Item 16b
For Noting

GLASGOW KELVIN COLLEGE

BOARD OF MANAGEMENT MEETING OF 31 AUGUST 2020

PRINCIPAL'S PERFORMANCE OBJECTIVES 2020/21

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 2020/21.

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. It was agreed that the specific targets 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 Clerk to the Board of Management. This would normally take place after the final Board meeting which considers the Strategic Plan but before the end of August. 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 2019/20 and Objectives 2020/21

3.1 The Principal undertook a review meeting with the Chair and the Vice Chair of the Board on 12 August 2020 also attended by the Clerk to the Board. There was a high satisfaction with the Principal's performance in relation to his objectives for 2019/20 and in accordance with the Board's agreed procedure there were no issues which required to be reported to the Executive Committee. The review also recognised the significant challenges faced by the new Principal during the last academic year and the considerable challenges facing the college and sector for the forthcoming academic year.

3.2 The agreed performance objectives for 2020/21 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 2020/21, 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, Clerk to the Board of Management at douglaswilson@glasgowkelvin.ac.uk

Appendix

Glasgow Kelvin College

Principal's Performance Objectives for

August 2020 to July 2021

1. Lead the development of a robust, credible and deliverable plan for the financial viability of the College whilst maintaining learner opportunity and success for Academic Year (AY) 2020/21.

2. Lead the College's drive to secure its strategic Vision, Purpose, Ethos and financial sustainability by proactively influencing Scottish Funding Council's Review of Coherent Provision and Sustainability in Further and Higher Education during the Review period in AY 2020/21.

3. Actively seek out and take advantage of opportunities to influence regional and national policy to help secure the College's Vision, Purpose, Ethos and financial sustainability through interaction with local, national and political enabling stakeholders. Political liaison and lobbying of key influencers including local Councillors, MSPs, MPs, Ministers and Executive Officers will form a crucial element of this objective.

4. Lead the College in maintaining and further developing a culture of effective and meaningful communication and consultation throughout the ongoing process of necessary transformation and renewal.

5. To lead the senior management team and continue to ensure the highest standards of corporate governance.