

**NOTES OF THE MEETING OF THE BOARD OF MANAGEMENT HELD ON 20 MARCH 2023 AT 4.30pm.**

**The meeting was held at Langside Campus.**

**PRESENT:**

David Newall	Chair
Fergus Brown	Board Member
Sandra Heidinger	Board Member
Andrew Jack	Board Member
Rena McAdam	Board Member
Maureen McKenna	Board Member
Runa McNamara	Board Member
Ros Micklem	Board Member
Alan O'Donnell	Board Member
Lindsey Paterson	Board Member
Michael Payne	Board Member
Stuart Porteous	Board Member
Kathleen Sweeney	Board Member
Margaret Swiderska	Board Member
Martina Tuskova	Board Member
Jon Vincent	Board Member
David Watt	Board Member

**IN ATTENDANCE:**

Tracy Elliott	Interim Vice Principal, Resources & College Development
John Rafferty	Deputy and Vice Principal, Curriculum and Quality Enhancement
Claire Glen	Assistant Principal, Health and Wellbeing (item 24.01 - 24.10 only)
Kirsty Mavor	Clerk to the Board (Minute Taker)

**24.01 WELCOME AND APOLOGIES**

The Chair welcomed everyone to the meeting.

**24.02 DECLARATIONS OF INTEREST**

No declarations of interest were received.

**24.03 DETERMINATION OF OTHER BUSINESS**

There was no other business intimated.

**24.04 MINUTES OF PREVIOUS MEETING: 13 DECEMBER 2023**

The minutes were approved as an accurate record of the December meeting.

**24.05 MATTER ARISING: ACTION GRID**

The Board noted the update on all of the actions and that a report on climate change will come to the Board by the end of the calendar year. Regular reports are considered by the Audit Committee with the Committee Chair confirming to the Board that good progress is being made.

An action from the previous meeting was noted regarding details of the College's management structure being provided to members. This action has been completed.

## **ITEMS FOR DISCUSSION/APPROVAL**

### **24.06 CREDIT PROJECTION**

J Rafferty provided the Board with an update on the College's projected position in relation to 2023/24 credit targets. A positive credit position of between +2.8% and +3.3% is currently forecast, with 96.4% of these credits being currently 'safe', as they have passed the census date. Accounting for the SFC's 2% tolerance rule, the College is currently at least 4.8% over the credits it requires to avoid any clawback for 2023/24.

This positive position is due to the College achieving strong recruitment levels with retention levels also improving. J Rafferty was also pleased to report that in-year projections suggest that attainment levels will see a noticeable improvement for 2023/24.

The Board noted that there was a risk of over-delivery and that steps were being taken to try and secure funding from other areas. It was acknowledged that the 'Come to Clyde' strategy had contributed to the success in improving recruitment and retention levels. The Board thanked J Rafferty and his colleagues for all the work that contributed to the improved position.

### **24.07 SCOTTISH BUDGET 2024/25: IMPLICATIONS FOR COLLEGES**

J Vincent provided the Board with an update on the implications of the Scottish Budget for the College sector. College sector revenue was cut by approximately 8% but, after accounting for transitional funds which had already been removed, there is a 4.8% cut to the SFC revenue budget. It is the College's understanding that there will be broadly the same money for teaching and learning with unallocated student support funds filling the gap. The financial position remains challenging with the same level of credit delivery expected to be delivered with flat cash or less and the College facing increasing costs.

**24.08 COST REDUCTION UPDATE**

T Elliott provide the Board with an update of the financial position for 2023/24 and the budget forecast for the next 5 years based on current staffing costs.

The College's 2023/24 forecast outturn position has improved to a balanced position due to a significant favourable movement of £1,775k. The forecast position reflects the fact that SFC have now confirmed that the 2021/22 ESF clawback would be significantly reduced and there will be no 2021/22 and 2022/23 SFC funding clawbacks. Also, the in-year staff costs reductions achieved by the College to date and a reduction in employers' support staff pension costs has contributed to the improved position.

Based on the assumptions of a flat cash settlement and unfunded pay awards, the College is forecasting significant year on year budget deficits going forward. The College will continue to take a risk-based approach to curriculum planning and reduce costs wherever possible with a further phase of VS currently open.

J Rafferty referred to his earlier paper confirming that the College is likely to exceed its credit target for 2023/24. The College is currently working on the following assumptions for 2024/25 (i) the credit target is likely to remain the same and (ii) the SFC's approach to credits and clawback is likely to be more forgiving. Based on this the College can confidently aim for 98% of the credit target and can be bolder in its planning based on current recruitment and retention levels. However, contingency plans will need to be built in to address any unexpected dips in performance. Curriculum efficiencies will continue to allow for further applications to be accepted under the current VS scheme.

The Board thanked both T Elliott and J Rafferty for the update. It was agreed that the Board has an obligation to consider the long-term financial sustainability of the College and whether a fundamental change to the business model is required when discussing the 2024/25 budget at the June meeting.

**24.09 PENSION RISKS PAPER**

This paper was noted by the Committee.

**24.10 RESPECT@ CLYDE – NURTURING COLLEGE**

The Board noted the paper from L McGaw providing details of the governance surrounding respect@Clyde which is a unifying project bringing together various initiatives under one framework.

