



Glasgow Kelvin College

Board of Management

Minute

Minute of the meeting held in WG1 in the Springburn Campus at 4.30pm on Wednesday, 12 June 2024

1. Sederunt

Ian Patrick, Chair;
John McBride, Vice Chair;
Derek Smeall, Principal;
Heather McNeil;
Dermot Grenham;
John Hogg;
Marie Docherty;
Michael O'Donnell;
Sonique Noreiga, Student Association President;
Calum Campbell; Student Association President;
Jennifer Lavery, Support Staff Member;
Maree Shepherd; Unison nominated Member;
Colm Breathnach, Teaching Staff Member; and
Carol Goodwin, EIS /FELA nominated Member.

In attendance:

Linda Ellison – Secretary to the Board of Management;
Robin Ashton, Vice Principal, Curriculum and Quality Enhancement;
Lisa Clark, Director of Estates and Corporate Services;
Doreen Shiels, Director of People and Culture;
Alan Carr, Head of Finance (MS Teams); and
Annette McKenna, Governance & Executive Support Manager (for recording purposes).

2. Apologies

Dr Elaine Clafferty;
Natalie Philips; and
Steven Caldwell.

3. Declarations of Interest

a) Interest

b) Connection

The Secretary of the Board of Management informed members that the Teaching Staff member and EIS nominated member had a conflict of interest in Item 14 on the agenda. She informed members that she and the Chair had agreed that they would remain in the meeting to aide discussion on the item but not participate in the decision-making process.

4. Welcome

The Chair welcomed members to the last Board of Management meeting of academic session 2023/24. He noted that agenda items 18 to 22 had been provided for members information and would not be discussed unless a member wished to raise a question.

5. Minute of the Previous Meeting held on 20 March 2024

C Campbell requested that the word 'some' be added to Item 11, page 7, last paragraph, of the minute and the sentence should read 'He added that some students are frustrated by the situation and that some fully support the lecturers whilst others don't'.

Members accepted the minute, following the amendments noted above, as an accurate record of the business conducted at the meeting held on 20 March 2024.

6. a) Matters Arising from the Previous Meeting held on 20 March 2024

There were no matters arising from the previous meeting.

b) Matters Arising / Action List (*For Noting*)

i) Board of Management Action Log as at June 2024

Members agreed that the action highlighted in green could be removed from the Log.

ii) Board of Management and Standing Committee Action Log

Members noted the content of the above noted log.

7. Standing Items

a) Chair's Report

The Chair provided members with a summary of key activities, meetings, and events he had attended since the last meeting of the Board of Management, that included:

- held one to one meetings with Board members related to the Board Self-evaluation process;
- attended Board Standing Committee meetings;
- attended a significant number of meetings at Colleges' Scotland (CS) – the Minister for FE and HE attended the last meeting of the CS Chairs and he provided members with a summary of the discussions held;
- attended a meeting with the CS Chairs and the Chair of SFC;
- attended GCRB meetings. He noted that the Scottish Government had launched a consultation on the proposal to reform the Glasgow and Lanarkshire Regional Strategic Bodies. He added that the College would provide a response with the possibility that all three Glasgow colleges submit a joint response; and
- had written to L Breckenridge and her team to congratulate them on winning the Herald Higher Education Award for the Marketing / PR Campaign of the Year category.

b) Principal's Update Report

The Principal provided members with a summary of key activities, meetings, and events he had attended since the last meeting of the Board of Management, that included:

- final funding allocations had been published on 30 May 2024 – allocations remain unchanged at a national level. He highlighted the small change to the regional student funding allocation following a request for further consultation to GCRB by the three colleges, led by J Evans, to regionally standardise the allocation;
- Education Scotland Annual Visit – he noted that the College had received verbal feedback and overall, the outcome was positive. He informed members that there were two continuing areas for development and that Ian Beach would present the findings of the report to members at the Board meeting scheduled to be held in August 2024;

