



Agenda – NCL Board Resources and General Purposes Committee

Monday 7th September 2026 - 3.00 pm. Face to face Coatbridge Campus and via Teams

- 1. Chair's welcome**
- 2. Apologies for Absence**
- 3. Declarations of Interest**
- 4. Minutes of meeting of 11th May 2026 (FA)** **Minutes Posted- KF**
- 5. Matters Arising (FI)**
 - 5.1 AMCOL Memorandum and Arts** **Verbal Update – LM**
 - 5.2 SFC Clarification re disposal of assets** **Verbal Update – LM**
- 6. Cumbernauld Nursery Update** **Paper Posted – JL**
- 7. College Registrar's Report (FI)** **Papers Posted – ET**
 - 7.1 Registrar's Report**
 - 7.2 Update on staff absence** **Report - KF**
- 8. NCL Estates Update (FI)*** **Verbal Update - RG**
- 9. ICT Update (FI)*** **Papers Posted – RG**
 - 9.1 ICT Update**
 - 9.2 Information Systems Report**
 - 9.3 NCL Digital Strategy**
 - 9.4 Learning Well Update**
- 10. NCL Health and Safety Report (FI) *** **Paper Posted – ET**
- 11. NCL College Update (FI)** **Verbal Update – JL/RG**
- 12. Memoranda of Understanding** **Papers Posted – JL/RG**
- 13. Chair's Update (FI)** **Verbal Update - KF**
- 14. Strategy 2030 Update (FI)** **Paper posted – ES**
 - 14.1 Strategy 2030 Update**
 - 14.2 Brand Update**
 - 14.3 Upcoming Events**

FI = For Information FA= For Approval FR= For Recommendation: *= non- disclosable: # = future publication

Name Key: JL = Jennifer Lowe Deputy Principal RG = Ronnie Gilmour Deputy Principal CM= Christopher Moore;
WM= William McCallum: ET= Elaine Turkington KF = Keith Fulton; BS = Board Secretary: PN = Penny Neish FC=
Fiona Curran; JM= John Morrison.



15. AOB
16. Approval of publication of the papers from this committee (FA) Board Secretary
17. Date of Next Meeting New College Lanarkshire Board: the scheduled date for the next meeting is 3 pm 16th November 2026 at the Cumbernauld Campus and via Teams.

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**Minute: NCL Resources and General Purposes Committee (RGP)
15.00 on 18 May 2026 at Motherwell Campus and via Teams**

Present: Keith Fulton (Chair), David Alves, Christopher Moore, Lisa Reid

Apologies: none

In attendance: Ronnie Gilmour, Jennifer Lowe, Nicola Mulholland, Elliot Scott, Ronnie Smith, Elaine Turkington, Diane McGill, Penny Neish

1. Chair's welcome

Keith Fulton (KF) opened the meeting and advised that the meeting was quorate at this point and that David Alves had indicated he would be joining via Teams in 15 minutes.

2. Apologies

There were no apologies.

3. Declarations of Interest

Jennifer Lowe declared that she is Chair of the Cumbernauld Nursery Board. Ronnie Smith declared his place on the Board of AMCOL, and that he was Chair of Fusion Assets. He indicated he was now Chair of the Hamilton PIP (Pride in Place) Initiative,

4. Minutes

Minutes of the RGP meeting of 23 February 2026.

The minutes were agreed with the proviso that the note was amended to reflect that item 6 referred to the Cumbernauld Nursery and not to AMCOL.

5. Matters arising:

5.1 AMCOL Memorandum and Arts (AMCOL): Jennifer Lowe (JL) reported that this is a long-time work in progress. Ann Baxter is dealing with this and is awaiting response from the lawyers. RS confirmed that the matter had not recently been referred to the AMCOL Board.

5.2 SFC clarification of asset disposal: Ronnie Gilmour (RG) advised that SFC has not expanded on their initial response as they have not received further guidance from the Scottish Government. However, until the position changes, NCL would retain the money received for disposals already agreed. KF commented that he felt it necessary for the college to be aware of the timeframe applicable to permit NCL to retain the full amount up to £1million for disposals if the current level was applied as a cumulative sum. Christopher Moore (CM) said that in the forward plan no further disposals were anticipated and that therefore it was highly unlikely that NCL disposals would exceed £1million.

5.3 Update on cladding issues at other colleges: RG advised that he had spoken with the Estates Manager at the North Glasgow campus of Kelvin College but that he had gained no further information. He commented that while the cladding at Motherwell was a significant issue for NCL, other colleges had major issues with RAAC as well as with cladding and given the scarcity of funding he was doubtful that NCL would receive substantial additional funding to cover cladding replacement.

6. Cumbernauld Nursery Update: JL spoke to her report which is very positive. This showed, inclusive of central costs, a forecast surplus of c£23k; a significant improvement on the c£19k deficit predicted when the budget for 2025/26 was drawn up. The occupancy rates for all years are almost at capacity and the number of children attending during non-term time is also increasing.

Involvement in the curriculum: Building Bright Minds, is an innovative qualification designed to champion brain health across early years settings. This empowers practitioners with the knowledge and tools to nurture healthy brain development, while inspiring children to understand and value their own wellbeing from an early age.

This innovative qualification represents a significant step forward in embedding brain health at the heart of early education helping every child thrive today and into the future.

KF congratulated the Nursery Board and their commitment to improving the performance of the nursery. He queried whether the budgeting based on 70% occupancy should be raised. JL said she would take it back to the group for them to consider.

