

**Item 21**  
**For Discussion and Noting**

**GLASGOW KELVIN COLLEGE**

**BOARD OF MANAGEMENT MEETING OF 11 OCTOBER 2023**

**PRINCIPAL'S PERFORMANCE OBJECTIVES 2023/24**

**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 2023/24 and to seek any comments from the Board.

**2. 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, however it was not possible to undertake the review at the date originally planned which was scheduled before the first Board meeting of the new academic year, and instead the meeting took place as soon as possible thereafter. The process provides all members with an opportunity to input to or to comment on the objectives set before they are made publicly available.

**3. Principal's Performance 2022/23 and Objectives 2023/24**

The Principal undertook a review meeting with the Chair and the Vice Chair of the Board on 13th September 2023 also attended by the Board Secretary. The Principal's performance in relation to his objectives for 2022/23 was judged to be very good and there were no issues which required to be reported to the Executive Committee.

The agreed performance objectives for 2023/24 are set out in **Appendix 1** attached for noting.

**4. Resource Implications**

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

## **5. Impact on Students**

There will be a positive impact on the overall student experience by ensuring the Principal has performance related objectives in place.

## **6. 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.

## **7. Equalities**

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

## **8. Data Protection**

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

## **9. Environmental and Sustainability**

There are no environmental and sustainability considerations.

## **10. Recommendations**

It is recommended that the Principal's performance objectives for 2023/24, as set out in **Appendix 1** attached to this report, be noted.

## **11. Further Information**

Further information can be obtained from Ian Patrick, Chair of the Board of Management, or Linda Ellison at [lellison@glasgowkelvin.ac.uk](mailto:lellison@glasgowkelvin.ac.uk)

**Glasgow Kelvin College**

**Principal's Performance Objectives  
for August 2023 to July 2024**

- 1. Improve student success rates.**
- 2. Maintain Financial Stability and operational effectiveness.**
- 3. Lead the “Green Kelvin” initiative.**
  - Institutional journey to net zero.
  - “Greening” the curriculum – knowledge understanding and skills for all.
  - The Green Academy – training for employer need.
- 4. Grow partnership:**
  - within the college sector to address the socioeconomic needs of the Glasgow City Region,
  - with industry and commerce to support economic growth; and
  - with employers to increase activity for relevant upskilling, reskilling, and Apprenticeship.
- 5. Enable effective organisational and workforce development.**
  - Increase opportunities for and effectiveness of training, professional dialogue, and rollout of best practice.
  - Expand wellbeing initiatives and opportunities.
  - Provide effective and supportive internal communication.