

Item 14
For Approval and Endorsement

Glasgow Kelvin College

Board of Management Meeting of 11 December 2024

Review of Professional Learning and Development Policy

Report by Director of People and Culture

1.0 Introduction

Members will be aware that the College has developed, in partnership with representatives of its recognised Trade Unions, staff, management and external partners and students, where appropriate, a range of policies and procedures for Glasgow Kelvin College.

The purpose of this report is to apprise members with an update relating to the Professional Learning and Development Policy which is due for review in accordance with the agreed Policy and Procedure Review Schedule.

2.0 Policies and Procedures

The following section provides members with an update on the review of the Professional Learning and Development Policy, attached at: [Appendix 1](#)

2.1 Professional Learning and Development Policy (Appendix 1)

After consultation, feedback was received from the EIS-FELA, staff and management. Members should note that the local Unison Trade Union representative declined to participate in the consultation of this Policy due to internal matters between local and Regional Unison representatives. The College is therefore seeking approval of the Policy, with the caveat that, should Unison raise any issues regarding the document that is fundamental to its content or operation, the College agrees to reopen consultation.

The main changes to the Policy include:

- A review of the Aims and Objectives of the document to more accurately reflect the purpose of the Policy.
- The addition of Section 5 which outlines the responsibilities of managers, staff and the College.
- The addition of Section 8, which outlines the Professional Pathway for Lecturers.
- A review of Section 9 which introduces the Teaching Activity Exchange process for teaching staff.
- A general update on role titles, links to documents, etc to reflect the current structure within the College.

Members should note that the Professional Learning and Development Policy was considered by the Finance and Resources Committee on 26th November 2024 however no comments were received and there were no further changes made to the document.

Members of the Board of Management are recommended to approve the Professional Learning and Development Policy for immediate implementation.

3 Resource Implications

There are no resource implications identified as a result of this report.

4 Impact on Students

The Policy contained within this report aims to provide for the professional learning and development of staff to enhance the working and learning environment and the culture of the College. Effective, supported and trained staff create a more positive learning environment to deliver a high quality of service to students.

5 Risk and Assurance

There are no risk implications identified as a result of this report.

6 Equality and Inclusion

There are no equality implications identified as a result of this report. Members should note that the Equality Impact Assessment has been reviewed and revised for each policy, these are available on the College website.

7 Data Protection

No data protection issues have been identified as a result of this report.

8 Environmental and Sustainability

There are no Environmental and Sustainability implications arising as a consequence of this report.

9 Recommendations

Members of the Board of Management Committee are recommended to:

- i) approve the Professional Learning and Development Policy for immediate implementation, however, with the caveat that, should Unison raise any issues regarding the document that are fundamental to its content or operation, the College agrees to reopen consultation; and
- ii) note the next review date for the Professional Learning and Development Policy is 31 July 2027.

10 Further Information

Further information on the content of this report and its appendices can be obtained from Doreen Shiels, Director of People & Culture Services
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DMS
01.12.24