Item 15b
For Noting

Glasgow Kelvin College

Board of Management Meeting of 30 August 2021

Principal's Performance Objectives 2021/22

Report by Chair of the Board of Management

1. Introduction

1.1 The purpose of this report is to advise members on the Principal's performance objectives for academic year 2021/22.

2. Background

2.1 The Code of Good Governance for Scotland's Colleges requires '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'.

2.2 The Board, at its meeting on 13 March 2017, agreed the process for establishing and reviewing the Principal's objectives, performance and salary. An updated version of that process is subject to a separate report on this agenda. It was agreed that the specific objectives for the Principal would be established by the Chair and Vice Chair of the Board. Those would be discussed in a meeting with the Principal which would be observed and supported by the Board Secretary. This would normally take place after the final Board meeting of an academic year and before the first meeting of any academic year. The objectives would be set at that meeting and reported to the Board of Management at its first meeting of the new academic year. This will allow all members with an opportunity to provide input or comment on the objectives set. The Principal's objectives would then be publicly available.

3. Principal's Performance 2020/21 and Objectives 2021/22

3.1 The Principal undertook a review meeting with the Chair and the Vice Chair of the Board on 18 August 2021 also attended by the Board Secretary. There was satisfaction with the Principal's performance in relation to his objectives for 2020/21 recognising particular challenges faced through the year. In accordance with the Board's agreed procedure there were no issues which required to be reported to the Executive Committee. The review also reflected recent Board member sessions on strategy and the annual evaluation to ensure those identified priorities were suitably reflected in the Principal's objectives for the forthcoming academic year.

3.2 The agreed performance objectives for 2021/22 are set out in the attached appendix for noting.

4. Resource Implications

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

5. Equalities

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

6. Risk and Assurance

6.1 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 Data Protection

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

8. Recommendations

8.1 It is recommended that the Principal's performance objectives for 201/22, as set out in an appendix to this report, be noted.

9. Further Information

Further information can be obtained from Ian Patrick, Chair of the Board of Management, or Douglas Wilson at douglaswilson@glasgowkelvin.ac.uk

Appendix

Glasgow Kelvin College

Principal's Performance Objectives for

August 2021 to July 2022

1 Lead, inspire and enable a renewed focus on invigorating and reimagining how we teach, facilitate learning, and build confidence and skills.

2 Embed a culture of trust in management, empowerment of the individual, and pride of being part of the successful Kelvin team.

3 Lead by example and provide effective support to continue the professional development of College Senior Managers. Nurture their skills and develop the resources and technology they need to deliver excellence.

4. Put Glasgow Kelvin College firmly on the "map". Place it clearly in the minds of potential learners, communities, employers, industries, and stakeholders of influence. Shape a new strategy for communication, media, and stakeholder engagement.

5 Lead the creation of "Green Kelvin". An organisation that helps accelerate the drive to net zero through a learner journey that nurtures individual understanding and responsibility; builds community awareness; creates industry knowledge and skills; and helps deliver national ambition for future sustainable living.