- Voluntary Severance (VS) – as the support staff pay award has been settled there will be a few adjustments made to the final figure, an update report will be presented to members at the Board meeting scheduled to be held in August 2024;
- disposal of West Campus – details are being finalised for the sale. He added that the College are preparing a business case to retain the funds from the sale; and
- Industrial Action (IA) – EIS / FELA are still involved in IA including ASOS and are exploring a four year pay settlement with Colleges Employers Scotland (CES).

c) Students Association Priorities Update

The Student Association President spoke to the content of the report that sought to provide members with an update on the Student Association (SA) activities since the last Board of Management meeting.

C Campbell updated members of the recent SA elections and informed that Ryan Donachie, full time President and Chantell McCallum, part time President had been elected.

He highlighted that the Student Mental Health Agreement / Project was now in place. He also highlighted the attendance of the SA Presidents at a student support networking and sharing good practice event held on 4 April 2024.

H McNeil thanked the SA Presidents for their report that provided a good balance of information and outcomes. C Breathnach echoed H McNeil's comments and thanked them both for the excellent work undertaken during the academic year.

In a response to a question from the Chair on how the handover is managed, C Campbell informed members that a report and associated documents would be left for the new SA Presidents' who may wish to take the SA in a new direction. He added that they would continue to be managed by Gary Sharp, Student Support Services Manager, providing continuity. The Chair noted that this was a difficult and challenging role due to the change in personnel after one year's term.

Members of the Board of Management agreed to note the content of the report.

8. Draft Standing Committee Minutes

a) Chair Approved Remuneration Committee – 2 May 2024

The Chair of the Remuneration Committee spoke to the content of the draft minute and provided members with a summary of items considered.

J McBride noted that the two main items discussed were Voluntary Severance (VS) and the pay award for senior staff; a further meeting has been arranged re. senior staff salaries, this is ongoing.

M Shepherd raised a point in the minute related to the time provided to the unions for the VS proposals. She noted that the time provided is standard and necessary and is part of fair work practices. The Principal informed members that time is not nationally agreed and is part of a local agreement. The Chair added that the point noted in the minute was in relation to the unions being afforded with more time and information on VS than the Remuneration Committee members have available to make decisions; it was not in relation to the amount of time provided to the unions.

Members of the Board of Management agreed to note the content of the draft minute.

b) Chair Approved Learning and Teaching Committee – 8 May 2024

The Vice Chair of the Learning and Teaching Committee spoke to the content of the draft minute and provided members with a summary of items considered.

She highlighted the discussions related to the Learner Behaviour and Disciplinary Procedure in relation to the inclusion of a neighbourhood focused aspect. She noted the increase in student satisfaction results and the good work being undertaken by the Active Campus Co-ordinator and the Environmental Sustainability Manager.

Members of the Board of Management agreed to note the content of the draft minute.

c) Draft Audit and Risk Committee – 14 May 2024

The Chair of the Audit and Risk Committee spoke to the content of the draft minute and provided members with a summary of items considered.

D Grenham highlighted the gradings for the two Internal Audit reports; one good and the other satisfactory. He noted that the Internal Audit Plan was on track.

He highlighted the discussions held and the agreement reached to reappoint Henderson Loggie as Internal Auditors for a further year whilst undertaking a mini-comp exercise under the Procurement Framework.

The Chair of the Board raised the issue of the excessive College's External Auditor fees. D Grenham noted that J Evans had raised this point with Audit Scotland on several occasions and there had been no movement. **Members discussed and agreed to refer this issue back to the Audit and Risk Committee with a possibility of writing to the Minister.**

Members of the Board of Management agreed to note the content of the draft minute.

d) Finance and Resources Committee – 4 June 2024

The Chair of the Finance and Resources Committee spoke to the content of the draft minute and provided members with a summary of items considered.

R Doyle highlighted the improved forecast in the five-year budget. He further highlighted that a lengthy discussion had taken place at the meeting on the non-return of student laptops and the cost to the College.

