

Appendix to ESO RQ Action Plan

Condition	Meta objective	Sub-Objective	Supporting documentation/sources used
Condition 2: Implement the proposals for the reform of the Board....	To appoint a Chair		Charity Commission (May 2018) : The Essential Trustee: A Chair's Compass – A guide for Chairs of Charities (2014).
	Recruit one pair of Yr 2 and one pair of yr 3 students...	Set up process and recruit students	Advance HE Conference: Governance and small and specialist institutions 14 th June 2018. ESO Bd of Trustee doc "Trustee Recruitment Process" (Dec 2016) (attached)
		Appoint students	
		Undertake training and induction of students	Charity Commission: The Essential Trustee (May 2018); Charity Governance Code (for smaller charities) published by <i>charity Governance Code Steering Group</i> . ESO Company Articles of Association (see attached) Nolan Principles of Public Life: (31 st May 1995)- Committee on Standards in Public Life.
	Recruit one clinic tutor, one Boxley lecturer and one admin staff member to the Board	Set up process and recruit...	Charity Commission: The Essential Trustee (May 2018) , and links to Trustee expenses and payments (CC11) (March 2012) para 6.4 "Can an employee become a trustee". ESO Bd of Trustee doc "Trustee Recruitment Process" (Dec 2016) (attached)
		Appoint Staff	
		Undertake training and induction for staff	Charity Commission: The Essential Trustee (May 2018); Charity Governance Code (for smaller charities) published by <i>Charity</i>

			<p><i>Governance Code Steering Group.</i></p> <p>ESO Company Articles of Association.</p> <p>Nolan Principles of Public Life: (31st May 1995)- Committee on Standards in Public Life.</p>
Condition 2 (cont)	By 31 January to have recruited one lay trustee with relevant commercial experience and one trustee with finance experience to sit on the Finance Sub-Committee	Set up process and recruit external trustees	<p>Charity Commission: The Essential Trustee (May 2018) , and links to Trustee expenses and payments (CC11) (March 2012).</p> <p>ESO Bd of Trustee doc "Trustee Recruitment Process" (Dec 2016) (attached)</p>
		Undertake training and induction for external trustees	<p>Charity Commission: The Essential Trustee (May 2018); Charity Governance Code (for smaller charities) published by <i>Charity Governance Code Steering Group.</i></p> <p>ESO Company Articles of Association.</p> <p>Nolan Principles of Public Life: (31st May 1995)- Committee on Standards in Public Life.</p>
	By 30 April 2019 to have recruited one trustee with relevant HE experience	Set up process and recruit external trustee	<p>Charity Commission: The Essential Trustee (May 2018) , and links to Trustee expenses and payments (CC11) (March 2012).</p> <p>ESO Bd of Trustee doc "Trustee Recruitment Process" (Dec 2016) (attached)</p>
		Undertake training and induction of external HE trustee	<p>Charity Commission: The Essential Trustee (May 2018); Charity Governance Code (for smaller charities) published by <i>Charity Governance Code Steering Group.</i></p> <p>ESO Company Articles of Association.</p> <p>Nolan Principles of Public Life: (31st May 1995)- Committee on Standards in Public Life.</p>

<p>Condition 4 Complete and implement the five-year strategic plan to secure the future direction and success of the school</p>	<p>Elements of strategy already proposed by Interim Executive Team that were awaiting Board approval that will now form part of a comprehensive five year strategic plan....</p>	<p>To have achieved "Approved" Status with the OfS by August 2019. This will include an Access and Participation plan to widen access and will include provision for student bursaries.</p>	<p>Regulatory Advice 3: Registration of new providers for 2019-20. Reference: OfS 2018.05 Published 28 February 2018. (attached).</p>
--	--	---	---