

HUMAN RESOURCES

Item 6.1 Resources and General Purposes Committee – June 2017 *NCL Organisational Development Update*

There are four main items that I wish to bring to the attention of the committee:

Strike Action by Teaching Staff

As part of a national dispute relating to the implementation of the 2016/2017 pay offer, April and May has seen a programme of industrial action. This initially involved 12 days of proposed strike action between the end of April and beginning of June, with multiple strike days occurring each week.

While discussions continued at a national level in an effort to reach a resolution, our approach has been to cancel most classes, although limited classes were run where lecturers confirmed that they would be available for work.

To mitigate against the effect of the strike action on students at this time of year:

- Student work placements were reinstated from the second week of strike action. This was a particular concern for students within the Faculty of Care and Science;
- Day and evening classes ran where it was possible to do so;
- All National and Higher exams ran as planned and, where possible, staff provided revision classes;
- All campuses remained open for private study and use of library facilities;

At the time of writing, the strike action has been suspended from w/c 22 May 2017, pending ratification of a proposed agreement by a full meeting of the Employers' Association on Wednesday 31 May and a vote by union members. Full details of the proposed agreement are not yet available and I can provide a verbal update at the meeting on 5 June.

In the meantime, Heads of Faculty have been tasked to consider with their teams what actions may be appropriate for their students to address the teaching time missed and any outstanding assessments, to ensure that students are supported to achieve their qualifications by the end of the session.

Marketing Dashboard

We continue to use positive news stories involving our students and staff as a means of raising the College's profile and these feature on our website at www.nclanarkshire.ac.uk and our staff portal, The Clan, as well as any press coverage. It has also been proposed that a précis of our press coverage is provided to relevant Board committees and to the Board of Management and this commenced from the current committee cycle..

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As a way of capturing the level of publicity and promotion undertaken to raise awareness of the College, to attract students and to engage with the wider community, we have developed the attached Marketing dashboard. In a single page, it outlines the positive work being done by the Marketing and Communications team on a monthly basis in support of both this Committee's areas of interest and in terms of wider social engagement.

I have attached the summaries for March and April. If members consider this useful, I will continue to provide this information. We are also piloting dashboard reporting in a range of other areas and would be interested to know whether there are other topics within the remit of this committee where members would wish information to be presented to them in this way.

Gender Action Plan [Agenda Item 5.1]

The work involved in the Gender Action Plan, required of the College by the Scottish Funding Council was discussed at the previous meeting. This must be finalised by July 2017, but was submitted as part of our draft Regional Outcome Agreement 2017/2018 in March 2017.

I have attached a copy of the plan for the Committee's information and would be happy to answer questions or provide further information as necessary.

Equality Mainstreaming Report 2017

Every two years, the College is required to produce a report highlighting the work undertaken in the area of equality and diversity and demonstrating how the College has 'mainstreamed' this activity into our day to day work. The current reporting cycle required us to publish this information by the end of April 2017 and the report is available on our website.

I have attached a copy of the report for the Committee's information and would be happy to answer questions or provide further information as necessary.

Brian Gilchrist

Assistant Principal: Organisational Development

23 May 2017