

THE HENLEY COLLEGE

**How we communicate and engage with Staff, Students and Stakeholders.
Strategy and implementation for obtaining the views of staff, students and stakeholders on the educational character and mission of the College and the oversight of its activities to encourage and establish an open and transparent culture of continuous improvement.**

The College believes that regularly obtaining the views of its staff, students and stakeholders and considering those inputs during decision making is instrumental in improving the quality of experience, appropriateness of provision, its performance and achieving and maintaining the highest possible standards for learners and staff. The College has in place the following arrangements for consulting with and responding to students, College staff and stakeholders, as related to the Corporation's responsibilities, covering:

STUDENTS

- **Student Feedback Surveys**
Conducted at intervals throughout the College year to obtain views from all learners that are fed back through to the Quality & Standards committee.
- **Continuous Feedback**
Teaching staff actively ask learners What Went Well in lessons and offering verbal and written feedback where possible. This is detailed within their self-assessment process and reviewed by Curriculum Leaders and the Assistant Principal Quality to constantly enable development.
- **Ofsted Surveys – for Learners, Parents, Carers, Employers and Stakeholders**
These are surveys that Ofsted only conduct during an inspection, the findings of this survey are discussed with Ofsted.
- **Student Union**
The Student Union reviews the Learner Code of Conduct and the Student Engagement Policy as part of its remit, prior to the policies being presented to the Corporation for approval.
- **Learner Representatives.**
Elected learner representatives' feedback at class, departmental, campus and College levels that represent their areas at Voice of the Learners Forums. Representatives also contribute to the process of attaining feedback within their subject area to then feedback to the corresponding representative for each stage in the Voice of the Learner Cycle.
- **Student Voice Sessions.** Taking place in the penultimate week of each term, student voice sessions provide an opportunity for Senior Leaders, Management and Principal to connect with learners in a setting that is comfortable for them (eating areas and social spaces). Specific themes are explored throughout the year such as English & Maths Experience, Induction and Personal and Social Development to attain actionable feedback.
- **Meet the Assistant Principals** through informal termly departmental visits.
- **Staff/Parent forum.** This initiative enables staff who are also parents of students at the College to meet termly with the Principal and to feedback on certain key themes so that the College can continually improve.

- Membership of a number of cross-College steering groups with a focus on improvement.
- Student membership of Corporation.
- Social media notice boards supported by the College's presence on Facebook and X.
- Trackr Individual Learning Plan.
- College complaints, suggestions and compliments processes (staff and students)

STAFF

- Ofsted Staff Survey
This is a survey that Ofsted only conducts during an inspection, the findings of this survey are discussed with Ofsted.
- College Principal's Briefings held half-termly providing information to all staff on current position of the College and developments, curriculum achievements and initiatives.
- Bi-weekly staff newsletters - the Principal introduces each newsletter highlighting key achievements, events that have happened or are coming up and recognising staff
- Staff development days - at the start of each term the Principal briefs all staff on the key priorities, developments and initiatives.
- Staff membership of Corporation through two staff governors.
- Annual Staff Conference Day
- Staff survey - annually staff are asked how they think we're doing on a wide range of topics. The feedback is reviewed by the SLT and feedback/action plans are provided to both staff and Corporation.
- Periodic Staff Pulse surveys which are reviewed by the Principal and feedback provided to both staff and Corporation.
- Listening groups - listening groups are run where issues are highlighted in teams to better understand the issue. Solutions are then identified and fed back to the team.
- TU relationship – there is an informal relationship with the College's Trade Union representatives meeting regularly to update on how the College is doing, discuss future plans and ask for feedback

STAKEHOLDERS

- Feedback through an annual Employer Engagement Forum
- Annual Stakeholder survey (this includes parents)

CORPORATION

- The educational character, mission and strategic priorities are periodically reviewed, and Governors monitor the College's activities throughout the year assessing progress towards meeting key performance indicators, covering all aspects of the College's provision and its financial performance.

- The Staff and Student Governors elected to the Corporation 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.

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