

Board of Management

Special Meeting of the Students, Staffing & Equalities Committee

MINUTE OF 1st MEETING HELD ON TUESDAY 28 AUGUST 2018 AT 1700 HRS (SSEC1)

Present	
Alisdair Barron (AB) Convener	
George Galloway (GG)	
Milea Leone (ML)	
Colin McMurray (CM)	
Alex Robertson (AR)	
In attendance	
Paul Clark (PC) (Minute)	Charlie Montgomery (CM) (EIS)
Sean Crossan (EIS)	Jim Odonovan (JOD) (EIS)
Sheila Meikle (SM) (EIS)	
Apologies for absence	
David Eaton	Graham Mitchell (GM)
Jim Gallacher	
Paul Little (PL)	

Item SSEC1-1	Apologies for Absence	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	Apologies for absence were received as noted above	

Item SSEC1-2	Declarations of Interest	
Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	AR advised PC prior to the meeting that JOD is one of her lecturers this session.	

Item SSEC1-3	Meeting with EIS/FELA Representatives	
Paper No:	Lead: Convener	Action requested: Note
	<p>JOD stated that the reason for the submission of a petition was that there are serious concerns held currently by a large number of teaching staff. JOD and CM stated that this was not understood by the Board, as their perspective had been informed by the Principal's view that these concerns are not widely held.</p> <p>CM stated that EIS were in attendance representing the teaching staff. CM stated that restructuring is a major part of the wider issue of concern among teaching staff, and that the intention of the meeting was to make BoM aware of the extreme unhappiness of the teaching staff within the College. EIS</p>	

representatives present expressed the view that the Principal indicates to the Board that teaching staff are not concerned.

AB pointed out that the Principal has made the Board aware of a degree of concern among teaching staff. Reference was made by EIS reps to a meeting held with SLs during the consultation period, at which the Principal made certain comments which caused distress to some individual members of teaching staff.

CM stated that either the Board is aware of the impact of restructuring, or it is not. If it is aware, then this would be reported to members. If not, then perhaps some appropriate action might be taken. CM further stated that currently many experienced staff wish to leave the organisation, and are finding it extremely difficult to carry out their duties.

At this point, AB insisted to those present that the Board's view be correctly represented, and that his own comments not be quoted out of context. This was acknowledged.

It was highlighted by EIS that many staff have spent much of their working lives working for the College, and the Board should be aware that many of these employees are unhappy, disappointed, and concerned.

JOd expressed the view that it has yet to be demonstrated that savings can be made as a result of the restructuring, as there was no objective justification provided for the restructuring. JOd referred to inconsistencies with regard to reports of prospective savings, and reference to management savings, which are not objectively shown.

AB referred to the Board's consideration of the changing and developing strategic environment, and the Board's consideration of how financial stability, and a high quality Learning and Teaching (L&T) environment and facilities, could be maintained. Sustainability, excellent facilities, and best L&T for students are primary considerations for the Board.

AB stated that no-one is complacent regarding a change situation that affects people's livelihoods and working lives. However, Board members have been apprised with the proposed changes, and the related figures have been provided to the Board. AB quoted the figure of £1.7m over 3 years. JOd stated that this cannot be achieved by cutting management costs alone, but could only be achieved by, in addition, cutting lecturing costs. JOd challenged the figures quoted by AB.

CM stated that there is a knock-on effect from the demotivation of teaching staff upon the student experience, and that the Board should be aware of this, and take this into account when making decisions. AB stated that he would take this view to the Board and the Executive Team and that the concerns represented by the EIS representatives would be relayed to Board and ELT for consideration.

AB stated that it was in the interests of all concerned that management, staff and TU representatives should work in partnership rather than confrontation. CM stated that the SL post is extremely important, and there is a strong feeling among teaching staff that the loss of this role will negatively impact upon students.

Decision/Noted None notified.

Item SSEC1-4 Background Information from EIS

Paper No:	Lead: Convener	Action requested: Approve
	Background papers were circulated to Board members prior to the meeting	
Decision/Noted	Noted.	

Item SSEC1-5 Date of Next Meeting

Paper No:	Lead: Convener	Action requested: Note
Decision/Noted	Wednesday 24 October 2018	

The meeting closed at 1805 hours

ANNEX TO THE MINUTE

ACTION POINTS ARISING FROM THE MEETING

Item	Description	Owner	Target Date
	None		

ACTION POINTS ARISING FROM PREVIOUS MEETINGS

Item	Description	Owner	Target Date
SSEC3-5	CitySA Annual Report 2017-18: Circulate link to the SPA to members.	GP/MC	ASAP
SSEC3-5	CitySA Annual Report 2017-18: Consider Public Relations Strategy and Media Campaign.	GP/MC	ASAP
SSEC3-8	Strategic Risk Review: Consider additional 'Mental Health' risk.	PC	ASAP
SSEC2-4	Matters Arising: Provide advice on recording of equality data via MyHR.	PC	Planning Event 14 02 18 Superseded by new HR system
SSEC2-7	Organisational Development Update: Provide information on uptake of CPD at a future meeting.	DD	Next meeting of SSEC
SSEC1-12	Equality, Diversity & Inclusiveness Update Report: PC to invite relevant member of staff to the next Committee meeting to assist members undertake EDI badge training.	PC	31.01.18 Complete