



Glasgow Kelvin College

Board of Management

Minute

Minute for the meeting held in WG1 in the Springburn Campus at 4.30pm on Wednesday, 28 August 2024

1. Sederunt

Ian Patrick, Chair;
John McBride, Vice Chair;
Derek Smeall, Principal;
Heather McNeil;
Dermot Grenham;
John Hogg;
Chantell McCallum, Student Association President;
Jennifer Lavery, Support Staff Member;
Colm Breathnach, Teaching Staff Member; and
Carol Goodwin, EIS /FELA Member.

In attendance:

Linda Ellison – Secretary to the Board of Management;
Robin Ashton, Vice Principal, Curriculum and Quality Enhancement;
Jeanette Evans, Vice Principal Operations;
Lisa Clark, Director of Estates and Corporate Services;
Doreen Shiels, Director of People and Culture;
Alastair McGhee, Director of Student Experience and Enterprise; and
Annette McKenna, Governance & Executive Support Manager (for recording purposes).

2. Apologies

Dr Marion Allison;
Robert Doyle;
Maree Shepherd, Unison Member; and
Marie Docherty.

3. Declarations of Interest

The Chair of the Board, Secretary to the Board and the Principal declared an interest in Items 20a – 20c, papers for discussion and noting as it related to their performance reviews. The Chair of the Board proposed that they would not contribute to the discussions and would remain in the room at that point of the meeting. Members agreed to the Chair of the Board's proposal.

4. Welcome

The Chair of the Board welcomed C McCallum, Student Association (SA) President to her first Board meeting.

He also welcomed A McGhee, Director of Student Experience and Enterprise, who would deliver a presentation at Item 7 on the agenda.

5. Minute of the Previous Meeting held on 12 June 2024

Members accepted the minute as an accurate record of the business conducted at the meeting held on 12 June 2024.

6. a) Matters Arising from the Previous Meeting held on 12 June 2024

There were no matters arising from the previous meeting.

b) Matters Arising / Action List (*For Noting*)

i) Board of Management Action Log as at August 2024

Members agreed that the action highlighted in green could be removed from the Action Log.

ii) Board of Management and Standing Committee Action Log 2024/25

Members noted the content of the above noted Log.

7. Annual Partnership and Stakeholder Engagement Report

The Director of Student Experience and Enterprise took members through the content of his presentation that provided the partnership, purpose, nature and opportunities for the College. This included College Local Innovation Centres, Regional Innovation Strategy Group, Universities, Employers, College Partnership West, CP Catapult, CITB, North East Dunbartonshire Schools Partnership, Skills Development Scotland, Glasgow City Council, Clyde Gateway, Colleges Scotland, Scottish Funding Council, Glasgow City Region, Elected Members, Media, Springburn Residents Association and GKC Students Association. He provided members with a summary of the College involvement with the extensive list noted above.

A McGhee informed members that he would be happy to come back to a future meeting of the Board of Management and deliver, a presentation on Community Programmes if Board members felt this would be useful. Board members thanked him and agreed this would be welcomed.

In a response to question from D Grenham, A McGhee informed members that in relation to retaining relationships with partners and stakeholders during the Industrial Action, the College are inviting all its commercial customers to take part in the College Local Innovation Centres (CLIC) Project whilst at the same time building on commercial courses. He added that he was confident by the end of the year, the College's portfolio will have been built up. He noted that these relationships become more important as the College downsizes. The Principal informed members that there are two strands, trying to generate new monies whilst continuing to secure existing funding. The Principal added that the reputation and profile of the College had improved over the past two years.

In response to a question from H McNeil, members discussed the measurement of the impact on learners, the College requirement to meet the skills gaps and what projects / initiatives come to fruition. N Philips proposed that a one-page summary document showing the investment, how many partners the College has collaborated with, and any gaps highlighted, be produced; this would also allow Board members to assist with promoting the College. **The Principal and A McGhee agreed to provide the requested information to a future meeting of the Board of Management.**

The Chair of the Board thanked A McGhee for his presentation.

