

HUMAN RESOURCES

Resources and General Purposes Committee 9 September 2019

7.1 NCL Organisational Development Update

The summer period is generally a bit quieter in relation to organisational development activity due to the reduced numbers of staff and students on our campuses. However, there are several key items to bring to members' attention.

Staff Changes

Our Equality and Diversity Adviser will be moving on in mid-September. She has been successful securing an alternative post in the NHS and we all wish her well.

A lot has been achieved since her appointment in 2018 and we are keen that we maintain the momentum that has been created. The post is currently being advertised externally and, to date, four applications have been received. The closing date for the post is 6 September and if any Board Member wished to be involved in the interview process, this would be welcomed.

Also, our Payroll Supervisor will be leaving us in September to take up a promoted post within a local authority. She has been with us for 9 years and has overseen many of the payroll challenges related to merger. Recruitment for a replacement post is underway and interim arrangements in place to manage the October payroll.

In terms of the transition arrangements, our Interim Principal, Annette Bruton is in place and we have also appointed Shone Pettigrew, our substantive Head of External Funding and International Activities as an Interim Assistant Principal. This backfills the role vacated by Ann Baxter on her temporary promotion to VP and means that we have a full SMT in place.

Mental Health First Aid

Another cohort of the MHFA training ran in August as part of CPD Week. As part of the activity underpinning our Student Mental Health Strategy, this CPD is a key part of our response. It is delivered as many times per year as resources permit, but we are experiencing some difficulty in accessing Train the Trainer sessions, as this must be delivered by external organisations. The Head of Faculty: Care and Science, who is the lead for this area of work remains in contact with external providers, and we will keep members updated.

Equality and Diversity Calendar

As mentioned at the last meeting of this Committee, an Equality and Diversity Calendar was in development. This has now been circulated to all staff and a copy is appended to this report. The idea behind the calendar is that it offers a useful tool to support mainstreaming equality throughout the college, particularly for classes which include; culture, disability, diversity, STEM and/or health and wellbeing related subjects. There will be certain key dates where events will take place at each campus, these events will be highlighted on The Clan or through our social media channels.

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Our Equality and Diversity Twitter account **@NCLEquality** has been relaunched and actively promotes College related information and general equality and diversity materials. This is proving a good means of raising awareness and signposting visitors to some very useful and worthwhile material.

Disabled Staff Project – AdvanceHE

Before the summer, the College signed up for a project facilitated by AdvanceHE (formerly the Equality Challenge Unit). Primarily aimed at reviewing the experiences of disabled staff at the College and any barriers they may face, it will provide an opportunity to review our practices in relation to people with disabilities in general. There is an initial scoping meeting taking place on Tuesday 26 August and a verbal update will be provided to members at the Committee's meeting on 2 September.

Business Plan Update

We continue to meet with SFC to discuss our Business Plan progress. While these meetings cover a range of related topics, the recent discussions on staffing have related to workforce planning and the management of the proposed reduction in staff in 2019/2020 and 2020/2021.

However, a key element of workforce planning has been in to make sure that we have the staff in place to deliver curriculum and support students. To this end, teaching 35 staff have been offered and accepted permanency in August 2019, with the majority being temporary staff who have been offered permanent hours for the first time.

Job Evaluation Update

The work required for this national project continues. Completion and sign off of questionnaires has been a slow process across the sector for a number of reasons. NCL has begun to submit the questionnaires received from staff and to work with managers to deliver those outstanding.

One of our UNISON Stewards was seconded to Phase 1 of the project and discussions are underway to facilitate her release for Stage 2, which will be for a period of up to a year to act as a member of the national scoring panels.

National Terms and Conditions Update

The terms and conditions for teaching staff agreed prior to the summer break have now been implemented from 1 August 2019. The new terms replace previous arrangements for professional flexibility and introduce observation of learning, as part of a wider move towards professional registration. There has been some discussion locally with our trade union representatives around the national agreement and I will update on this at the meeting.

Awards Ceremony

Plans for the Awards Ceremony continue apace in preparation for this key event on Friday 15 November at the Royal Concert Hall in Glasgow. Board members are always welcome at our ceremonies and invitations will be going out later this month.

Brian Gilchrist

Assistant Principal: Organisational Development

EQUALITY & DIVERSITY

2019 CALENDAR



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AUG

- 12th: August International Youth Day
- 19th: World Humanitarian Day
- 24th: Krishna Janmashtami – Hindu

SEP

- 1st: Al-Hijra/Mumharram (New Year) - Islam
- 2nd: Ganesh Chaturthi- Hindu
- 5th: International Day of Charity
- 8th: International Day of literacy
- 10th: World Suicide Prevention Day
- 15th: International Day of Democracy
- 21st: International Day of Peace/ World Alzheimer's Day
- 23rd: Bi Visibility Day/International Day of Sign Languages
- 29th: World Heart Day
- 30th: Rosh Hashanah – Jewish

NOV

- 1st: All Saints Day – Christian
- 2nd: All Souls Day – Christian
- 8th: Intersex Day of Solidarity
- 10th: Remembrance Sunday
- 11th: Armistice Day – Interfaith
- 12th: Birthday of Guru Nanak Dev – Sikh
- 13th: World Kindness Day
- 14th: World Diabetes Day
- 15th: Nativity Fast Begins – Orthodox Christian
- 17th: International Students Day
- 19th: International Men's Day
- 20th: Transgender Day of Remembrance / Universal Children's Day
- 25th: International Day for the Elimination of Violence against women
- 30th: Saint Andrews Day - Christian

OCT

- 1st: International Day of Older Persons
- 2nd: International Day of Non-Violence
- 4th: Saint Francis' Day – Christian
- 8th: Dussehra-Dasara – Hindu
- 9th: Birthday of Guru Ram Das – Sikh
- 10th: World Mental Health Day/
World Sight Day
- 14th: Sukkot - Jewish
- 17th: International Day of Eradication of Poverty
- 21st: Shemini Atzeret- Jewish
- 22nd: Simchat Torah – Jewish
- 26th: Intersex Awareness Day
- 27th: Diwali – Deepavali – Hindu, Sikh, Jain
- 29th: World Stroke Day

DEC

- 1st: World Aids Day
- 2nd: International Day for the Abolition of Slavery
- 3rd: International Day of Persons with Disabilities
- 10th: International Human Rights Day
- 18th: International Migrants Day
- 20th: International Human Solidarity Day
- 21st: Yule – Christian
- 24th: Christmas Eve – Christian
- 25th: Christmas Day – Christian
- 26th: Saint Stephen's Day – Christian / Boxing Day
- 29th: Feast of the Holy Family – Catholic Christian
- 31st: Hogmanay