

Glasgow Kelvin College

Board of Management Meeting of 29 August 2022

Principal's Performance Objectives 2022/23

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 academic year 2022/23 and to seek any comments from the Board.

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 and before the first meeting of the new academic year. This provides all members with an opportunity to input to or comment on the objectives set before they are made publicly available.

Principal's Performance 2021/22 and Objectives 2022/23

The Principal undertook a review meeting with the Chair and the Vice Chair of the Board on 11 August 2022 also attended by the Board Secretary. There was satisfaction with the Principal's performance in relation to his objectives for 2021/22 recognising the particular challenges faced through the year. In accordance with the Board's agreed procedure there were no issues which required to be reported to the Executive Committee.

The agreed performance objectives for 2022/23 are set out in the attached appendix for noting.

2. Resource Implications

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

3. Equalities

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

4. 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.

5. Data Protection

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

6. Recommendations

It is recommended that the Principal's performance objectives for 2022/23, as set out in an appendix to this report, be noted.

7. 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 2022 to July 2023

- 1.** Lead and enable a continuing focus on improving student rates of retention and success by enhancing the student experience.
- 2.** Continue to put Glasgow Kelvin College firmly on the “map” by applying our stakeholder engagement strategy, embedded within GKC’s Communications, Marketing and stakeholder Engagement Framework.
- 3.** Lead the continuing development of “Green Kelvin”. Focussing on “Greening the curriculum to nurture individual student understanding and responsibility; build community awareness; and support professional and industry knowledge and skills for the new green workforce of the future.
- 4.** Deliver financial stability in year and lay the foundations to establish financial sustainability over the next three years whilst continuing to support the College’s core objectives, values and ethos. Develop a dynamic and responsive College Operating Plan to support the achievement of financial stability over the three-year period.
- 5.** Lead on the implementation of the College Strategy. Lead on the development and implementation of a dynamic, robust and easily accessible set of reporting tools to aid the Board of Management in the execution of their responsibilities to ensure effective monitoring of the delivery of our Strategic Objectives.
- 6.** Seek opportunities for professional development to complement both corporate and governance related responsibilities of the post of Principal. Seek External opportunities within the four nations of the UK and beyond where outcomes are deemed of value to the College and the Board of Management.