



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

The College is committed to engaging widely with staff and students to obtain their views and opinions. Consultation is instrumental in shaping the strategic priorities of the College, for improving performance and maintaining the highest possible standards.

The College has in place the following arrangements for consulting with students and staff at the College:

Students

- Student Voice – biannual student perceptions questionnaire conducted to obtain views from all learners on the wider aspects of College life including its mission and vision.
- Subject questionnaires – looking at the quality of teaching and learning.
- Focus Groups – both within subjects and cross-College.
- Personal Tutor Groups and 1:1 interviews.
- Student Council – 15 student officers who have a range of roles, responsibilities and skills and who represent students' views in many areas of College life.
- Student Membership (1) of the Corporation – the Student Governor is given an opportunity to play a full part in the Board's proceedings, which includes the periodic review of the educational character, mission, values, strategic priorities of the College and oversight of its activities.
- Student Ambassadors
- On an annual basis the Corporation receives and considers reports from the President of the Student Council and the Student Council Tutor.
- Student representatives on cross-College committees, such as Equality, Diversity & Inclusion, Health & Safety, and Sustainability.
- Meetings convened on request with the Senior Leadership Team and Student Council.
- Ofsted's Learner View.
- Social media notices supported by the College's presence on Facebook, Twitter, Instagram and TikTok.
- College Student Complaints process.
- Student Involvement Strategy.
- National Student Survey (HE Students).

Our Mission is to be a centre of educational excellence, opportunity, challenge and support within a caring Christian environment.

A Catholic College for the Community.

Staff

- Principal’s Briefings held weekly providing information to all staff on current position of the College and developments, curriculum achievements and initiatives.
- Additional briefings given by the Principal on current topics with invitations to share views.
- Staff membership (1) of Corporation – the Staff Governor has an opportunity to play a full part in the Board’s proceedings, which includes the periodic review of the educational, character, mission, values, strategic priorities of the College and oversight of its activities.
- New Staff Interviews with the Principal.
- Half termly ‘Carmel Pulse’ opportunity to provide feedback to the Senior Leadership Team.
- Involvement in the Quality in Careers Standard.
- Annual Staff Climate Survey for all staff.
- Staff noticeboard on College intranet.
- Meeting slots added to College calendar for cross-College, curriculum area and departmental meetings.
- Regular management and trade union meetings, which incorporate opportunities to explore new developments as well as policies relating to the terms and conditions of employment.
- Half termly support managers meetings.
- Staff representatives on cross-College committees, such as Equality, Diversity & Inclusion, Health & Safety, and Sustainability.
- Regular meetings of: Achievement Board, Academic/Pastoral Board, and Retention/Attendance Board.
- Catholic Ethos Group.

Monitoring and Review

The results of any consultation on the educational character and mission of the College and the oversight of its activities are evaluated by the Governing Body, or one of its Committees, and used to inform the strategic direction of the College.

The consultation methods will be reviewed on a regular basis, to ensure that they are fully accessible and meet the needs of Staff and Students, and the Corporation, in obtaining their views.

Reviewed by:	Quality & Standards Committee
Approved by:	Governing Body
Date of last Policy approval:	December 2024
Review interval:	Every two years
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