A McGhee left the meeting at this point.

8. **Standing Items**

a) Appointment of New Principal – NOT IN THE PUBLIC DOMAIN

The Chair of the Board spoke to the content of the report that sought to outline the actions taken and the progress made since the Board meeting held in June 20224, with regard to the appointment of a new Principal.

I Patrick reminded members that under the Scheme of Delegation he has delegated authority to initiate a recruitment process for the post of Principal.

He noted that, as outlined in the report, members of the Appointments Panel had been agreed and that a Recruitment Consultant had been appointed. He added that the Director of People and Culture and the Secretary to the Board would support the recruitment process.

He also noted that a role profile had been produced for the position and would be considered at the end of the meeting with Board members only being in attendance. He took members through the timeline for the appointment process.

He highlighted the error in the report at section 4, the word 'external' should not have been inserted.

J Lavery asked a procedural question related to the Appointments Panel in that should Board members have been involved in the appointment of the Panel members. I Patrick responded that, as noted at the June Board he has delegated authority for the recruitment process, and therefore the appointment of Panel members. He added that a lot of progress had been made since the Board meeting held in June 2024 and had he left the decision until tonight's Board meeting a few months movement would have been lost.

Members of the Board of Management agreed to note the content of the report.

The Chair proceeded to provide members with a summary updates, key activities, meetings, and events he had attended since the last meeting of the Board of Management, that included:

- M Stevenson who joined the Board of Management in August 2023 had resigned due to personal, circumstances. He noted that the Board now had 2 non-executive vacancies and that a recruitment exercise would be held in February 2024. **The Secretary to the Board would present a report, on Board membership / recruitment, to the Board in October 2024;**
- worked with the other two Chairs' of the Glasgow College Region on a response to the consultation to reform the Glasgow and Lanarkshire Regional Strategic Bodies, the College would also submit a response;
- he, with the Principal, had met with four MSPs who were supportive of the College and the dissolution of GCRB; and
- attended the Summer Awards Ceremony at the City Chambers.

b) Principal's Update Report

The Principal provided members with a summary of key activities, meetings, and events he had attended since the last meeting of the Board of Management, that included:

Industrial Action Update

Unison had accepted a three-year CES offer and staff had received their backdated award; the third year increase will be in place from 1 September 2024.

In terms of EIS/FELA, since the writing of the report, this has moved on at speed. A meeting was held, a week ago, with the Minister for Higher and Further Education; and Minister for Veterans. It was agreed that the Scottish Government would fund an additional £4.5m from Academic Year 2025/26, on top of existing college budgets, for an improved pay offer from employers. This has gone to ballot with EIS/FELA recommendation for members to accept; the ballot closes at noon on Friday 30 August 2024.

He noted his delight that there has been movement that hopefully will be accepted and allow the College to move forward; it was on the cusp of causing serious damage both reputational and operational.

Disposal of West End Campus

The contracts are being finalised with a handover date of 30 September 2024. He reminded members that there had been discussions of colleges retaining 70% of sale proceeds, however this position had not been formalised in writing. The College are working on a Business Case to retain 100% of the sales proceeds.

Post School Reform Consultation

D Smeall summarised the College / Sector position for members. He added that the Chair had requested that he formulate a response on behalf of the College and keep Board members informed of the development and submission.

C Breathnach declared that he would welcome an end to the dispute and hoped the offer was accepted by members of EIS/FELA, although he felt this was less than what the staff deserved. He thanked Board members for their decisions over the last two meetings and noted the constructive approach taken by the Principal was different from other Principals in the Sector.

In a response to a question from H McNeil on the Post School Education Skills Reform consultation and if SAAS could be independent if funded by the Scottish Government, the Principal informed that they do currently have some amount of independence. The Vice Principal Curriculum and Quality Enhancement raised a concern that HE students apply for funding in advance of their courses, however, our FE students all require different levels of support, and can apply right up to the last minute; he questioned whether a national body could provide the same amount of support at a local level. J Lavery echoed R Ashon's comments. The Chair added that this concern would be included in the College response to the consultation.

