

Glasgow Kelvin College

Board of Management Meeting of 20 March 2024

All Staff Communication Issued on Behalf of the Executive Committee

Report By Secretary to the Board of Management

1 Introduction and Purpose

This report provides a summary of the email exchanges and discussions surrounding the All-staff Email issued by the Executive Committee to all College staff on 24 November 2023. The paper is a timeline of events leading up to, and following, the issue of the communication by the Board Secretary on behalf of the Executive Committee.

2 Timeline of events

2.1 21 November 2023

Following consultation with the Vice Chair, the Principal and the Board Secretary, the Chair circulated a draft all-staff email to the Executive Committee members seeking their views on whether such a communication should be issued, and if it should, their agreement on the wording.

The Executive Committee responded with comments on the wording and the possible implications of sending the communication, but all agreed it was appropriate to send the email to all staff.

2.2 23 November – 24 November

The Chair shared the all-staff email with the two Staff Board Members who provided their comments and concerns about the communication from the Committee. The Chair responded to the staff board members.

The All-staff email was issued by the College Secretariat.

2.3 27 November

The Chair advised the Executive Committee members of the comments from the staff board members.

Jill Montgomery, Branch Secretary of EIS-FELA Glasgow Kelvin branch sent an email response to the communication issued on behalf of the Executive Committee to the Board Secretary. The Board Secretary forwarded the EIS-FELA response to the Executive Committee members.

2.4 30 November

Jill Montgomery emailed the Board Secretary to advise that a motion calling for a vote of No Confidence in the Executive Committee had been passed by the EIS-FELA Glasgow Kelvin Branch.

Notice of the vote of No Confidence was forwarded to the Executive Committee.

2.5 1 December

Maree Shepherd, Unison Steward advised that following a ballot a vote of No Confidence in the Executive Committee was passed by Unison members.

The Chair wrote to the Executive Committee members to advise them of the vote of No Confidence in the Executive Committee by the two Unions.

The Board Secretary responded on behalf of the Executive Committee acknowledging and noting the No Confidence Vote.

2.6 7 December

Colm Breathnach emailed the Board Secretary to request the minutes of the Executive Committee meeting. The Board Secretary advised that the all-staff email had been discussed and agreed by the Committee members by email.

2.7 11 December

Jill Montgomery, EIS-FELA emailed the Board Secretary and the Principal with a number of emailed messages and comments from members of staff which she stated demonstrated the strength of feeling about the all-staff email.

Maree Shepherd, Unison Steward forwarded emails from union members with reactions to the all-staff email which she requested be passed to the Chair.

The Board Secretary sent the EIS-FELA and Unison emails to the Chair.

2.8 13 December

The Board Secretary forwarded the emails from EIS-FELA and Unison to the Executive Committee members.

Prior to the Board Meeting, on the afternoon of 13 December, the Chair and the Board Secretary met with the two Staff Board Members to discuss a proposed approach to the Board meeting whereby the Chair would make a statement and then invite each of the two staff board members to make statements on the impact of the all-staff email on members of staff. No other members of the board would be invited to speak on either the all-staff email or the vote of No Confidence due to pressure of business.

The Chair and the Board Secretary requested a meeting with the two Union Observers on the Board to advise them on the proposed approach in advance of the meeting. Carol Goodwin, the EIS-FELA TU observer met with the Chair and the Board Secretary and noted the proposed approach.

During the Board meeting Colm Breathnach asked several questions relating to the Executive Committee process which he requested be answered after the Board meeting. It was accepted that this might be after the Christmas break.

2.9 14 December

Colm Breathnach submitted 4 questions to the Board Secretary.

3.0 16 January 2024

The Board Secretary circulated the answers to the questions submitted by Colm Breathnach to the Executive Committee members to ensure that the answers and Committee Members' email trails were accurate and comprehensive.

- 3.1 **18 January**
Jill Montgomery emailed the Board Secretary to advise that the GK branch of EiS-FELA had passed a motion at the AGM that proposed a forum between staff and the Executive Committee members.
- 3.2 **19 January**
Secretariat issued the responses to the questions submitted by Colm Breathnach to the Board Members on behalf of the Board Secretary.
- 3.3 **25 January**
The Board Secretary circulated the proposed response to the AGM motion passed by the EiS-FELA for consideration by the Executive Committee members.
- 3.4 **31 January**
The Board Secretary forwarded the finalised response to the EiS-FELA AGM motion from the Executive Committee members to Jill Montgomery.
- 3.5 **1 February**
Maree Shepherd emailed the Board Secretary to advise that Unison members had voted 'Yes' to a statement that was very similar to the EiS-FELA AGM motion that requested a forum between staff and Executive Committee members.
- 3.6 **2 February**
The Board Secretary forwarded the email from Maree Shepherd to Executive Committee members.
- 3.7 **5 February**
Following consultation with Executive Committee Members the Board Secretary forwarded the same response to Maree Shepherd as had been passed to Jill Montgomery.
- 3.8 **6 February**
Jill Montgomery, EiS-FELA emailed the Board Secretary to acknowledge the response from the Executive Committee.
- The Board Secretary circulated the email from Jill Montgomery to the Executive Committee.
- 3.9 **8 February**
Maree Shepherd, Unison emailed the Board Secretary to acknowledge the response from the Executive Committee.
- The Board Secretary circulated the email from Maree Shepherd to the Executive Committee.

3 Resource Implications

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

4 Equalities

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

5 Risk and Assurance

- 5.1 Risk to the College is mitigated by ensuring appropriate Board membership and this update provides assurance with regards to the Board memberships arrangements.

6 Data Protection

- 6.1 No data protection issues are identified arising from this report.

7 Environmental and Sustainability

- 7.1 There are no new environmental and sustainability matters arising from the contents of this report.

8 Recommendation

- 8.1 Board members are invited to note the summary of events associated with the All-staff email issued on 24 November 2023.

9 Further Information

Members can obtain further information on the contents of this report from Linda Ellison, Secretary to the Board - lellison@glasgowkelvin.ac.uk or from Ian Patrick, Chair of the Board of Management

Linda Ellison
Secretary to the Board of Management
Glasgow Kelvin College
07 March 2024