CYCLE 2021-22

QUORUM IS THREE OF CURRENT MEMBERSHIP

September 2021

- Search and Governance Committee Terms of Reference Review
- Governance structure
- Review results from:
 - Audit Committee Self-Assessment
 - Corporation Self-Assessment
 - Skills Audit
 - Declarations of Interest
 - Attendance
- Consider end of term dates and succession plan as appropriate
- Complaints to Corporation
- Review and agree key governance documents/processes, inc:
 - Corporation policies

June/July 2022

- Review of governance to date; inc:
 - Attendance data
- Consider end of term dates and succession plan as appropriate
- Review of confidential minutes

REMUNERATION COMMITTEE BUSINESS CYCLE 2021-22

QUORUM IS THREE OF CURRENT MEMBERSHIP

February 2022

- Senior Post Holders Appraisal and Remuneration
- Clerk's Appraisal
- Remuneration Committee Annual Report (Draft)





The Derby College Group

The Roundhouse
Technical & Professional Skills College
Roundhouse Road
Pride Park
Derby
DE24 8JE

The Johnson Building
Motor Vehicle Academy
Locomotive Way
Pride Park
Derby
DE24 8PU

The Hudson Building
Construction Skills Academy
Locomotive Way
Pride Park
Derby
DE24 8PU

The Joseph Wright Centre
Post-16 Academic & Arts College
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DE1 3PA

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Morley
Ilkeston
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DE7 6DN

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