

**NOTES OF THE MEETING OF THE LEARNING AND TEACHING COMMITTEE
HELD ON 10 FEBRUARY 2021
THE MEETING WAS HELD REMOTELY DUE TO COVID-19 MEETING
RESTRICTIONS**

PRESENT:

Gordon McGuinness	Committee Chair
Alan O'Donnell	Committee Member
Fiona Godsman	Committee Member
Stephen Henson	Committee Member
Runa McNamara	Committee Member
Sissa D Rasmussen	Committee Member
J Vincent	Committee Member

IN ATTENDANCE:

Brian Hughes	VP, Curriculum and External Relations
Eric Brownlie	AP, Quality and Performance
David Marshall	AP, Student Experience
Christine McConnell	Clerk (Minute Taker)

21.01 WELCOME AND APOLOGIES

The Chair welcomed everyone to the meeting.

21.02 DECLARATIONS OF INTEREST

None

21.03 MINUTE OF MEETING HELD ON 11 NOVEMBER 2020

The minute was accepted as a true record of the meeting of 11 November 2020 subject to clarifications at Item 20.21 and Item 20.25.

21.04 MATTERS ARISING ACTION GRID

The Committee noted the items on the grid would be addressed in the meeting.

Items for Discussion

21.05 UPDATE ON TEACHING STAFF EXPERIENCE

The Committee noted the paper which had been presented to the Organisational Development Committee by Gillian Cranshaw, Organisational Development Manager, on 27 January 2021 and provided details of the work being done to support teaching staff. Although Gillian was not present, the Committee noted in particular the recommencement of the Classroom Essentials programme for teaching staff and the learning days which

had been offered to staff. The Committee was advised of the range of webinars and online training which were designed to share best practice and to address the professional isolation which staff may be experiencing. The Committee noted that attendance levels were generally high.

B Hughes, E Brownlie and D Marshall spoke to a presentation outlining the challenges being faced by teaching staff and the measures being taken to help them address them.

The Committee heard of the significant impact on learning and teaching since the beginning of term with very limited face to face teaching taking place and no return likely before 1st March 2021.

The Committee noted that the delivery of credits has been impacted with some classes not starting due to either schools not sending learners or employers not releasing staff.

Added to the classroom challenges, many staff and students are struggling with childcare and home schooling issues.

The lack of clarity from Government has led to uncertainty in designing the curriculum and forward planning for recommencement of face to face teaching.

The Committee heard that a detailed survey of staff had been completed to provide information on challenges being faced with workload issues being the number one concern. Staff also commented on the challenges of technology issues and the range of resources to be used- particularly for staff with limited digital skills.

Many staff also expressed anxiety around lack of student engagement and on their students' wellbeing.

The Committee heard of some of the key approaches being taken to address the concerns. These include creating more space and flexibility in the timetable, keeping teaching periods shorter and providing guidance to managers in supporting staff to manage their workloads and for staff supporting students in managing theirs. The Committee noted that there are real concerns from lecturing staff on the engagement of students which impacts on the lecturing staff. Students not switching on cameras was discussed, noting that there are a number of reasons for this which may demonstrate a deliberate lack of engagement or technology issues.

D Marshall provided details of the steep learning curve which teaching staff faced and explained what was being done to support learning and teaching staff engage with students. The move to CANVAS had progressed much

faster than originally planned with a range of support available to staff including a number of webinars which recognise the wide spectrum of need and ability of staff. The Committee noted that Careers Education is being embedded in the curriculum through a partnership with SDS and Globalbridge.

Delivery of digital devices was an ongoing challenge with 300 devices issued and another 300 ready to go. The Committee noted the work of Gary McKeown to support this.

The Committee heard that nurseries were open on a limited basis to provide care for key workers' children and for vulnerable children.

Libraries are currently closed and are continuing to develop more e-resources.

The Principal advised the Committee that staff had been "heroic" given the ways of working which they had to engage in but recognised that people need company and support from others. Staff are also stressed as they recognise that students are not receiving as good a College experience as it could be.

The Principal referred to the EIS - FELA national ballot in relation to instructor and assessor roles. He advised that the introduction of instructor roles was not currently being considered by the College and the existing assessor roles were not, in his opinion, in scope of the current national dispute. Furthermore, to his knowledge, a national model for instructors and assessors to replace existing lecturer roles is not being considered by the Employers Association.