Members of the Board of Management agreed to note the content of the draft minute.

Items for Approval / Endorsement

9. Draft Five Year Budgets 2024-29 – NOT IN THE PUBLIC DOMAIN

10. College Operating Plan V3.0 2024-29 – NOT IN THE PUBLIC DOMAIN

The Principal spoke to both items 9 and 10 collectively as they both were intrinsically linked. He informed members that A Carr, Head of Finance, was in attendance to answer any technical questions.

D Smeall took members through the content of the draft Five-year Budgets 2024-29 report that sought approval from the Board of Management. He highlighted the following:

- based on the core assumptions, balanced budgets have been set for 2024-29;

- without enhanced funding from the Scottish Funding Council (SFC), Voluntary Severance Schemes will be required in 2024/25, 2025/26 and 2026/27 to manage the College's financial position. It is worth noting that this VS has now been spread over three years, rather than all being targeted in 2024/25 as previously budgeted;
- to achieve the five-year budgets presented, the College will have to rely on the Arms' Length Foundation to fund revenue expenditure during the budget period 2024-29; and
- throughout the budget period 2024-29, the College will have a sufficient level of underlying cash to support operations and deal with modest fluctuations in projections.

He drew members attention to the key assumptions listed in section 2.2 of the report. He also drew members attention to the three budget scenarios listed at section 3.3 of the report.

He added that this is an extremely complex document with a lot of information provided.

D Smeall then took members through the content of the College Operating Plan (COP) V3 that sought to present members with the latest projections, actions, targets and to seek endorsement of its format, "direction of travel" and the continuing application of the "approval by milestone" methodology. He added that V3 of the COP covered the five-year period 2024/25 – 2028/29.

He drew members attention to the six critical performance indicators shown in graph form on page 2 of the report that showed how the COP AY 2022/23 and AY 2023/24 can be assessed. He added that the outcome had been a huge achievement with a lot of staff involved; the targets had been met.

In addition, he took members through the COP V3 Projections and V1.0 – 2.0 actuals summary as noted in section 4 of the report and drew members attention to the three graphs shown on page 3 of the report. He took members through the trajectory as set out in the graphs.

D Smeall highlighted the positive news detailed in the COP v3 albeit with the implementation bringing challenges whilst dealing with a difficult financial situation. He reminded members that the College is required to sustain a sufficient level of underlying cash to remain solvent; the targets laid out in the COP V3 allow for this.

The Chair opened the meeting to questions from members on the draft Five-Year Budget report.

In a response to a question from C Breathnach on the 2% increase in salary costs for 2027/28 and 2028/29 as noted in figure 10 of the report, the Principal informed members that these were CPI inflation projections, the Public Sector Pay Policy 3% increase was for years 2025/26 and 2026/27.

C Breathnach drew members attention to table 5 on page 10 of the report and asked did the figures in regard to student counsellors suggest that they would no longer be employed, provide a service, following academic session 2026/27. The Principal informed members that this is when the funding for this service from the Scottish Government (SG) would end; this is not necessarily the College plan, it is being proactive to get the best out of the funding it has. A Carr confirmed that money has

been carried forward to maintain this service, by the College. It was noted that monies had been returned to the three Glasgow colleges by GCRB in AY 2023/24 and that this was earmarked for the cost of councillors for session 2023/24. R Ashton reinforced that the College is prioritising this area. C Breathnach noted this will make a huge difference to students, staff and retention.

In a response to a question from D Grenham, the Principal confirmed that a risk to the detail of the budget assumptions is sensitive to possible change in the Scottish Government and Scottish Parliament following both UK and future Scottish elections. Such change could lead to further cuts. He added that the modelling contained within the budget report is both accurate and robust.

The Chair opened the meeting to questions from members on the COP V3.

