

CITY OF GLASGOW
COLLEGE

Board Development Plan 2021-22



Board of Management Development Plan: 2021-22

CDN Development Framework	Topic	Delivery
Knowledge of the external environment	1. College Governance Portal	1. Email updates; 2021-22;
	2. Regional context: priorities	1, 2, 3, 4 BoM Planning events - Nov 2021; Feb 2022;
	3. Policy Context	
	4. Strategic Environmental Analysis	4. Board planning events Nov 21, Feb 22;
	5. Enhance critical challenge of strategic context	5. Include structured Board dialogue at Planning events to facilitate critical challenge of strategic context.
	6. Charity Trustee responsibilities	5, 6, 7. Board planning event Feb 2022, and ongoing.
	7. College's Code of Conduct	
	8. Code of Good Governance	
	9. Anti-Racism: Strategic Implementation training	8. Externally facilitated session for full Board; Nov 2021.
	10. Legal Responsibilities (Corp Parenting)	9. Updates to SS&Eq (Staff Students and Equalities) Committee - ongoing
	10. Safeguarding/PVG	11. Policy monitored by SSEq Committee
	12. Prevent Policy (Revision)	11. Policy revisions up to date: next revision due June 2022
	12. Strategic Scenario Planning	13. Board Planning Days, Nov 2021 and Feb 2022; Finance scenarios reviewed at FPRC (Finance and Physical Resources Committee).

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	14. Ensuring Industry Relevance	13. Faculty presentations to L&T Committee, Development Committee, and to Board as required
Board member skills	1. Board member appraisals	1. Full individual appraisals - May-August 2021;
	2. Scrutiny and constructive challenge Skills Analysis	2. Induction sessions; Ongoing
	3. Committee observation and participation	3. Ongoing
	4. Use of Admincontrol Board doc management	4. Development sessions arranged on request; induction sessions for all new Board members.
	5. Revise Board Evaluation Proforma in line with Code of Good Governance 2016 and external evaluation 2021.	5. April-June 2022;
	6. Remuneration Committee Training for new Remuneration Committee members.	6. September 2021 via CDN online.
Organisational knowledge	1. Committee Schedules of Work and Committee Annual Reports.	1. First cycle of meetings 2021-22.
	2. Campus/department tours	2. Subject to SG guidelines and Covid safety measures.
	3. Board member attendance at College events	3. Student Exhibitions, Conferences, College events by arrangement with senior staff (as above)
	4. Board member faculty/department contacts ("champions").	4. Visits to faculty events, department staff teams and facilities by arrangement.
	5. College Financial position/Value for Money	6. BoM Planning Days; FPRC.
	6. College Out-turns Review referenced to Strategic Plan;	7. November 2021, Feb 2022 Board planning events.
	7. Strategic Risk Management	8. Risk Management Policy and Procedure revision, August 2021; all Risk MAPs revised and updated – 2021-22 quarterly cycle.

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	8. Strategic Review of progress	9. November 2021, Feb 2022; new Strategic Performance Indicators developed in line with new Supporting Strategies (2021-22)
	9. New Supporting Strategy development	10. 5 new Supporting Strategies developed, approved, and referenced in strategic context review (Nov 2022).
	10. Board member links with Faculty/Department	11. 21-22 ongoing; facilitated by College Secretary as necessary within safety guidelines.
	11. International/Commercial Developments	10, 11, 12. Development Committee, L&TC, and BoM Planning Days
	12. College Performance Dashboard: Performance Analysis	11. Presented regularly to the Performance and Nominations Committee. Present to full Board February 2022
	13. STEM & Innovation at CoGC	13. Presented to L&T Committee, Development Committee 21-22.
	14. Assurance Framework	13. New Assurance Framework reviewed with Audit Committee 6-monthly cycle.
	15. The College Values	14. Liaise with OD to present updated session on College Values to Board in 2022.
Team working	1. Opportunity to explain own background and skills to board	1, 2. Informal Board meet-up sessions throughout 2021-22; Board Planning and Development events - ongoing; Board members invited to COP26 events hosted by the College, Nov 2021.
	2. Networking/team building opportunities with other board members	
	2. One to one meeting with board chair after six months to discuss progress and establish on-going training plan	3. Ongoing;
	4. One to one mentoring/support from nominated board member	4. Informal arrangements via College Secretary and between Board members.

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5. Electronic paper management	5. Admincontrol induction and development sessions – August 2019 and one-to-one as required: ongoing staff support.
6. Open Disclosure	6. Disclosability is a standing item on all meetings 2021-22
7. Regional Outcome Agreement	7. Board Planning and Development Day Feb 2022.

References:

- CDN Board Development Framework;
- Audit and Assurance Handbook 2018 (Scottish Govt);
- CoGC Board of Management External Evaluation 2021
- Individual Board Member appraisals 2021