The Chair also noted his delight that it looked like a settlement had been reached in relation to the EIS/FELA Industrial Action. He cautioned members that the Minister for Higher and Further Education; and Minister for Veterans and the Scottish Government had not provided information or clarity on where the £4.5m was coming from to increase the year 4 offer.

In a response to a question from D Greenham on what the next steps are for the students who were caught up in the Industrial Action, the Vice Principal Curriculum and Quality Enhancement informed members that the teaching staff would have 10 days from the date the dispute is formally settled to input results into the system. He added that the College would then review the status on an individual basis to assess what support could be provided e.g. pass, fail or outstanding. He noted that this is a complex process as some students have left the College and so many had lost hours of teaching. **The Chair of the Board of Management requested that an update report on the success of the process and completion / non-completion data be brought to the Board of Management in October 2024.**

c) Students Association Priorities Update

The Student Association President spoke to the content of the report that sought to update members on the progress of the Student Association (SA) this session and give an overview of future priorities and plans.

C McCallum provided an overview of the recent positive and well attended Freshers Festival event held week beginning 12 August 2024 and highlighted the involvement of Baxter Storey.

She informed members that the Partnership Agreement was still to be produced and would be brought to the Board of Management meeting in October 2024.

C McCallum added that the SA were working with the Marketing Team on a rebrand exercise.

In addition, she informed members that she is meeting with R Ashton regarding resources and learning techniques to utilise accessible support and learning styles. She took members through the future priorities and next steps.

She provided an update on the current recruitment of the SA Executive Committee and highlighted the pressures of organising Freshers prior to them being in place.

E Clafferty thanked C Campbell for her report. She highlighted the area of development made by Education Scotland in their recent Annual Engagement Report; to enhance learner representation and student meta-skills development and congratulated C McCallum on the good work being undertaken in raising awareness of the SA and engagement with both staff and students.

C Breathnach commented that it is really refreshing to have a representative of the SA who is proactive and enthusiastic. He thanked her for her report and her approach. He added that he hoped the arrangements made by the SA to support the College's Ukrainian students would continue.

N Philips echoed C Breathnach's comments and added that a lot of work had been undertaken by the SA since 1 July 2024; C Campbell is a great ambassador for the students.

Members of the Board of Management agreed to note the content of the report.

9. Draft Standing Committee Minutes – Remuneration Committee 19 June 2024

The Chair of the Remuneration Committee spoke to the content of the draft minute. He informed members that this was the second meeting to consider senior staff salaries; voluntary severance and senior staff salaries had been considered at the previous meeting of the Committee.

J McBride further informed members that a significant discussion was held by members and that a number of options had been considered. He noted the importance of differentials, fairness and affordability and being able to attract a high standard of employees. He highlighted the percentage awarded to senior staff as outlined in the draft minute.

Members of the Board of Management agreed to note the content of the draft minute.

10. Financial Forecast Return 2024/26 to 2026/27

The Vice Principal Operations spoke to the content of the report that sought approval for the College Financial Forecast Return (FFR) retrospectively as it was submitted to the Scottish Funding Council (SFC) on 28 June 2024 to meet the deadline. She highlighted that the FFR is a set template provided by the SFC and attached as an appendix to the report.

J Evans provided members with an overview of the FFR and informed members that following discussions with SFC and Senior Finance representatives, it was agreed that colleges would submit an FFR with common assumptions. The FFR adjusted Operating Result (AOR) is the same as that in the College Budget approved by the Board of Management at the meeting held on 12 June 2024. She highlighted the only difference, as outlined in section 1.2 of the report, is the treatment of capital and revenue in relation to capital maintenance funding. The College budget assumes that we will receive c£300k for revenue in 2024/25 and 2025/26 and c£600k in 2026/27. The FFR assumes that we will receive c£300k in each year 2024/25, 2025/26 and 2026/27. The College added additional savings in year 2026/27 to compensate for this to ensure the AORs remained unchanged.