H McNeil commented that a lot of work had been undertaken on both the above noted reports and they provided her with confidence. She raised a question in relation to possible staff reductions in terms of meeting the College's ambitions. D Smeall informed that the good news is the College has a stable plan to permit it to remain operational and allows time for the College to transition whilst continuing to support its ambitions. The Chair echoed H McNeil's comments and added that thought is required for the communities as future students will be impacted as the College's student activity volumes reduce. M Docherty reiterated the importance of the community and the College working together. The Principal noted member's comments and reassured them that work would continue to mitigate and minimise these negative impacts.

R Doyle noted that it enhances the budgets and COP's credibility, that both are fully aligned and provides assurance that plans are in place.

Members of the Board of Management agreed to approve the Five-Year Budget 2024-29.

In addition, members of the Board of Management agreed to note and endorse the GKC College Operating Plan v3.0 "direction of travel" and the continuing application of the "approval by milestone" methodology.

11. Annual Health and Safety Policy Review

The Principal spoke to the content of the report that sought approval for the changes made to the Health and Safety Policy. He informed members that the Policy is reviewed annually and had been considered and considered by the SMT and Health and Safety Committee and endorsed by the Finance and Resources Committee.

D Smeall drew members attention to section 2 of the report that listed a number of small changes to the Policy; no substantial changes were being recommended for approval.

He added that if approved by members the Policy would be signed by him and the Chair of the Board of Management.

Members of the Board of Management agreed to:

- i) approve the changes to the Health and Safety Policy attached at Appendix 1; and
- ii) ensure that this Policy is signed as appropriate.

12. **Review of Policies and Procedures**

The Director of People and Culture spoke to the content of the report that sought to apprise members of the outcome to the consultation relating to the policies and procedures due for review in accordance with the agreed Policy and Procedure Review Schedule and approve the policies as listed below:

a) Equality, Inclusion and Diversity Policy

D Shiels informed members that the Policy had been considered by members of the Finance and Resources Committee and no comments had been received. She added that she had since received additional feedback from D Grenham on the Policy and took members through his comments and the amendments made in this response.

She recommended to members that the Policy be approved for immediate implementation and be reviewed again on 31 July 2027.

b) Policy and Procedure for Protection of Vulnerable Groups (PVG) and Criminal Record Checks

c) Safeguarding Children, Young People and Vulnerable Adults Policy and Procedure

D Shiels spoke to items 12b and 12c collectively as both policies are intrinsically linked. She informed members that as part of the transition to two faculties in August 2024 and the operational changes associated with this, she recommended that both policies be extended to September 2024.

d) Grievance Policy and Procedure

e) Disciplinary Policy and Procedure

D Shiels reminded members that items 12d and 12e fall within the scope of the National Recognition and Procedures Agreement (NRPA); therefore, will be negotiated with the Unions at the National Joint Negotiating Committee (NJNC).

She noted that the National Disciplinary Policy is in the final stages of discussion with the NJNC and it is anticipated it will be launched in academic year 2024/25.

She recommended that both policies be extended to 31 July 2027 pending the publication of the national policies.

C Breathnach declared an interest in both policies due to the current industrial action and possible reduction in salaries as they were not produced in cooperation with the scope of the NJNC. He stated his dissent to approve. C Goodwin echoed C Breathnach's comments and, also stated her dissent. The Chair reminded that as members of the Board of Management they are bound by collective responsibility. He noted C Breathnach's and C Goodwin's dissent.

Members of the Board of Management agreed to:

- i) approve the Equality, Diversity and Inclusion Policy for immediate implementation and a review date of 31 July 2027;
- ii) approve an extension to the review date for the Disciplinary Policy and Grievance Policy until 31 July 2027 pending the publication of the National Policies¹

¹ C Breathnach and C Goodwin noted their dissent on approval of the recommendation in relation to the Disciplinary Policy and Grievance Policy

- iii) approve an extension to the review date for the Safeguarding Children, Young People and Vulnerable Adults Policy and Procedure Policy and Procedure for Protection of Vulnerable Groups (PVG) and Criminal Record Checks to 30 September 2024; and
- iv) note that a programme of refresher training is in place for June 2024 for managers in discipline and grievance and on how to conduct investigations.

