Notes of the meeting of the **Organisational Development Committee**, held on Wednesday 7 May at 4.30pm, in-person at Langside College Boardroom

Present:

Fergus Brown	Committee Chair
Ros Micklem	Committee Member
Mursal Noori	Committee Member (left after 25.23)
Jon Vincent	Committee Member
Keith Larson	Committee Member

In Attendance:

Gillian Crankshaw	Organisational Development Manager
David Marshall	Assistant Principal Student Experience (left after 25.20)
Lorraine McGaw	Assistant Principal People and Culture
Nicole Paton	Head of People
Niall MacPherson	Chief Operating Officer
Jennifer Hunter	Clerk to the Board

25.14 Welcome and Apologies **Actions**

Apologies were received from Nicky O'Brien.

25.15 Declarations of Interest

There were no declarations of interest.

Minutes of Previous Meeting

25.16 Minute of Previous Meeting – 28 January 2025

The Minutes of the previous meeting were agreed as an accurate record.

25.17 Matters Arising – Action Grid

The Committee discussed the Matters Arising Grid and noted that the Health and Safety Report in September would include increased compliance information.

25.18 Notes of JCNC Meetings

LM provided a report to update the Committee on recent JCNC meetings.

The Committee discussed the difficulties of the current funding environment for Colleges and agreed that is it vital that non-financial improvements are considered and realised where possible.

Items for Discussion/Approval

25.19 Assistant Principal People and Culture Report

Lorraine McGaw updated the Committee on the Voluntary Severance Scheme. Phase 6 concluded on Friday, 7 February 2025, twelve lecturing staff have been approved for the scheme. Due to the low number of applications received the College are continuing to accept and evaluate severance applications on an individual basis.

The first policy from the suite of policies covered under National Bargaining has now been issued for implementation across the college sector. The new National Disciplinary Policy and Model Procedure will take effect from 1 August 2025. The College are
developing an internal communication campaign to raise awareness of the new policy and provide clarity and guidance for staff in advance of the official launch.

The absence of local UNISON representatives has continued, though the College are working collaboratively with the Regional Office of UNISON to secure representation at local meetings.

The Committee noted the report and discussed the new procedure for Professional Development Plans. The new system is now in place, though it's too early to report on completion rates. It was noted that this remained a key area where the Committee encouraged full engagement and would receive participation data. **JH/LM**

25.20 Biennial: Equality Mainstreaming Report

David Marshall introduced the Equality Mainstreaming Report. The reporting cycle for 2025 is more robust than the 2023 cycle; alongside the Mainstreaming Report, the College must evidence the progress of the current Equality Outcomes and effectively close them, to then create new Equality Outcomes to run from 2025-2029. The new college equality outcomes must align with the National Equality Outcomes set by the Scottish Funding Council and the Equality & Human Rights Commission Scotland. In addition, the College are required to publish an Equal Pay report and Equal Pay Statement.

The Committee discussed internal governance systems involved in equality reporting, including the regularity of meetings of and the membership of the College Equality Diversity and Inclusion Committee. The Committee also considered the involvement and commitment of the Senior Leadership Team in equality reporting.

The Committee discussed the options available to increase partnership working across Equality, Diversity and Inclusion, and noted the targeted approach of the College. The EDI KPI's currently in development will have regard for the new equality outcomes action-plan, which is currently being drafted.

David Marshall left the meeting.

25.21 Equal Pay Gap Report

LM introduced the Equal Pay Gap Report, noting the gender pay gap trends. Both the mean and median gender pay gaps have increased over the reporting period. The mean pay gap is 8.16% and the median pay gap is 13.79%. This change can be attributed to several structural workforce shifts.

The report identified no discernible reason for a pay gap based on sex (gender), ethnicity, disability, or age based on the median pay gap figures. Glasgow Clyde College is committed to ensuring gender pay equality within the College.

The Committee discussed the report and considered the impact of part-time staff, as well as various social and occupational factors.

The Committee were pleased to note that associated action plans were in place, with leadership commitment and delivery support from SLT.

25.22 KPI Report

LM spoke to the KPI report and highlighted that Occupational Health figures have improved significantly and have now reached 100% performance; the number of accidents reported declined though fluctuations are not uncommon; working days lost through sickness increased by 0.35% on the previous year (from 5.45% to 5.80%) and working days lost to work related stress increased by 0.23% (from 0.18% to 0.41%) on the previous year.

The Committee discussed the report and agreed that the working group developing KPI's and Monitoring Data for the Committee would seek to confirm plans for KPI, Monitoring Data and EDI KPI's by September 2025, allowing for data to be gathered in advance of the first meeting of the Committee in the new Academic term in November 2025.

The Committee discussed the value of aligning KPI's to the newly developed College Strategic Plan which will be published in January 2026. The Committee agreed to confirm plans in September, with a view to undertaking a brief review after publication to ensure alignment.

25.23 Employer of Choice Strategy Progress

LM spoke to the Employer of Choice Report, which provided a reflective evaluation of progress. While there has been demonstrable progress in key strategic areas, not all intended outcomes have been met—largely due to a prolonged and

disruptive period of Industrial Action. The Committee noted the resilience, innovation, and commitment of staff who ensured progress in all four strategic areas.

The Committee discussed the financial cost of promoting and supporting learning and development for teachers through TQFE. Approximately 70% of teaching staff are TQFE Qualified. Learners who do attend are successful, the academic year 2023/24 had a 100% pass rate, though the College are finding it increasingly difficult to burden the cost of learning, at £15,000 per person.

RM thanked the team for the report.

MN left the meeting.

25.24 Fire Safety Policy*

GC spoke to the Fire Safety Policy Report, which outlines the rationale for introducing a standalone Fire Safety Policy.

The Committee discussed the report and sought assurance that the policy and related procedures had made their way through internal governance systems in advance of the meeting, which was confirmed.

The Fire Safety Policy was approved to go to the Board of Management meeting in June 2025, to be ratified.

25.25 Committee Effectiveness Review

Jennifer Hunter spoke to the Committee Effectiveness Review. The review crosschecks that the Committee is effective across the relevant sections from (i) The Committee's own remit and (ii) the Code of Good Governance for Scotland's Colleges.

The Committee discussed the review and agreed to change Point 6 Key Performance Indicators (Compliance with own remit) to Green from Amber.

25.26 Schedule of Work 2025/26*

The Committee discussed and agreed the draft Schedule of Work for 2025/26.

Standing Items

25.27 Equalities Impact Assessment on Decisions Made

No decisions were made that have an equalities impact.

25.28 Review of Papers (Including disclosable status)

The Committee confirmed disclosable papers.

25.29 Schedule of Work 2024/25

The Committee noted the Schedule of Work for 2024/25.

25.30 Any other business/Items for future agenda

None.

Date of Next Meeting: 19 November 2025 (online)