

Glasgow Kelvin College
Board of Management Meeting of 11 December 2024
Principal's Update Report
Report by Principal

1. Introduction

The purpose of this report is to provide an outline of key activity, and events considered by the Principal to be noteworthy or of particular interest to Members of the Board which are not covered elsewhere on the Agenda.

This report will cover the eight-week period from the last Board of Management (BoM) meeting held on Wednesday 09 October 2024 until Wednesday 04 December 2024.

2. UNISON

With effect from Thursday 07 November 2024, *"UNISON Scotland Further Education branch has been placed under regional supervision. This means that all contact regarding any matter relating to UNISON or to further education should be sent to the UNISON regional staff only. Contact can be made at....."* Email 1 to Principal dated 07 November 2024 from Unison Regional Organizer.

Glasgow kelvin College has one employee who has received FTE facility time from the College for the past several years. As a consequence of the UNISON Scotland Further Education branch being placed under regional supervision, UNISON has informed the College that this employee is *"no longer a recipient of UNISON national facility time with immediate effect."* Email 2 to Principal dated 07 November 2024 from Unison Regional Organiser. This means that the employee is now returning to the College.

The College understands that several local UNISON representatives (Those working with UNISON members, management and Boards of Management within individual colleges) are disputing UNISON officials' actions, as outlined, and are on "strike" with their union regarding their UNISON local representative duties. The College has since been informed that our only UNISON local representative is participating in this action and therefore all locally provided facilities time is to be removed from them immediately. The College has complied with that request.

In summary:

UNISON National Branch is now managed solely by UNISON Officials.

There is currently no local UNISON representative at the College.

All UNISON members requiring support or Advice from UNISON have been provided with contact details for Unison Officials.

College Management has also been provided with contact details for Unison Officials.

There is no information regarding any timeline for future long-term arrangements.

3. College Operating Plan

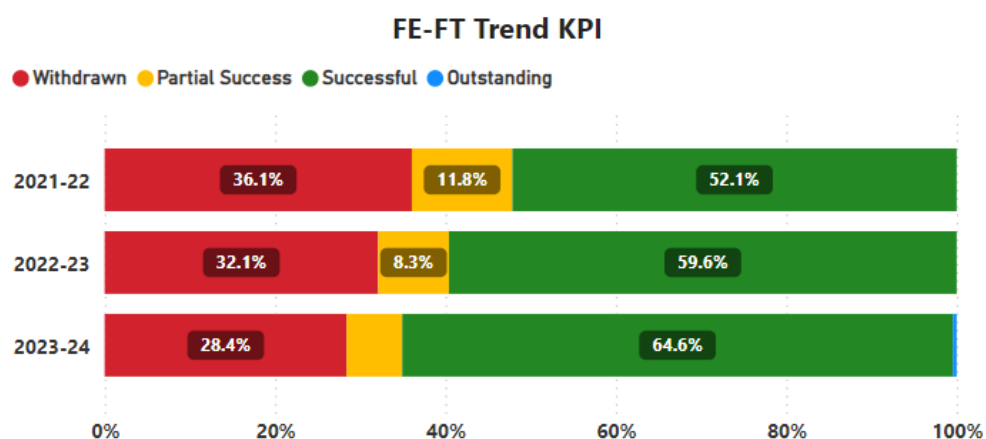
Throughout the agenda for this evening's meeting, and in particular Item 19. Quarter 1 Forecast and Management Accounts to 31 October 2024, Members will recognise that College operations have proven to be and continue to be stable and in accordance with the requirements and targets set within The College Operating Plan (COP) Version 3.0 which was endorsed by the BoM on Wednesday 12 Jun 2024. As such COP V3.0 remains unamended. Consideration of any necessary update will follow the Quarter two forecast prior to the next BoM on Wednesday 12 March 2025.