13. Board and Committee Membership and Calendar of Meetings 2024/25

The Secretary to the Board of Management spoke to the content of the report that sought approval for the Board and Standing Committees membership and the calendar of meetings for academic session 2024/25.

L Ellison drew members attention to section 2 of the report that provided an update on Board membership that included reappointments and departing members. She highlighted the full list of membership attached as appendix 1 to the report

In addition, she drew members attention to appendix 2 that provided the dates of the Board and Standing Committee meetings for academic session 2024/25.

Members of the Board of Management agreed to:

- i) note the reappointment of Heather McNeil for four years which will cease on 31 July 2028;
- ii) note the appointment of Colm Breathnach as the Teaching Staff Board Member for up to four years which will also cease on 31 July 2028;
- iii) approve the appointment of Natalie Phillips as Vice Chair of the Audit and Risk Committee;
- vi) note the student membership for 2024/25;
- vii) approve the Board's Committee membership for 2024/25 detailed at Appendix 1;
- viii) approve the Board and Committee meetings' schedule for 2024/25 at Appendix 2; and
- ix) record their appreciation of the contribution of outgoing members.

14. EIS/FELA 'Resulting Boycott' – Management of Breach of Contract

The Principal spoke to the content of the report that sought approval to implement staff salary deductions as detailed in the paper, in response to a continuing 'Resulting Boycott' by EIS-FELA members. He reminded members of the recommendations agreed at the Board of Management meeting held on 20 March 2024; the Principal, in consultation with the Chair agreed to produce a more detailed report to be considered for approval at the June meeting of the Board of Management rather than at an extraordinary meeting of the Board of Management in May.

D Smeall took members through, at considerable length, his detailed report previously requested by Board members; this included a Risk Register attached as appendix D to the report.

He drew members attention to the 4 caveats to implementation of deductions in salaries as listed at section 2 of the report.

He noted that the current EIS/FELA mandate comes to an end on 15 July 2024 and that members have been balloted for the continuation of Industrial Action (IA), in the form of Strike Action (SA) and Action Short of Strike Action (ASOS), including a resulting boycott; voting opened on 18 June 2024.

He drew members attention to section 4 of the report that listed the impact of ASOS in the form of a resulting boycott. He took members through, in considerable detail, the impact to the College's current and future students, financial costs, defaults on contracts and reputational damage. He highlighted that the high numbers of EIS/FELA members undertaking IA within the College has a massive impact.

R Ashton provided an overview on how this year's boycott of resulting differs from previous years. He noted that due to the timings of the boycott there is little information on the College systems to know if students have passed or failed or completed their assessments; in previous years the boycott was undertaken later in the academic year.

D Smeall reminded members that as Principal and Chief Executive he is charged by the Board of Management to ensure appropriate use of public finances and for securing best value for public funding.

The Chair opened the meeting to questions from non-executive members in the first instance.

R Doyle noted his concern that companies, for example in the apprenticeship programmes, go elsewhere as the College is not able to deliver the required contracted learning and training, and are therefore seen as unreliable.

In a response to a question from M Allison on the costs associated and resources to administer the deductions, the Principal noted that the costs were minimal compared to the impact on financial losses to the College. M Allison raised the risk of a potential negative impact on staff relations and moral if the recommendation was approved. D Smeall noted that this had been captured in the Risk Register attached to the report.

J Hogg noted that financial sustainability is paramount to the Board of Management. He added that huge factors had been noted in the report and asked how this will be mitigated. D Smeall noted that the situation had been escalated to a stage where the impact, if no action is taken to disincentivise participation, on students and on college finances would be intolerable. He believed it was right to do what is necessary, as Principal and Chief Executive, to reduce damage to student certification, finance and reputation of the College.