Members of the Board of Management agreed to:

- i) note the contents of this report, the embedded links and Appendix 1;
- ii) approve the FFR attached at Appendix 1;
- iii) note that the College's Draft Five Year Budget paper was sent to support the FFR submissions; and
- iv) authorise the Vice Principal Operations to make amendments to the College submission if requested by GCRB and report to the Finance and Resources Committee if this occurs.

11. Board of Management Development Programme 2024/25

The Secretary to the Board of Management spoke to the content of the report that sought to provide members with an update on development and engagement activities for 2023/24 and to approve a member development programme for 2024/25.

L Ellison drew members attention to the summary of members development during academic year 2023/24, attached as appendix 1 to the report. She requested members advise her or the Secretariat if there were any omissions.

She then provided members with an overview the proposed development events for academic year 2024/25, attached as appendix 2 to the report. She highlighted the compulsory induction training facilitated by Colleges Development Network (CDN).

She noted that the Secretariat will continue to circulate development opportunities as they arise.

The Chair noted that reading and understanding the varied areas/subjects in Board papers also contribute to Board members development.

Members of the Board of Management agreed to:

- i) note the development programme undertaken for 2023/24 as detailed in Appendix 1; and
- ii) consider and approve the outline member development programme for 2024/25 which is detailed in Appendix 2, recognising that this may be subject to amendment/additions.

12. Board of Management Self-Evaluation Outcomes 2023/24 and Process 2024/25

The Secretary to the Board of Management spoke to the content of the report that sought to provide members with feedback on the self-evaluation exercise undertaken during 2023/24 and provide an update on the evaluation arrangements for 2024/25.

L Ellison highlighted that the evaluation process for 2023/24 had a slightly lighter touch than in past years and met the requirements of the Code of Good Governance for Scotland's Colleges; this approach was due to the Externally Facilitated Effectives Review exercise being undertaken in November 2024.

She drew members attention to section 2.4 of the report and noted that she would work with L Clark and members of the Senior Management Team to look at ways to reduce paperwork and use varied delivery methods of providing information.

In addition, she drew members attention to section 2.5 of the report that set out areas of improvement and actions identified during the evaluation process and noted that these would be added to the Governance Action Plan.

She provided members with an overview of the evaluation exercise for 2024/25 including the timeline.

J McBride commented that if access to Power Bi data was available, via an experienced user, during Board of Management meetings, this would reduce the number of follow up reports coming to Board meetings; the information would be available in real time.

The Chair echoed the comments made by J McBride and added that it would be useful if Board members had further development sessions on the use of PowerBi and were able to link into this information at Board meetings, or when reviewing Board reports prior to meetings. He added that it would be useful to see how this could be utilised at Board meetings. **The Principal agreed to review the request to utilise PowerBi live at a future meeting of the Board. He noted that the level and amount of information provided to Board members via PowerBi would be considered with the Chair of the Board of Management.**

Members of the Board of Management agreed to:

- i) note the contents of this report and the appendix.
- ii) endorse the findings from the Board evaluation and agree that the development actions identified through the self-evaluation exercise in 2023/24 be incorporated into the Governance Action Plan.
- iii) note the key outcomes from the committee evaluations and the senior team comments and that the feedback from questionnaires had been passed to the Committee Chairs.
- iv) note that David Archibald will lead the Externally Facilitated Effectiveness Review for 2024/25 commencing in November 2024.

13. College Response to Glasgow and Lanarkshire College Regions – Regional

The Principal spoke to the content of the report that sought to present a draft college response to the Scottish Government's *Review of the Regional Strategic Bodies (RSB) with the Glasgow and Lanarkshire College Regions*.

D Smeall informed members that the consultation response had to be returned via a questionnaire format. He noted that the College would not be answering any questions relevant to Lanarkshire College.