4. Resulting of Students Work

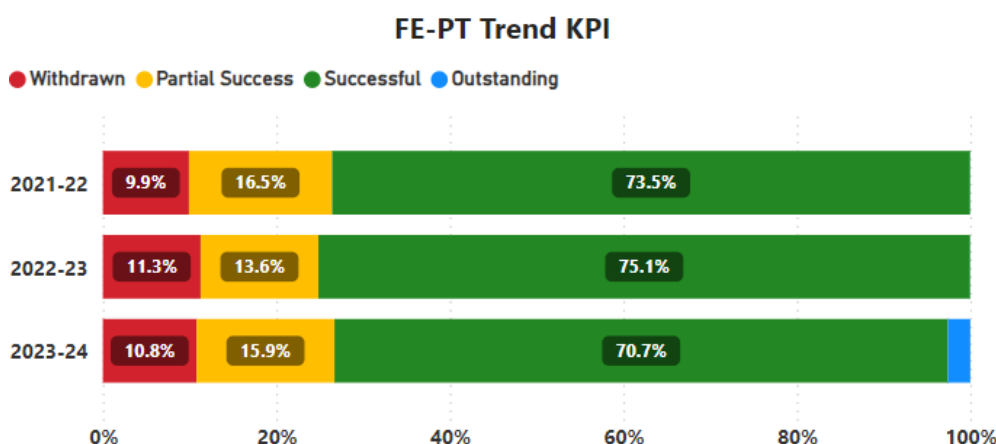
Due to industrial action in 2023-24 and the impact of a resulting boycott, many students did not complete all course units and a large number of results were outstanding (circa 16,000 units were not resulted in August affecting 3,100 students). At the point of writing, almost all results for Further Education (FE) level courses have now been resulted. For Higher Education students, this has been more complex as many have left the College and have had to be contacted to arrange catch-up activities if willing to participate in these. This catch-up work is now almost complete and we expect all results to be processed by end of December. This will enable our Graduation ceremony to take place in February.

5. Student Outcomes

With resulting almost complete it is now possible to begin to analyse overall student outcome levels for Academic Year (AY) 2023-24, particularly in terms of FE results. The table below shows a three-year trend for full-time FE, with a 5.2 percentage point improvement compared to 2022-23 and 12.5 percentage points in total since 2021-22.



For part-time Further Education courses, retention has improved since AY 2022-23 but partial success has worsened and therefore overall success rates for AY 2023-24 show a reduction from the previous academic year as highlighted below.



Reasons for the increase in partial success rates are being explored but as a significant volume of our part-time activity runs as courses from January to June, this would have been disproportionately impacted by strike action and this would have reduced the likelihood of courses being successfully completed.

As Higher Education performance data is still not fully complete, a further update on student outcomes will be available when all outstanding qualifications are completed

6. Key Activity & Events

Events:

- Black History Month Webinar
- Race equality events with Radiant and Brighter

Meetings:

- Meeting with Scottish Government's Director for Lifelong Learning and Skills, Shirley Laing
- Education Scotland Regional review meeting
- Meeting with newly appointed Interim Chief Executive of Scotland's Colleges, Graeme Jackson

Partnership meetings:

- College Employers Scotland full meeting
- College Employers Scotland – "internal lessons learned"
- Colleges Scotland - College Principal's Group (CPG)
- Colleges Scotland - College Principals Group – Lead Principal's meeting
- Colleges Scotland - Workshop - 10-year vision
- Colleges Scotland Board
- Colleges Scotland Board – Finance & General Purposes Committee
- GCRB Board
- Glasgow Economic Leadership (GEL) HE & FE Workstream
- Glasgow East Arts Company (GEAC) – Staffing & Finance Committee

7. Resource Implications

There are no direct resource implications as a direct result of this paper.

8. Impact on Students

Actions to mitigate the impact on FE students of the previous resulting boycott and strike action by EIS-FELA during AY 2023/24, to date, been broadly successful regarding securing student success. However, for HE students the majority of mitigating actions continue to be delivered and therefore judgment of their success will follow after December.

9. Risk and Assurance

There is a risk that UNISON members within the College workforce may face challenges in securing access to support and advice from their union.

The ability of management to engage in routine consultation and discussion with UNISON may be impaired.

Members should gain assurance from the ongoing successful implementation of the College Operating Plan (COP), V3 2024-29 and implementation of post industrial action mitigation relating to student resulting and success for AY 2023/24.

10. Equality

No negative impacts on people with protected characteristics have been identified because of this paper.

11. Data Protection

There are no direct data protection implications because of this paper.

12. Environmental and Sustainability

There are no related impacts regarding environmental and sustainability issues because of this paper.

13. Recommendations

Members are recommended to:

- i) note the contents of this update report.

14. Further Information

Members can obtain further information on the contents of this report from Derek Smeall, Principal dsmeall@glasgowkelvin.ac.uk

Glasgow Kelvin College

DSm

28 November 2024