In response to a question from M O'Donnell, D Smeall informed that almost all colleges in Scotland have sent out communications to their staff in relation to the deduction of salaries resulting from the resulting boycott.

H McNeil noted her sadness at the situation and the importance of having a framework to action the reductions. She stated her support for the Principal. D Smeall highlighted the seriousness of the situation to the College learners and the negative impact the boycott on resulting is having on them. R Ashton added that the College are looking at how to provide further support after the summer break in August 2024.

In response to a question from a Board member, D Shiels informed she did not have the figure to hand in relation to the costs incurred in relation to legal advice but that it could be provided, at a later date, if required. D Smeall noted that the costs are not material in comparison to the financial costs to the College of ongoing action.

The Chair opened the meeting to other members of the Board of Management.

C Goodwin stated that teaching staff are already losing pay whilst participating in strike action and that they cannot input results for blocks 1, 2 and 3 as they had not finished teaching their programmes, the student outcomes are unknown. R Ashton added that the College need to know the status of students to allow for letters of comfort to be sent to organisations they plan to progress on to. He added that this information is also required to identify where resources are required to provide additional support. C Goodwin reiterated this information is not available as teaching had not been completed. The Principal countered that the majority of blocks one and two results should be available for input and that if block 3 results were not fully complete then that should be declared.

C Breathnach informed he was not speaking to convince members what is right or wrong, he always believed that workers were treated fairly within the College. He noted that if members are concerned about the impact to students on the non-resulting boycott, then to action the recommendations noted in the Principal's report will not mitigate this; they will come back from leave in August and there will effectively be a lock out of teaching staff. He took members through his views on the practical difficulties associated with the salary deductions. He also referred to the Risk Register attached to the report and provided his view on the control and mitigating actions listed. He highlighted that 75% of staff are loyal and angry and reminded members that they have access to an EIS/FELA £5m hardship fund.

He requested that members hold off on their decision until after the National Joint Negotiating Committee (NJNC) meeting being held on 13 June 2024. The Chair reminded members that one of the caveats to the report was that if the IA and associated resulting boycott was resolved then the recommendations contained in the report would not be actioned; the action would be withdrawn.

J McBride noted that he was convinced that the recommendation to deduct teaching staff salaries due to a breach of contract was right at this time. D Smeall added that this proposal had been left to the last possible date, it is not something he wants to do, but a delay is not an option.

The Chair noted that this is an emotive issue and that he fervently hoped that a resolution is found before the recommendations contained in the report require to be actioned; we are all here for the benefit of the students and the belief in what the College stands for.

J McBride echoed the previous comments made by H McNeil, it is a sad situation. He added that points had been made by both sides passionately and with true feelings. He noted that students are being harmed by the boycott of resulting and cannot progress, they are being let down. D Smeall added, that as Principal, he cannot support the payment to staff who are not fulfilling their contract, the situation is intolerable and destroying students' lives.

The Chair noted that it appeared there was a disagreement in views and that an agreement by consensus could not be reached. Therefore, a vote by show of hands of the 13 members eligible to vote, would be undertaken by the Secretary to the Board of Management. He reminded members that he, as Chair, had the casting vote in the event of a majority not being reached.

The outcome of the vote was as noted below:

- agreed to the recommendations contained in the report – 5 votes
- against the recommendations contained in the report – 7 votes
- abstention – 1 vote

Therefore, the Board of Management did not approve the recommendations contained in the report.

The Principal stated that he did not agree with the Board's decision and that he considered it contrary to his duties as Principal and Chief Executive. However, he would, of course, fully implement the Board's decision. The Chair acknowledged the Principal's statement.