He provided members with an overview of the College response.

C Breathnach thanked the Principal for the work undertaken on the College response. He drew members attention to question 9 and welcomed the trade unions involvement in the Stakeholder Forum. He noted, however, the existing arrangements include the staff representatives, staff play a part in the decision making, he noted he was unclear if on the Forum would they have a direct role in this or an advisory role. The Chair informed that the authority to make decisions on the College would remain with College Boards' and the Principals', overseen by the SFC. The Principal added that the role of the proposed Glasgow Leadership Group is not a governing role / governing body, the concept is for strategic collaboration; fundamental decisions will continue to be made by individual Boards'.

The Chair requested that members provide the Principal with any comments on the draft consultation response by 20 September 2024. He added that the three Glasgow Region Chairs' will also submit a response to the consultation.

Members of the Board of Management agreed to:

- i) note the contents of this draft response;
- ii) endorse its draft content subject to any minor amendments in agreement with the Chair; and
- iii) approve its submission in final form, subject to agreement with the Chair, to the SG by the 20 September 2024.

Items for Discussion and Noting

14. Education Scotland Annual Engagement Report

The Vice Principal Curriculum and Quality Enhancement spoke to the content of the report that sought to provide members with the outcome of Education Scotland's Annual Engagement Review visit undertaken w/b 13 May 2024. He added that unfortunately Ian Beach, HMle, was unable to attend the meeting to present the report as he is undertaking an inspection and HMP. He added that the report would be considered in more detail at the Learning and Teaching Committee being held on 11 September 2024 when Ian Beach was in attendance.

He informed members that the report was positive and that there were no main points for action. He added that the college management would lead on actions to address the minor areas of improvement identified as part of wider quality enhancement activity.

Members of the Board of Management agreed to:

- i) note the positive Education Scotland Annual Engagement Report; and
- ii) note that the Board's Learning and Teaching Committee will review the report in more detail with Iain Beach, the College HMle, on the 11 September 2024.

15. New Scottish Funding Council Accountability Arrangements for Colleges and Universities

The Vice Principal Curriculum and Quality Enhancement spoke to his report and delivered an associated presentation to members.

R Ashton informed members that the comprehensive report was published on 29 July 2024 to be used by colleges and universities from 1 August 2024 onwards; Universities have the same framework to adhere to as colleges. He took members through the content of his presentation and highlighted the implementation timeframes; the College has one year to align its internal arrangements to meet the new SFC Framework timelines.

In addition, he took members through, in detail, the two significant changes and implications for the College in relation to the new Scottish Funding Council (SFC) arrangements.

In response to a question from the Chair, R Ashton informed members that the College is required to submit its first Self-Evaluation and Action Plan (SEAP) by 30 November 2024. He provided members with an overview of the requirements of the Board of Management in relation to accountability and reporting arrangements. **He added that the draft SEAP would be presented to the Board of Management at the meeting scheduled to be held on 9 October 2024.**

Members of the Board of Management agreed to:

- i) note the contents of the attached SFC report and the implications for the College;
- ii) note that further updates will be provided to the Board and its Committees as the College begins to implement these new accountability arrangements; and
- iii) note that the Learning and Teaching Committee will consider changes related to the new SFC Guidance on Quality for Colleges and Universities.

16. Regional Skills Update

The Principal informed members that this item was discussed when discharging item 7 on the agenda.

Members of the Board of Management agreed to note the content of the report.

17. Scottish Funding Council College Performance Indicators 2022-23

The Vice Principal Curriculum and Quality Enhancement spoke to the content of the report that sought to highlight key messages from the SFC analysis of 2022-23 student outcomes and how this relates to similar college level data for Glasgow Kelvin College.

R Ashton informed members that the statistical report was published on 29 May 2024 and provides an overview of national trends in student attainment levels.

He took members through the content of his report and drew members attention to the first two charts on page two of the report; Full-Time Further Education and Full-time Higher Education.

