

Glasgow Kelvin College

Board of Management Meeting of 28 August 2024

Principal's Performance Objectives 2024/25

Report by Chair of the Board of Management

1. Introduction

The purpose of this report is to advise members on the Principal's performance objectives for the academic year 2024/25 and to seek any comments from the Board. As members will recall the Principal intimated his intention to retire in March 2025 at the board meeting on the 12th of June 2024.

2. Background

The Code of Good Governance for Scotland's Colleges states 'that the college board must ensure a clear process is in place to set and agree personal performance measures for the Principal. This process should seek the views of students and staff. The Chair, on behalf of the board, should monitor, review and record the Principal's performance, at least annually, against the agreed performance measures'.

The Board, at its meeting on 13 March 2017, agreed the process for establishing and reviewing the Principal's objectives, performance, and salary. This process was updated at the Board meeting on 30 August 2021 which agreed that the specific objectives for the Principal would be established by the Chair and Vice Chair of the Board. The objectives would be discussed in a meeting with the Principal which would be observed and supported by the Board Secretary. In line with the revised process the performance review took place after the final Board meeting of the academic year. The process provides all members with an opportunity to input to or to comment on the objectives set before they are made publicly available.

3. Principal's Performance 2023/24 and Objectives 2024/25

The Principal met with the Chair, the Vice Chair and the Board Secretary on 7th August 2024. The Principal's performance in relation to his objectives for 2023/24 was judged to be very good and there were no issues that required to be reported to the Executive Committee.

The agreed performance objectives for 2024/25 are set out in the attached appendix for noting.

4. Resource Implications

There are no additional resource implications as a consequence of this report.

5. Impact on Students

There are impact on students implications arising as a consequence of the report.

6. Equalities

No adverse impacts on individuals with protected characteristics have been identified as a consequence of this report.

7. Risk and Assurance

Any potential risk to the college's strategic leadership and management arrangements is mitigated by ensuring the appropriate performance and review process for the Principal is followed in line with agreed procedures. The associated reporting arrangements provide assurance to the Board of Management.

8. Data Protection

There are no data protection implications arising as a consequence of the report.

9. Environmental and Sustainability

There are no environmental and sustainability implications arising as a consequence of the report.

10. Recommendations

It is recommended that the Principal's performance objectives for 2024/25, as set out in an appendix to this report, be noted.

11. Further Information

Further information can be obtained from Ian Patrick, Chair of the Board of Management, or Linda Ellison at lindaellison@glasgowkelvin.ac.uk

Glasgow Kelvin College

Principal's Performance Objectives for August 2024 to March 2025

1. Provide an effective handover to the new Principal Designate.
2. Continue to provide the foundations to improve student success rates.
3. Maintain Financial Stability and operational effectiveness.
4. Maintain and grow partnership:
 - within the college sector to address the socioeconomic needs of the Glasgow City Region,
 - with industry and commerce to support economic growth; and
 - with employers to increase activity for relevant upskilling, reskilling and Apprenticeship.
5. Enable effective organisational and workforce development (focussing on transition to new principal for March 2025).
 - Focus on training and development for succession
 - Maintain wellbeing initiatives and opportunities.
 - Provide effective and supportive internal communication