Item 08b
For Information

GLASGOW KELVIN COLLEGE

BOARD OF MANAGEMENT MEETING - 5 OCTOBER 2020

UPDATE REPORT

REPORT BY PRINCIPAL

1. Introduction

The purpose of this report is to provide an update on our return to college, student recruitment; SG's Youth Guarantee; and an outline of key activity and events considered by the Principal to be noteworthy or of particular interest to members.

This report will cover the four-week period from the last Board of Management meeting held on Monday 31 August 2020 until Friday 25 September 2020.

2. Return to College

Following on from the work undertaken by the Incident Management Team a Transformation and Renewal Consultative Committee, which is Chaired by the Principal, now directs all areas as per the diagram below.

This structure has been implemented as a long-term solution to support the implementation of the College's Transformation and Renewal Plan. This committee has oversight of 5 working groups, and together the focus is on how the College continues to plan, prepare and implement appropriate actions for a phased

transformation and renewal to ensure that the College continues its journey towards its vision and mission during the COVID19 situation and beyond.

As an example, the People and Wellbeing Working Group has responsibility for four main areas. These include:

- Communication
- Consultation
- Human Resources
- Wellbeing

The Working Group, in common with the other four groups, develops plans and implements actions in partnership with staff, managers, Trade Union and Student Association representatives. This has included a range of communications, systems and processes to address the four key areas.

During the period 01 April 2020 to 04 September 2020 the College recorded a total of:

- Nil staff were confirmed as testing positive. (In September one member of staff has since identified as testing positive. No other member of staff was affected.)
- 25 staff displayed symptoms and self-isolated.
- 21 staff self-isolated due to family member showing symptoms.
- One staff member self-isolated prior to hospital treatment.

The HR Department are working with managers and staff to ensure that staff are supported back into working on premises where this is necessary. **The default position remains that where staff can work from home they should continue to do so.** The HR Team continue to provide information for each manager in relation to their staffing arrangements.

Feedback from Managers, staff, union representatives and our Student Association regarding the process of returning to a "new normal" has been supportive and positive.

3. Student Recruitment

Applications:

Applications at the beginning of August for AY 2020/21 were down slightly on the equivalent period of AY 2019/20 but in line with those seen in AY 2018/19.

August live offers were up by 5% compared to AY 2019/20.

August accepted offers were up by 2% compared to AY 2019/20.

Enrolments:

Prior to our main enrolment and induction events, 60% of unconditional offers had enrolled on line.

The College remains on-track to achieve initial enrolment targets in most subject areas, but there is notably lower demand in some areas, including apprenticeships and Senior Phase. Recruitment is ongoing in these areas. All recruitment involving school pupils has seen considerable delay in comparison with previous years as a result of the impact of managing the demands of COVID-19 within schools.

Fulltime enrolments are down from 3,085 to 2,943 which equates to 142 (4.6%) compared to the same time last year. However, this is broadly in line with numbers from AY 2018/19 and must be considered in light of Credit targets and delivery models covered by the next section. We are still on a suitable trajectory as planned.

Credit target & delivery models:
It is still too early to reliably assess Glasgow Kelvin College's Credit position as the College operates with an exceptionally high proportion of part time activity who's start and end dates are dispersed across the academic year. Our very high proportion of community based and SIMD focus influences part time activity volumes.

The College has also invested significant resources in establishing ready to go upskilling, reskilling, pathways to apprenticeship and "quick turnaround" return to work programmes in line with SFC direction regarding the reprioritisation of funding of full-time FE Credits. We are therefore in a very strong position to underpin the Scottish Government's Youth Guarantee initiative and are well prepared to meet the inevitable adult need expected in the later part of this calendar year.

Almost all courses are being delivered on a blended learning basis with the majority of delivery currently online with College Campuses operating at around 20% student capacity.

There is growing evidence to indicate that retention in FE groups is likely to be impacted by learners without appropriate digital devices. As more part time and short programmes come on line this may intensify the issue. This may impact negatively on fundable Credit levels. We continue to do all we can to mitigate against such negative impact and are monitoring the situation very closely.

This remains a complex operating environment. However, the College is on course with its expected credit trajectory at this time.

4. Scottish Government's Youth Guarantee

The guarantee is intended to ensure that all 16 to 24 year olds have the opportunity to experience or engage in work, education or training. The Scottish Government is funding it with £60m.

- £30 million through local authorities to help local partnerships to deliver employability support for young people.
- **£10 million to create additional opportunities in colleges.**
- £10 million additional funding for Developing the Young Workforce, the Scottish Government's internationally recognised Youth Employment Strategy.
- £10 million to support pathways to apprenticeships.

As well as receiving a proportion of the college funding element we hope to contribute to and receive funding from the £10 million to support pathways to apprenticeships and other potential partnership activities.

There is no further detail available at this moment.

5. Key Activity & Events

Scottish Government / Scottish Funding Council Engagement:

- SG sector specific Covid-19 meeting & discussion with Prof. Leitch.
- SFC / GCRB finance and funding meeting.

Partnership meetings:

- Glasgow Colleges Group (GCG) meeting.
- Colleges Scotland, College Principals' Group (CPG) meetings.

- Meeting with Jisc CEO and college account manager.

Stakeholder engagement:

- Meeting with David Linden, MP.
- Meeting with Bob Doris, MSP.
- Meeting with CEO of FUSE, part of the John Wheatley Learning Network.
- Attended GCRB's Chairs', Principals' and Executive Director meetings.

6. Assurance and Risk

There are some risks for members to consider relating to the topics presented in this update:

COVID-19:
Assurance can be provided that all H&S risks are being managed effectively. However, the requirement to implement social distancing and other associated essential actions will impact on our ability to deliver all aspects of College service and activity effectively and efficiently.

7. Equality

No negative impacts on people with protected characteristics have been identified as a consequence of this paper.

8. Data Protection

There are no direct data protection implications as a consequence of this paper.

9. Recommendations

Members are recommended to:

i) note the contents of this update report;
ii) note the potential risks identified.

10. Further Information

Members can obtain further information on the contents of this report from Derek Smeall, Principal – dsmeall@glasgowkelvin.ac.uk

DSm
October 2020