Nurturing College is one of the initiatives within the respect@ Clyde framework. C Glen presented an overview of the principles behind a Nurturing College, steps that have already been taken by the College to implement these principles and details of collaborative links that have been formed in the local community. In small groups, the Board was asked to discuss the draft action plan which covers (i) policies, procedures and processes (ii) active leadership (iii) resources for staff development (iv) programme of staff training (v) safe spaces across the College. Each group provided feedback to C Glen on whether the draft action plan covers the main areas and what more could be done.

The Board thanked C Glen for her informative presentation.

### **Standing Items**

#### **24.11 STUDENT PRESIDENT'S REPORT**

M Tuskova provided an update on the work GCCSA has been involved in since the December meeting. Elections are about to take place for the next Student President team and GCCSA has held promotion stalls to encourage students to become involved. GCCSA has been encouraging students to complete an all student survey and feedback from students via class representatives continues to be sought. Overall, the feedback received relates to a wide range of areas with cost of living pressures and course related concerns being the main concerns. A Jack updated the Board on the College's involvement with Brit challenge and the success of events held at the College including over 100+ students attending a talk by Zander Murray, the first openly gay footballer to play in the premier league.

The Board thanked M Tuskova and A Jack for the helpful update and asked if the next report could include photos of GCCSA events. **MT**

#### **24.12 PRINCIPAL'S REPORT**

J Vincent presented his report updating the Board on developments since the December meeting. The Board's attention was drawn to paragraph 3.1 of the report which sets out the latest position on pay negotiations. The Board was provided with the background behind the recent communication to staff advising that "*your participation in ASOS may be considered a breach of contract, potentially resulting in pay deductions, which could be 100%.*" The Board noted that the decision to issue this communication was not taken lightly and was discussed with both the Chair and Vice Chair of the Board. Also, it is consistent with the approach being taken across the College sector.

A Jack raised the point that as a student he personally is affected by ASOS action and is aware of the impact on other students who discuss concerns with him.

The Board remains concerned about the ongoing pay dispute and the impact on the College's staff and students. The Board respects the right of staff to participate in industrial action but the College has an overall responsibility to alert staff to any pay consequences that may result from ASOS or strike action. The significant impact of ASOS on the student experience and progression was recognised and the Board recorded its support for the approach being taken by the College in communicating potential pay consequences.

The Board thanked the Principal for his report and noted the other updates within it.

**24.13 CHAIR'S REPORT**

The Chair advised the Board that K Mavor will be leaving her role as Clerk in April and, on behalf of the Board, passed on his gratitude for all her work during her time at the College. Interim arrangements will be put in place to cover the Clerk role with recruitment to take place once the new Chair is appointed.

It was agreed that the dates for the September/October 2024 cycle of meetings should be shared with the Board. Also, a date should be penciled in for the development day subject to the new Chair's view on timing. **KM**

**Draft minutes of Committee Meetings**

**24.14 NOMINATIONS COMMITTEE – 25 JANUARY 2024**

The Board noted the draft minute and S Heidinger provided an update on the Chair appointment process. The College will also be recruiting for two new Board members and the advert, once published, will be shared with the Board. **KM**

**ORGANISATIONAL DEVELOPMENT COMMITTEE – 31 JANUARY 2024**

The Board noted the draft minute.

**LEARNING AND TEACHING COMMITTEE – 20 FEBRUARY 2024**

The Board noted the draft minute.

**AUDIT COMMITTEE – 6 MARCH 2024**

The Board noted the draft minute.

**FINANCE AND RESOURCES COMMITTEE – 13 MARCH 2024**

The Board noted the draft minute with some of the detail about the College's financial position provided in T Elliott's presentation

to the Board. The Board was asked to note the paper on pension risks.

**ITEMS FOR NOTING/FORMAL APPROVAL**

**24.15 2023/24 FINANCIAL POSITION – FINANCIAL REPORT TO JANUARY AND FORECAST OUTTURN**

The Board noted the financial report with the College's financial position being covered earlier in the agenda.

**24.16 STRATEGIC RISK REGISTER UPDATE**

The Board noted the updated risk register which had been discussed in detail at the Audit Committee meeting.

**24.17 ESTATES, CAPITAL EXPENDITURE AND MASTERPLAN UPDATE**

The Board noted the two major projects for 2023/24 relating to Anniesland windows and RAAC at Cardonald campus and approved the planned programme of works for 2024/25.

**24.18 GLASGOW CLYDE EDUCATION FOUNDATION UPDATE**

The Board noted the update and reaffirmed the College's commitment to delivering the learning spaces project across all three campuses in the next three years.

**24.19 GOVERNANCE UPDATE**

K Mavor provided the Board with an update in relation to the election of Trade Union nominees to the Board. It was agreed that the Board was not yet in a position to ratify the appointment of the support staff nominee until it had been confirmed with both support staff Unions that the protocol had been followed. The Board looked forward to welcoming the Trade Union nominees to the next Board meeting.

The Board approved the proposed changes to the Committee remits.

**24.20 ANY OTHER BUSINESS**

There was no other business.

**DATE OF NEXT MEETINGS**

12 June 2024 – Langside Campus