Items for Discussion and Noting

15. **Quarter 3 Forecast and Management Accounts to 30 April 2024 – NOT IN THE PUBLIC DOMAIN**

16. **Governance Action Plan - Update**

17. **Standards Commission – Advice Note and Guidance**

The Chair proposed that due to the time taken to discharge the other items on the agenda, and if no questions were raised by members, that Items 15 to 17 be noted. As no questions were raised, members agreed to note the content.

Items of Correspondence

18. a) [GKC Certificate of Assurance to GCRB.pdf](#)
 b) [Letter from the Minister re. consultation to dissolve GCRB and Lanarkshire Board.pdf](#)
 c) [Letter from EIS.FELA re. Additional Industrial Action Dates.pdf](#)

Members of the Board of Management noted the content of the correspondence provided for their information.

Items for Information

19. **Alternative Sources of Information**

20. **Community Empowerment Act (Scotland) 2015 Annual Report to Year Ended 31 March 2024**

21. **OSCR - Charity Annual Return**

As no questions were raised in relation to Items 19 to 21, provided for information, members noted the content of the reports.

Policies approved by Finance and Resources Committee held on 4 June 2024

22. a) [Fees and Fee Waiver Policy 2024-25.pdf](#)
 b) [No Smoking Policy.pdf](#)
 c) [Attendance Management and Support Policy.pdf](#)

Impact on Students, Risk, Equality, Data Protection and Environmental & Sustainability – Discussion

23. **Impact on Students – key issues to be considered as a consequence of the consideration of the above agenda**

Members agreed that no impact on student's issues had arisen as a consequence of the business conducted at the meeting held on 12 June 2024.

24. Risk Management – Risk Issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no risk management issues had arisen as a consequence of the business conducted at the meeting held on 12 June 2024.

25. Equality Management – Equality Issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no equality management issues had arisen as a consequence of the business conducted at the meeting held on 12 June 2024.

26. Data Protection – Data Protection Issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no data protection issues had arisen as a consequence of the business conducted at the meeting held on 12 June 2024.

27. Environmental and Sustainability – Environmental and Sustainability issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no environmental and sustainability issues had arisen as a consequence of the business conducted at the meeting held on 12 June 2024.

Chair's Remarks

The Chair recognised, on behalf of Board members, the work excellent work undertaken by C Campbell and S Noreiga and wished them both well in their future endeavours.

I Patrick reminded members that M O'Donnell had been a valued member of the Board for five years. He informed members that he had a new job that didn't allow for him to continue to give the Board the time required. He thanked him for his support and work undertaken over the years. On behalf of Board members' he wished him well in his career and future.

The Chair informed members that the Principal had an announcement to make. D Smeall informed members of his intention to retire at the end of March 2025. He added that this was due to positive personal reasons and to a lesser extent some technical reasons, and that he was leaving the College with the best SMT of any college in Scotland who would continue to deliver.

The Secretary to the Board reminded members that provided the Board agreed to appoint a new Principal, which was taken as read, under the Scheme of Delegation the Chair has authority to initiate a recruitment process. The Chair added that the Board will formally thank D Smeall, at a later date. He added that the Principal can take significant pride from the five-year balanced budget considered at item 9 on the agenda and the detailed planning as set out in the five-year College Operating Plan; which means the College is financially stable over that time period.

28. Closure

The meeting closed at 7.45pm with the Chair thanking members for their attendance and contribution.

29. Date of Next Meeting

The next meeting of the Board of Management is 28 August at 4.30pm as agreed when discharging Item 13 on the agenda.

- 30.** The Chair reminded members of dates for their diary:
- Board Self-Evaluation / Development Session (Power Bi/Artificial Intelligence) – 5pm on Wednesday 19 June in Room WG1 Springburn Campus; and
 - Summer Awards Ceremony – Friday 14 June in the City Chambers: Refreshments at 12.45pm and ceremony commences at 1.30pm.
- 31. Chair Evaluation**
- At this point in the meeting, the Chair and the Executive left the Board meeting and the Senior Independent Member held a brief private meeting with Board members to provide feedback on the Chair's performance.