

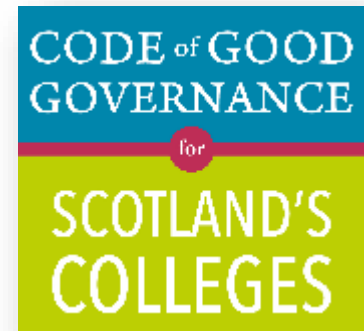
Governance and the Guide for Board Members in the College Sector

Jan Polley

16th June 2015

Code of Good Governance

- Developed by Code of Good Governance Steering Group (sector, SFC and Government)
- Took effect December 2014
- Mandatory in return for funding
- Exceptions to be rare & explained publicly
- Supplementary guidance being provided
- Evidence of adherence required



Guide for Board Members

- Produced by Good Governance Steering Group
- Purpose
 - Easy read introduction to the role
 - Signpost to other sources of information
 - Demonstrates governance standards
- On line and hard copies available from today



Guide for Board Members

- What are you responsible for?
- Who are you accountable to?
- What are your main duties?
- How are you expected to behave?
- Who is there to help you?



Board Evaluation

- Member extensions require evidence of performance
- Board must review its effectiveness annually; “robust self evaluation; occasional external facilitation
- Process for evaluating board and committee chairs
- Regional college chairs also evaluated by Scottish Government

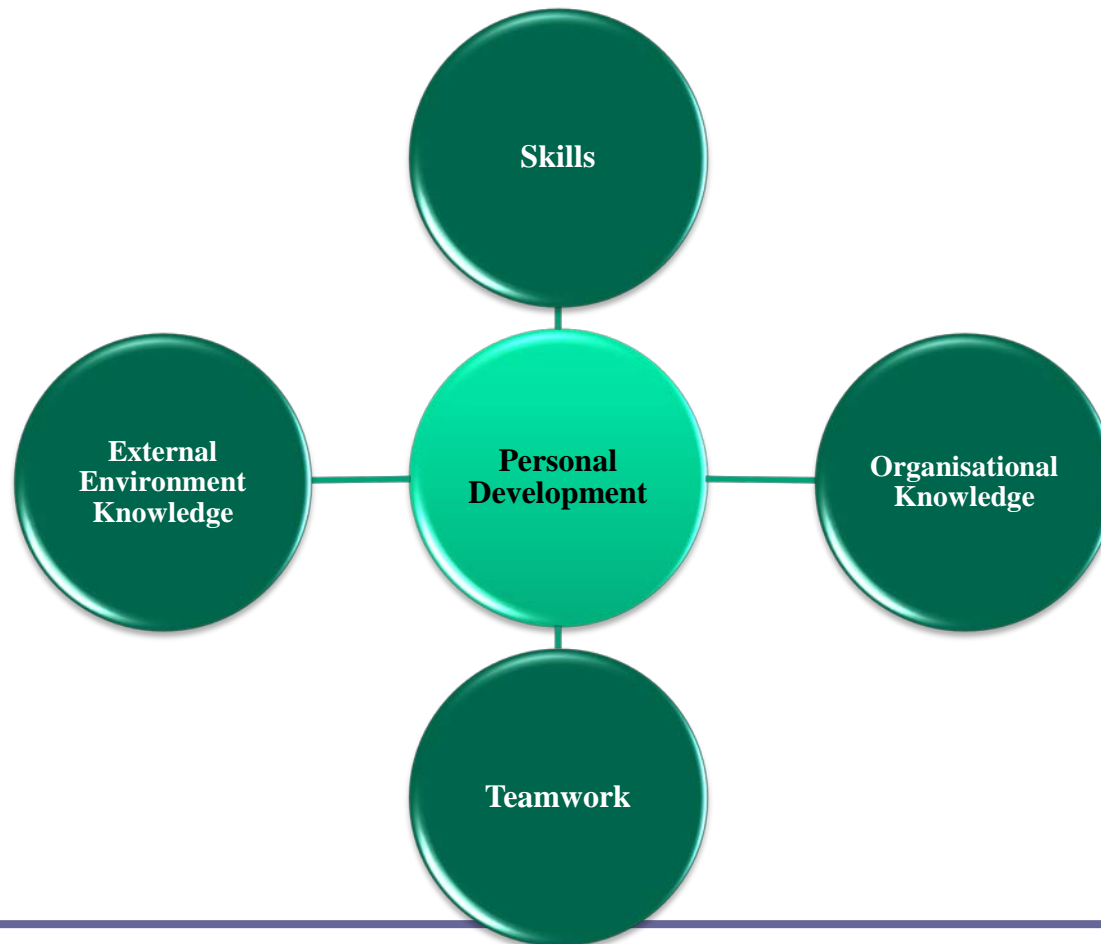


Board Member Development Framework

“As a board member you have a duty to build your knowledge and skills and keep them up to date but you can expect to be supported.....”

