

HUMAN RESOURCES

Paper 6.1 & 6.2 Resources and General Purposes Committee – 10 September 2018

NCL Organisational Development Update & Marketing Dashboard

‘Have Your Say’ – Staff Consultation

The staff consultation on the Business Plan has taken place throughout July and August. Staff have been able to provide feedback online in both a discussion forum and an anonymous survey. A total of 11 consultation events have been held in three stages across our main campuses – to outline the background to the plan, to discuss the draft plan and to feedback on questions and suggested actions received during the process. Some staff have engaged with the process through the online routes, but most engagement has been at the various consultation events, which have provoked robust debate on the issues highlighted in the draft Business Plan and accompanying information.

Separate discussions have also taken place between the Vice Principal: Corporate Strategy and Performance and the Vice Principal: Resources with trade union representatives from the EIS, UNISON and UNITE – with a particular focus on the impact assessment process.

National Bargaining

There has been no movement in relation to any pay award for teaching staff for 2017/2018 and 2018/2019 or for support staff for 2018/2019. Final offers made to both staff groupings at the NJNC have been rejected and the EIS has indicated an intention to open a consultative ballot on 11 September to consider the level of support for industrial action in relation to the pay award position. The next meeting of the Employers’ Association will take place over two days on 19 & 20 September

Implementation of November 2017 Agreement – Teaching Terms and Conditions

The College has implemented the core terms of the November 2017 agreement, in relation to teaching hours and annual leave. All FTE teaching staff at New College Lanarkshire are now being timetabled for 23 hours per week, which is a reduction of 1 hour per week. This has been achieved by shortening existing timetable slots.

Although not part of the agreement, the EIS branch have stated that the reduction in teaching per week should be accompanied by a reduction in the number of units taught per lecturer per year. This has not been implemented and the EIS have declared a formal trade dispute. As members will be aware, this was referred to the Resources and General Purposes Committee for consideration as part of the formal disputes process.

Post-Severance Arrangements

Due to the reduction in the number of senior management posts, a number of changes have been made across the portfolios of the senior staff.

For learning and teaching, the key change is that the Vice Principal: Strategy and Corporate Performance has assumed formal leadership for our six faculties, following the loss of the Vice Principal: Curriculum. In this, he will be supported by the Assistant Principals for Learning and Teaching, Quality Enhancement and Systems.

Over the summer, we have appointed to the new roles of Head of Estates and Financial Controller, with both being internal appointments. These posts are part of the realignment of duties in these areas and both roles have been created within the parameters of the voluntary severance scheme payback requirements. In effect, both upgrade an existing post to take account of a redistribution of responsibilities and do not increase the number of management posts in the College.

HUMAN RESOURCES

There are also some changes in the line management arrangements for some of our support teams. This is currently being formalised and further details can be provided to members as required.

Outwith the realignment to facilitate the voluntary severance changes, we have also appointed a permanent HR Manager following an 'acting' period since March 2017. Again, this an internal appointment and follows the departure of the previous incumbent in November 2017.

CPD Update

As part of our continued focus on mental health support, the following CPD opportunities were offered to staff at the start of August 2018:

- Applied Suicide Intervention Skills Training (ASIST)
- Health Working Lives – Managers' Training for Mentally Healthy Workplaces
- suicideTALK

On the days when these sessions were taking place, we also had a number of local support organisations in attendance to provide resources and information to staff.

28 people attended the ASIST training, including two of our Student Vice Presidents and feedback from participants is that it was excellent and will be of great assistance to them. We now have about 60 staff who have completed the ASIST training and will continue to provide opportunities for other staff to undertake this valuable CPD. This time, the course was delivered by the Health and Social Care North Lanarkshire Team through their engagement with local organisations as part of the wider Suicide Prevention Action Plan for 2017/2018, which you can access here :

<https://www.northlanarkshire.gov.uk/CHttpHandler.ashx?id=21770&p=0>

Further work is planned through our partnership with Lanarkshire Links and Stigma Free Lanarkshire. The College also hopes to play a part in some further work later in the year through the Scottish Association for Mental Health (SAMH).