He highlighted table 3 on page 2 of the report that showed the rate of improvement at the College has been significantly greater than average improvement levels; this improvement is expected to continue although there is still a gap in the sector average.

In a response to a question from C Breathnach, R Ashton informed members that the SFC do not take the percentage of students of SIMD into account. He added that generally when any peer reviewers come to the College our context is required to be explained. The Chair added that as this data is quantitative you can make a case for it to be considered

E Clafferty noted that the targets set out at the beginning of last year seemed ambitious, she congratulated all the staff involved in the improved student success rates.

Members of the Board of Management agreed to:

- i) note the contents of the report;
- ii) note that the national data shows that the level of improvement at Glasgow Kelvin College in student outcome rates was greater than national improvement levels in 2022-23 but that a gap remains between overall College and national performance levels; and
- iii) note that the national and college level data sets provided by SFC will be integrated within our College's quality evaluation and enhancement arrangements to drive further improvements.

18. Indicative 2023/24 Retention Data and 2024-25 Recruitment Data

The Vice Principal Curriculum and Quality Enhancement spoke to the content of the report that sought to provide members with early indications of two key metrics related to the College; 2023/24 Retention Data and 2024/25 Recruitment Data.

R Ashton drew members attention to the bar chart on page 2 of the report that provided student withdrawal levels, month by month, 2020/21 to 2023/24. The data shows that the College made significant improvements in withdrawal levels at the start of the academic year but that there were increased levels for some months; addressing withdrawal rates will remain a priority for 2024/25.

In addition, he drew members attention to section three of the report and provided members with an overview. He highlighted that definitive recruitment levels are not yet available. He added that overall trend looked positive and that the huge number of initiatives put in place in to improve recruitment and retention appear to be working; it is hoped that this trend will continue. He added that the conversion of applications to course place offers had increasing significantly.

He informed members that at the time of writing the report the College had not fully met its target although it was slightly ahead on last years figures; recruitment will continue for another few weeks. He added that an update report would be considered at the

Learning and Teaching Committee meeting being held on 11 September 2024 with a further update being brought to the Board of Management meeting on 9 October 2024.

H McNeil commented that the increase in conversion of applications to course places is positive and shows the 'keep warm' initiatives are supporting this.

Members of the Board of Management agreed to note the content of the report.

19. Voluntary Severance Scheme Update – NOT IN THE PUBLIC DOMAIN

The Vice Principal Operations spoke to the content of the report that sought to update members on the final projected savings from the 2023/24 Voluntary Severance (VS) programme.

J Evans informed members the Remuneration Committee met on 2 May 2024 and agreed to support the applications as set out in table 1 in the report.

She drew members attention to table 2 in the report that provided the budget and staff turnover savings that contributed to the College achieving its overall savings target. She noted the split of proportion of support staff is significantly higher than teaching staff and this reflects savings through vacancy management.

In addition, she highlighted table 2 in the report that provided an overall summary of the full costs and payroll savings achieved.

J Evans informed members that the Remuneration Committee had requested a summary of where the College had landed in terms of staff reductions and savings from 2019/20 to 2023/24, this is set out in table 4 in the report. She noted that if the College had not planned and made the hard financial decisions it would not be in the stable position it is in now; it has lost 25% of its staff and a reduction of 10% in its credits. The Principal added that the College cannot lose sight of the chronic underfunding to the Sector.

Members of the Board of Management agreed to:

- i) note the contents of this report and its supporting tables;
- ii) note the projected final costs and savings generated by the 2023/24 VS Scheme; and
- iii) note the total VS costs and savings since AY 2019/20.

20. Performance Objectives

a) Review of Performance of Chair of Board of Management for 2023/24 and Objectives for 2024/25

The Secretary to the Board of Management spoke to the content of the report in the absence of J Hogg, Senior Independent Member.

L Ellison informed members that the Chair of the Board's evaluation was undertaken differently in academic year 2023/24. She reminded members that a private Chair evaluation session with Board members was held in June 2024 after the Board of Management meeting. The Chair of the Board of Management was not in attendance.