The Committee asked for views on the balance between online and face to face learning in five years' time and discussed the difficulty of looking forward given the range of courses and learning experiences across the College. Members noted that some courses lend themselves readily to online teaching whilst others were impossible to provide online. The Committee noted that some practical classes such as health and beauty topics need a "hands on" element and some regulated courses such as childcare and social care have a legal requirement to include practical elements.

The Committee noted that some students prefer online learning whilst others need human interaction. This is particularly so with ESOL students and students with additional learning needs.

The Committee noted the stress and anxiety attached to the lack of information on how assessments will be completed. The SQA have issued some guidance but

other awarding bodies have not yet confirmed how courses will be assessed. It is likely that some practical elements of courses may have to be deferred which provides an enormous challenge.

The Committee noted the position.

21.06

STUDENT EXPERIENCE UPDATE AND REPORT

D Marshall spoke to the paper.

He advised the Committee that all student advice activity is now being provided online. The partnership with the Charlie Waller Memorial Trust is continuing.

The Committee recognised the good work being done by the Glasgow Clyde College Student Association which will be discussed later in the agenda.

The Committee heard that the DELTA eLearning project is going well with the team providing support to teaching staff delivering on an online basis. The Committee noted that the project is moving into a reporting phase which allows managers to understand usage levels. The Committee commented on the requirement to ensure the data provides useful monitoring information.

The Committee discussed the support being offered to staff to improve their skills and questioned the number of staff taking up training. The Committee heard that some staff were unable to take up training opportunities due to workload pressures which are heightened by the time taken to complete the additional admin required for online teaching. The Committee noted the particular difficulties which some lecturing staff face in finding time to attend additional CPD. An example was provided from construction and engineering departments some of whom can potentially be teaching for 40 weeks of the term and who can therefore be effectively excluded from training.

The Committee asked management to reflect on the challenges for teaching staff and report the actions taken to the next Committee. JV

21.07

GCC PI DATA

E Brownlie spoke to the report.

The Committee noted the figures provided which demonstrated an increase in attainment across Further Education and Higher Education on full and part time courses. The Committee noted that national data is not yet available but that the College's figures are credible and reliable.

The Committee also noted the figures on withdrawals which show an improving trend.

The Committee recognised that the College has continued to offer a full portfolio of National Qualification Examinations.

The Committee noted the report.

21.08

STUDENT PRESIDENT REPORT

S Rasmussen spoke to the paper which provided the Committee with an update on the work of the Glasgow Clyde College Student Association.

The Committee heard that there had been a focus on wellbeing since the beginning of the year through a number of social media campaigns.

S Rasmussen advised that the College has signed on to the LGBT Charter and they were aiming for a Silver award.

She also provided the Committee with information on the Class Rep meetings which are working well and have facilitated good links between student groups and senior staff.

The Committee noted that many of the students' concerns arose from uncertainty- particularly in relation to end of year assessments. The Principal advised that this was reflective of the ongoing uncertainty which comes from Government and awarding bodies but that information would be passed to students as soon as possible.

The Committee commented on the additional workload placed on some tutors to produce critical competencies.

The Committee thanked the Student President for the informative report and the insight provided on students' concerns.

Items for Information/ Noting

21.09

CREDIT 20/21 PROGRESS UPDATE

B Hughes provided the Committee with an update on the progress being made against credit targets for the 20/21 Session.

B Hughes explained that the current forecast estimates a shortfall of -1.1% towards achievement of the target. Whilst it is hoped that the position will improve with the February start classes, there remains a financial risk that the target can't be reached which has already been factored into the management accounts.

The Committee heard that information in relation to the Young Persons Guarantee and National Transitions Training Fund had been received very late and had offered the opportunity for additional credits. However the

College has not taken up this offer due to uncertainty in the ability to deliver the existing credit target.

21.10 JANUARY START COURSES 2021 UPDATE

E Brownlie spoke to the paper which shows the range and number of courses offered as part of the January start portfolio.

The Committee noted that, although recruitment is good across a range of programmes, the College is still below target. The Committee recognised that the big challenge for January starts is that they have never been on campus and will move straight to online delivery.

21.11 EQUALITIES IMPACT ASSESSMENT

The Committee commented that it would be useful to understand some of the challenges for learners who BH require additional support.

21.12 REVIEW OF PAPERS

Disclosed as marked on papers.

21.13 ANY OTHER BUSINESS

There was no other business.

DATE OF NEXT MEETING

The next meeting will take place on 5th May 2021 at 4.30pm.