**Lanarkshire Board Development Plan 2023/4**

**Update to the ARC 2nd December 2024**

A number of constructive suggestions were put forward by Board members:

* + To strengthen the Induction programme for new Board members; *Inductions are now held with the Regional Team including the Chair and not just the Board Secretary. Recent inductions have also included other Chairs. Linking in with the new CDN induction approach for Board Members with on-line materials. Campus visits around key meetings and a special Board Familiarisation event held begore the Board meeting on the 10th June 2024 which included the launch of the undergraduate school, a Board buffet lunch followed by demonstration of Innovation and Learning and then a choice of visits to the Firtrees nursery or the innovation hub and then access to Teams session.*
	+ To revise and reintroduce the mentoring/buddying programme; *paper setting out mentoring partners recommended by the Chairs Committee on the 16th May 2024 and approved by the Board on the 10th June 2024.*
	+ To have Information sessions on:
		- Partner agencies, their structure and how they interact with colleges; *launch of the undergraduate school, special meeting of the Board in February 2024 to consider Forward Plan which includes key strategic partnerships. Updates to committees and the Board throughout the year on key partnerships and projects.*
		- Sector jargon and acronyms; *There is a CDN resource on this which Board members can access through the CDN website. CDN is welcoming all college Board Members across Scotland to their on – line induction materials.*
		- Sector finances and how they are constructed; *paper produced by Iain Clark and presented to Finance Committee and the Board. CDN also now have an on-line video on this and Board Members will be referred to this*
		- Cyber security; presentation to the Board 12th June 2024.
		- Risk appetite; *Risk Register is presented to the Board at each meeting. Wbg have offered to give presentations and this will be included in discussions on what will be presented.*
	+ To work with the senior team at NCL to ensure members have sufficient and appropriate information to enable them to participate in discussions at the Board and in committees; *Senior managers are in attendance at all committee and Board meetings to provide support to Board Members. Chairs of Committee and the Board encourage participation in meetings and in the work of the Board. For example, the CSAO has reviewed its format and has agreed to have a theme at each meeting and presentations on the theme.*
	+ To consider better interaction between the Board Committees on key issues especially in relation to finance and risk where crossover meetings between the Finance and Audit and Risk Committees could be beneficial; *RGP papers on estates, IT, and ICT development are now included on the Finance Committee agenda as standard items.*
	+ How to involve more Board members in important matters; *Board Members have attended key events, key meetings with the SFC, participated in key procurements and in recruitment of key senior officers.*
	+ Having strategy sessions outwith the regular Board meetings which of necessity are heavily laden with process issues leaving little time for discussion and the generation of new ideas; *there has been a special meeting of the Board on 5th February to discuss the Forward Strategy and there was the Familiarisation event which gave and overview on strategic projects and new developments.*
	+ Closer collaboration between the Lanarkshire colleges and the region’s agencies; there are close links with local agencies in any case but the undergraduate school in particular has forged closer links with UWS and with the local authorities with the participation of schools over this year. There is also the SMART Hub with the University of Strathclyde and North Lanarkshire Council.
	+ Setting a defined annual meeting date for the Remuneration Committee; *This is an ad hoc committee of the Board. It has met throughout the year to consider a number of issues. The Committee is due to meet again in early 2025 and it will review a number of issues including the setting of an annual date.*
	+ To review how papers are presented to the Board and to ensure there is a cover sheet setting out the context with clear direction for the Board on the action needed. *Progress has been made with papers now being posted on Teams and cover sheets being used by senior managers;*