She highlighted the summary of discussions held at the private meeting, attached as an appendix to the report. She drew members attention section 5.2 of the report that set out the Chair's objectives for 2024/25.

She reminded members that any concerns in relation to the Chair can be raised with her and/or the Senior Independent Member at any time.

Members of the Board of Management agreed to:

- i) note the contents of this report and its appendix; and
- ii) note that this report will be made available to the Chair of the Glasgow Colleges Regional Board for information.

b) Principal's Performance Objectives 2024/25

The Chair of the Board of Management reminded members that it is a requirement of the Code of Good Governance for Scotland's Colleges that the Board must monitor, review and record the Principal's performance. He informed members that he, the Vice Chair and the Secretary to the Board of Management had met the Principal in August 2024 to undertake his annual review.

I Patrick noted that in relation to his objectives for 2023/24 it was judged to be very good and there were no issues that required to be reported to the Executive Committee. He added that his objectives for 2024/25 are set out in the appendix to the report. He highlighted the objective to ensure an effective handover to the Principal Designate.

Members of the Board of Management noted the content of the report and the Principal's performance objectives for 2024/25.

c) Review of Performance of the Secretary to the Board and Performance Objectives for 2024/25

The Chair of the Board informed members that it is good practice to review the Secretary to the Board's performance. He further informed members that the review was undertaken in August 2024 and no issues were raised. He noted that the conclusion was that L Ellison adds value to the work of the Board and provides wise council to him as Chair.

Members of the Board of Management noted the content of the report and the Secretary to the Board's performance objectives for 2024/25.

Items of Correspondence

- 21. **a) Regional Update for College Board Members – June 2024**
- b) Correspondence from EIS.FELA Industrial Action Days August 2024**
- c) Correspondence from EIS.FELA Industrial Action Days September 2024**

Members of the Board of Management noted the content of the above items of correspondence.

Items for Information

- 22. **Board of Management and Board Standing Committees Schedule of Meetings – with locations or MS Teams.**

Members of the Board of Management noted the content of the schedule.

Impact on Students, Risk, Equality, Data Protection and Environmental & Sustainability – Discussion

- 23. **Impact on Students – key issues to be considered as a consequence of the consideration of the above agenda**

Members of the Board of Management agreed that no impact on student issues had arisen as a consequence of the business conducted at the meeting held on 28 August 2024.

24. Risk Management – Risk Issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no risk issues had arisen as a consequence of the business conducted at the meeting held on 28 August 2024.

25. Equality Management – Equality Issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no equality management issues had arisen as a consequence of the business conducted at the meeting held on 28 August 2024.

26. Data Protection – Data Protection Issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no data protection issues had arisen as a consequence of the business conducted at the meeting held on 28 August 2024.

27. Environmental and Sustainability – Environmental and Sustainability issues to be considered as a consequence of the consideration of the above agenda

Members of the Board of Management agreed that no environmental and sustainability issues had arisen as a consequence of the business conducted at the meeting held on 28 August 2024.

28. Closure – 7.15pm

The meeting closed at 7.15pm with the Chair thanking members for their attendance and contribution.

29. Recruitment Pack – Appointment of Principal

Members of the College Senior Management Team, including the Principal, left the room at this point to allow Board members to consider the above noted item.

The Chair introduced the Role Profile which had been developed by the Recruitment Consultant in conjunction with the Appointments Panel as outline in his earlier report.

It was highlighted the proposed salary was in line with the current Principal's salary from 1 September although if a current Vice Principal or equivalent then the salary would be at the lower end of the range.

The Chair informed members that the Appointments Panel were currently consulting a range of staff on the Person Specification aspects of the Role Profile and as a result minor changes may be made.

Members were content with the content of the Role Profile and were of the view that it portrayed the post of Principal in a very attractive light.

30. Date of Next Meeting

Wednesday 9 October 2024, WG1 Springburn Campus