

BOARD DEVELOPMENT PLAN 2024/25

ACTION AREA	WHAT WE WILL DO	WHO WILL CARRY OUT WORK	HOW WE WILL MEASURE SUCCESS
<p>1. Quality of Reporting</p> <p>Options / evaluation.</p> <p>The Board is sometimes presented with a course of action to approve, when it might instead be given options to consider – or be informed of the options that management has evaluated before making its proposal.</p>	<p>Actively encourage senior executive officers to present options and evaluation analysis for Board members to discuss.</p> <p>Actively encourage executive officers to, where appropriate, undertake early discussions on formative plans, and to provide the Board with the option to select from a few choices.</p>	<p>Clerk/Chair</p>	<p>Chair of the Board will ask Board members for feedback as part of annual one to one meetings.</p> <p>Clerk will include an item on agenda for discussion, for Nominations Committee in May 2025:</p> <ul style="list-style-type: none"> Options and Evaluation <p><i>Do members feel they're regularly presented with options and analysis?</i></p>
<p>2. Familiarisation</p> <p>Opportunities would be valued for Board members, especially those appointed recently, to</p>	<p>The Executive Team are organising a Tour of College Campuses for February 2025. The tour will allow Board members to experience the</p>	<p>Executive Team</p> <p>Will make use of the Board Development Day to increase Board awareness of wider</p>	<p>Clerk will distribute a post-event evaluation survey to gather feedback.</p>

<p>find out more about the work of the college.</p>	<p>physical space, to see classrooms in-action, and to speak to lecturers and students.</p>	<p>challenge issues. Using the opportunity to brief the Board on relevant issues.</p>	
<p>3. Board Development Ensure an improved induction plan is provided to new Board members.</p>	<p>New Board members will be introduced to the College Development Network. Clarity on which training is mandatory and which training is optional will be provided.</p> <p>Each Board member will have a Professional Development Plan.</p> <p>Each Board member will be issued with the Board Member Handbook and the Articles of Governance on joining the Board of Management.</p> <p>New Board members will be invited to the Board Development Day.</p> <p>Agenda content for the Board Development Day will be guided by topical issues as well as national issues.</p>	<p>Clerk</p>	<p>Clerk will seek informal feedback from Board members throughout the academic year.</p>

<p>4. Diversity</p> <p>Improve the diversity of the Board</p>	<p>Continue to monitor the Board's diversity and consider new approaches to advertising roles to reach out to a wider range of applicants.</p> <p>Include Board Diversity as a standing item on Nominations Committee, Audit Committee and Board of Management Agendas.</p>	<p>Nominations Committee/Clerk/HR</p>	<p>Continually monitor Board diversity.</p>
<p>5. Paperwork</p> <p>Although Board members are not unhappy with papers being issued as a pdf document, it was suggested we might consider whether improvements could be made. A simple enhancement, for example, would be to add hyperlinks from the agenda page to each paper.</p>	<p>Consider ways to use technology currently available to improve Board papers.</p> <p>Include PDF links in larger Committee papers.</p>	<p>Clerk</p>	<p>Clerk will seek informal feedback from Board members throughout the academic year.</p>
<p>6. Images</p>	<p>Encourage all reporting into the Board to consider the use</p>	<p>Clerk/Chairs</p>	<p>Add to agenda for Nominations Committee November 2025.</p>

Photographs, as introduced in the Student President's paper in October – are simple to include in documents and can often help readers' understanding of a subject.	images and film within reporting, as appropriate.		<i>Are we seeing more use of images and film?</i>
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