- Core Skills Matrix
- Sector Induction Framework
- Appraisal Guidance
 - Outline of annual self-evaluation process
 - Core evaluation criteria based on 4 Pillars
 - Board Development Plan
 - Personal Development Plan
- Training and Resources available

Board Member Development Framework



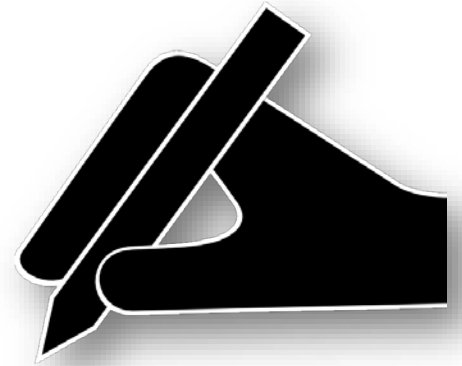
“Being on a college board is a complex job and the good board member never stops building their knowledge and expertise”

Board Member Guide

Core Skills Matrix

Thinking about the information, skills and contribution required of a good board member, does the matrix cover the right

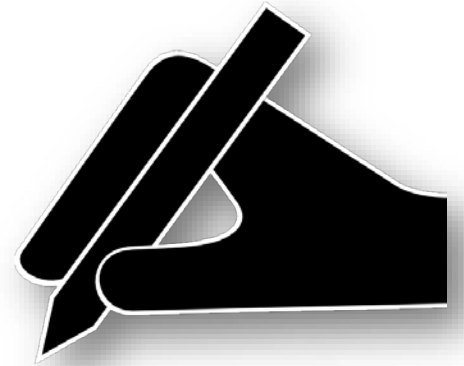
- a) Information?
- b) Skills?
- c) Team contribution?



Induction Programme

- a) Compare your induction programme with others – what were its strongest/weakest points?

- b) Your views on the proposed induction framework
 - Its timescale?
 - Its content?
 - Its Chair discussion?

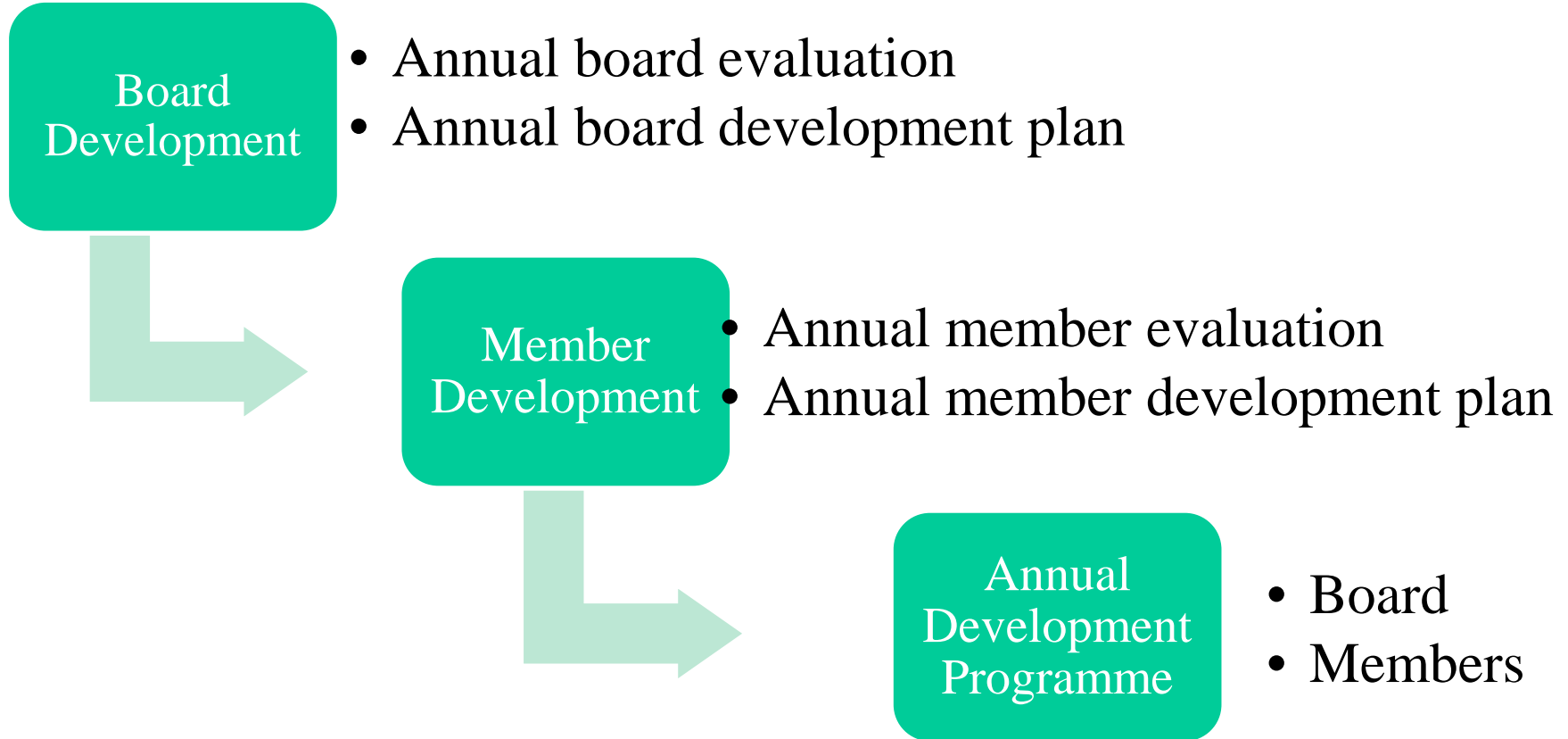


Self Evaluation Process

- Types of board self evaluation
 - Away day group discussion
 - Individual questionnaires
 - Facilitated group discussion
 - Independent review
- Individual self evaluation
 - Knowledge, skills, contribution
 - Chair discussion
 - College support



Self Evaluation Process



Your Evaluation Process

- What should the principles of the process be?
- What mechanisms should be used?

