**The Lanarkshire Board self-evaluation 2023**

**“The Board must keep its effectiveness under annual review and have in place a robust self-evaluation process. There should also be an externally facilitated evaluation of its effectiveness every three to five years.”**

*Extract from the Code of Good Governance for Scotland’s Colleges*

Board Member

The Lanarkshire Board is undertaking the annual self-evaluation of its effectiveness as required by the Code of Good Governance for Scotland’s Colleges.

The assessment is based on the principles contained in the sector’s Code of Good Governance and this proforma lists the areas that will be covered. The sections take on board the principles of the Code but are adapted to the position of The Lanarkshire Board as a multi college region. You are asked to consider your views on the areas listed.

May 2023

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| **Code of Good Governance** |  |
| **THE BOARD’S LEADERSHIP & STRATEGY ROLE**  **Ethical Leadership**   * We make decisions and behave consistent with the nine Principles of Public Life (*selflessness, integrity, objectivity, accountability and stewardship, openness, honesty, leadership, respect and public service)* * We maintain and disclose a register of interests and address conflicts of interest as required * We provide leadership on values, ethos, ethics, equalities, diversity and staff welfare   **Strategic Leadership**   * The Lanarkshire Board determines the vision, direction and educational character of the provision of further and higher education in the Lanarkshire region * We monitor progress effectively   **Corporate Social Responsibility**   * We ensure The Lanarkshire Board recognises and supports the sector’s role in economic development in the Lanarkshire region | **Please indicate your view by circling the relevant number:**  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5 |
| **What have we done well over the last 12 months?** | Comment: |
| **Development I would like to see over the next year:** | Comment: |

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| **Code of Good Governance** |  | |
| **QUALITY OF STUDENT EXPERIENCE**  **Student Engagement**   * Through its Board Committee Structures and active and effective Students’ Association representatives on the Board, The Lanarkshire Board has mechanisms in place to allow it to receive and respond to student views and take part in student events where appropriate * The Board puts effort into listening to the students’ voice and offer advice and support if required   **Relevant and high-quality learning**   * We engage effectively with key partners to deliver a high-quality experience for students across the Region and work with external agencies and employer bodies to enhance the student experience including employability and the relevance of learning to industry needs   **Quality Monitoring and Oversight**   * We have mechanisms in place to ensure The Lanarkshire Board delivers on the quality and effectiveness of service required by our learners * We focus our efforts and resources to ensure we maintain and improve where possible the student experience | **Please indicate your view by circling the relevant number:**  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5 | |
| **What have we done well over the last 12 months?** | Comment: | |
| **Development I would like to see over the next year:** | Comment: | |
| **Code of Good Governance** | |  |
| **ACCOUNTABILITY**  **Accountability and Delegation Arrangements**   * We have the right mechanisms in place to ensure transparent accountability to The Scottish Government and SFC * Our delegation to committees is appropriate, clear and effective including   + Clear remits and reporting arrangements   + Appropriate delegation of issues   + Effective relationships and communication with the Board * Staff required to advise and report to the Board and Board Committees have a clear understanding and appreciation of their role * Decision making is good quality - transparent, well-informed, rigorous and timely with a documented record of our reasoning * Our agendas, papers and minutes are good quality, timely and, wherever possible, made publicly available on line   **Risk Management**   * The Lanarkshire Board takes responsibility for management of risk and opportunity including   + Regularly reviewing and updating the Risk Register   + Clearly balancing risk and opportunity   + Setting risk appetite/tolerance   + Ensuring effective internal control systems are in place   + Developing a Regional Risk Register   + Scoping and monitoring sources of evidence (internal and external to the region) to ensure that risks and potential new risks, are understood and controlled | | **Please indicate your view by circling the relevant number:**  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5 |

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| **Committee Structure**  ***Please note that separate questionnaires will be distributed to Committee members on the operation of the committee of which they are a member***   * Is the Board Committee structure adequate to ensure that the Board is informed of strategic issues through the mechanism of reporting to the Board by way of the Minutes of the Committee? | Strongly agree Strongly disagree  1 2 3 4 5 |
| **What have we done well over the last 12 months?** | Comment: |
| **Development I would like to see over the next year:** | Comment: |
| **Staff Governance**   * As an employer, we promote positive employee relations, ensure effective union management partnership and have systems to ensure fair and effective management of all staff, including the Principal/Chief Officer | Strongly agree Strongly disagree  1 2 3 4 5 |
| **What have we done well over the last 12 months?** | Comment: |
| **Development I would like to see over the next year:** | Comment: |

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| **EFFECTIVENESS**  **The Regional Chair**  ***Please note that a separate evaluation of the Regional Chair will be undertaken by the Senior Independent Board Member to which Board members will be asked to contribute. The Chair also is the subject of an annual Scottish Government evaluation***   * Provides leadership to board members and ensures the Board operates effectively, setting Board agendas and ensuring sufficient time for discussions * Engages effectively and constructively with the Lanarkshire Principals on behalf of the Board * Ensures board members have the knowledge, skills and diversity needed to discharge their Board and committee duties * Promotes a culture of openness   **Board Members**   * Operate effectively, abiding by collective responsibility, taking decisions in the interests of the organisation and managing conflicts of interest appropriately * Work well together and their skills and knowledge are used effectively | **Please indicate your view by circling the relevant number:**  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5 |

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| **Board Secretary**   * The Board Secretary provides clear and appropriate advice to the Regional Chair, the Board and Board Committees * The Board Secretary ensures the operation of the Board is compliant with the Financial Memorandum, Good Governance Guide, Scheme of Delegation and its Standing Orders * Agendas and Minutes of meetings are circulated in the required time frame * Actions required by the Board are followed up and reported back to the Board as appropriate * Suitable resources are available to the Board Secretary to enable her to carry out her role effectively   **Board Member Recruitment, Induction, and Development**   * Our recruitment process is wide-ranging, transparent and effective, * All new board members take part in an effective, formal induction process which can be tailored to the needs of individuals * Board members keep their own development requirements under review and discuss with the Regional Chair any perceived skill shortfall and how to address this * We have an effective process for evaluating the Regional Chair annually   **Board Evaluation and Development Plan**   * We review the Board’s performance annually using a robust self-evaluation process * The Board Development Plan is kept under review and updated accordingly | **Please indicate your view by circling the relevant number:**  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5 |
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| **RELATIONSHIPS AND COLLABORATION**  **Partnership working**   * The Lanarkshire Board ensures the provision of high quality fundable further and higher education in Lanarkshire * The Board ensures effective involvement with local and regional planning * The Board ensures effective partnership working with local and national bodies * The Board encourages and supports effective partnership working and collaboration within and across the region to address local needs and meet national priorities. | **Please indicate your view by circling the relevant number:**  Strongly agree Strongly disagree  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5  1 2 3 4 5 |
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