British Sign Language (BSL) Plan

Following the update to the Curriculum, Student Affairs and Outcomes Committee earlier in the year, our BSL Plan has now been published in draft for wider consultation. Members will recall that we are required to publish such a plan under the British Sign Language (BSL) (Scotland) Act 2015 by October 2018. This work is being led by our Faculty of Supported Learning and in developing our plan, we are encouraged to take into account the goals and actions that have been published by the Scottish Government in October 2017 as they relate to our specific areas of activity.

The College Draft BSL Plan and supporting documents is available here:

<https://www.nclanarkshire.ac.uk/students/student-support/bsl#draft-bsl-plan-and-other-important-documents-9943>

For anyone with an interest in this work at a national level, the full **Scottish Government BSL National Plan 2017 – 2023** is available here

<http://www.gov.scot/Publications/2017/10/3540/downloads>

By the time of the next Resources and General Purposes Committee meeting, our plan will have been formally published.

HUMAN RESOURCES

Appointment of Equality and Diversity Adviser

Following a very competitive recruitment process, we have now appointed a full-time Equality and Diversity Adviser for the College. This new post will build on some of the existing work undertaken by the Quality Enhancement and Organisational Development teams and we can already see the benefits of Stephanie's appointment.

The post is managed by Ann Baxter, Assistant Principal: Quality Enhancement and will have strong links to our Learner Engagement team, Quality and Human Resources. Some initial objectives have been set for the role, which include:

- Considering ways in which the College's equality and diversity activity can be promoted and made more visible through external recognition, such as the LGBT Chartermark and other awards and accreditations;
- Review and update the 'MyEquality' resource that is currently hosted on Moodle and available to all staff;
- Monitor, evaluate and review the actions taken to reduce period poverty and provide recommendations to senior management;
- Re-establish an Equality and Diversity Group, that will have a role in monitoring our Gender Action Plan progress and in developing policy to support students, such as in the area of maternity leave;
- Work with the Learner Engagement and the Students' Association to assist those teams in raising awareness of equality issues within the College;
- Build a network of internal and external stakeholders to support this area of work.

This is an exciting appointment with a diverse remit, which will be of great benefit to the College in driving forward this important work.

Brian Gilchrist

Assistant Principal: Organisational Development

August 2018

MARKETING DASHBOARD

June - September 2018



HIGHLIGHTS AND PRIORITIES

- Clearing campaign launch
- Campaign and event planning
- Commercial website launch
- Staff consultation

CAMPAIGNS

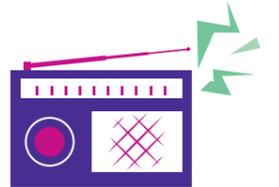
In Summer 2018 the college brand was advertised on:



Motherwell, Croy, Airdrie & Coatbridge Sunnyside station



Clearing campaign 'Last remaining Places' launched July



- Results Live promotion on Capital FM
- Evening and weekend slots on Capital FM

DIGITAL

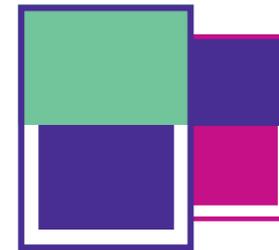
In Summer 2018 there were:



organic Facebook posts reaching 79,200 people



76 Tweets, with 118K Twitter impressions, 3,690 profile visits and 61 Twitter mentions



- 6 digital screens in Motherwell, Airdrie and the Antonine Centre Cumbernauld
- Clearing campaign 'Last remaining Places' launched July

COMMS & PR

In Summer 2018 we drafted and issued:



TO CREATE:

- 88 stories in local, national, industry and online news
- 1,545,721 opportunities to see the stories
- £90,277.53 worth of editorial space in publications



12 adverts in Motherwell Times, Cumbernauld News and Kirkintilloch Herald
1 advert in Learning for Life supplement



THE STAFF PORTAL HAD:

- 107 pages of content uploaded to it
- 98,101 visits
- 934 unique visitors

DESIGN

In Summer 2018:



DESIGN JOBS WERE CARRIED OUT IN-HOUSE including 61 individual materials within those projects.

EVENTS

In Summer:

- ✓ ART & DESIGN EXHIBITION
- ✓ BE ENGAGED AWARDS
- ✓ CDN COLLEGE EXPO EVENT 18
- ✓ KIRKINTILLOCH CANAL FESTIVAL
- ✓ 12 HAVE YOUR SAY EVENTS
- ✓ 4 PRINCIPAL UPDATES