Ronnie Smith said that this was a great success story and asked JL how dependent was it on the current incumbents remaining in post. JL said that she had confidence in the team who kept in regular contact with her and with NCL Finance Team. JL added that she will present to the next meeting the outcome of a forthcoming survey 'Why we are choosing the Cumbernauld Nursery'.

Action: JL to report on the 'Why we are choosing the Cumbernauld Nursery' survey.

7. College Registrar's Report

ET spoke to her paper and highlighted:

- **Professional Services Review:** is virtually completed.
- **College Employers Scotland (CES):**
 - **Job Evaluation:** The Joint Secretaries updated the Job Evaluation Project Board (JEPB) meeting on 22nd April 2026 that they had begun the process to explore alternative scheme providers for Job Evaluation to understand if any scheme providers are able to provide the level of satisfactory transparency to move forward. Discussions have begun with five potential scheme providers, including that of the current provider ECC-FEDRA. Once this process is concluded, the Joint Secretaries will compile and submit a final report with their findings and conclusions to the JEPB for consideration at the next scheduled meeting in June.

KF added that Green Book conditions would apply to manage expectations of the outcome. He advised that CES was close to appointing a company to carry out the lessons learned project. The timetable for JE has been extended:

- i) Lessons learned report
- ii) Green book exercise

which takes the possible conclusion of the JE project to 2028 at the earliest, some 10 years from the start period it relates to.

NCL would need to develop a transparent scheme in due course to implement the outcome.

- **EIS-FELA pay claim:** positive discussions are continuing between CES and the union with further meetings scheduled.
- **Absence management:** The RGP expressed concern at the recorded level of 8.47% in Q2 (similar level to Q1 in 2026). ET reported that an Absence Action Plan Working Group is being formed to consider additional measures to support the management of attendance at work.

Three guidance documents have been produced and published by HR to support managers, and additional guidance for staff is being drafted:

- Managing Long Term Absence
- Reasonable Adjustments
- Supporting the Return to Work Process

ET said that sector benchmarking had been attempted in the past but because the methods used by colleges to count and record absence vary widely across the sector, it had not been possible to arrive at a useful set of data.

The RGP asked if there was an NCL Working from Home Policy. ET said that applications to work from home were signed off by the manager under the college's flexible working arrangements but there was no specific Working from Home Policy. Teaching staff are expected to be on campus 4 days a week, not only on class contact days.

Previously, CES had established a Short Life Working Group which is continuing to look at several terms and conditions matters, of which working from home is one.

- **Employment Tribunal Update:** Following the signing of the Collective Agreement, the formula for calculating the eight sisted tribunal claims has been established, and lawyers for the College and all claimants continue to actively work towards settlement of their cases.

Two new Employment Tribunal claims have been received by the College:

- A claim for unfair dismissal. The Preliminary Hearing scheduled for May has been cancelled by the Tribunal Service and the College is awaiting a tribunal hearing date.
- A claim for constructive unfair dismissal. A hearing has been scheduled for May, however the College has requested a postponement due to lack of availability of witnesses.
- **Leaders Unlocked: Student Commission for Racial Justice:** NCL has signed up to pilot this project, one of five participating FE colleges in Scotland. This student-led project will give young minority ethnic students at NCL a platform to influence change at NCL and within Scotland's education sector. The project will commence at the start of the next Academic Year (26/27) and will run for 3 years.
- **Bystander Intervention Skills:** This year's focus will be on strengthening Bystander Intervention skills, equipping staff with the confidence and tools to safely and effectively challenge inappropriate behaviour.
- **Mainstreaming Toolkit:** The Scottish Government Mainstreaming Toolkit provides practical guidance, resources, and examples of good practice to help ensure equality considerations are consistently integrated rather than treated as a separate activity. It will be piloted with the Supported Learning and Access & Progression department, allowing us to test its application in practice and assess how it can strengthen our approach to mainstreaming. This will help inform wider rollout and ensure alignment with our ongoing commitment to the PSED.
- **EDI Regional Network:** NCL is working with external partners across the region including Police Scotland, North Lanarkshire Council, South Lanarkshire Council and NHS Lanarkshire to establish an EDI contact network. The aim is to strengthen collaboration and improve sharing and aligning equality outcomes and priorities. This regional approach will help enhance impact and drive more coordinated progress on EDI across Lanarkshire.
- **Strategy 2030 – People:** A small working group has been set up, drawn from Brand & Marketing and Human Resources, to develop, in the first instance, an initial landing page on the intranet. The intention is that this would eventually become the recognised place for "all things people", such as HR policies, employee benefits, wellbeing, and development opportunities.

7.2 Information Governance Report

ET commented on the update paper prepared by Lorna Miller that there had been no contact from the ICO or appeals received against any of the decisions set out in the paper.

8. NCL Estates Update

RG reported:

- Disposal of the Coatbridge nursery land: NCL is still chasing the draft deposition.
- Capital expenditure for 25/26 has been committed. This funding for 26/27 is likely to be flat cash, reflective of the flat cash indicative funding allocation.
- The High Priority Maintenance fund has increased for the sector from £2.5m to c£7m therefore NCL will scale up its request to £309k and identify key projects.
- Baseline survey: the deadline has been extended to 12 June. NCL will be able to meet this date.
- Sustainability and climate: NCL is working in partnership with Keep Scotland Beautiful. On the reverse vending machines NCL was second across the UK.

KF referred to the last baseline exercise and what had been anticipated. RG advised that there had been a lack of understanding of scale, but that there was not enough or correct data to enable decisions to be taken. The level of detail has increased significantly and SFC is now revisiting submissions. This is an opportunity for NCL to submit a lot more information including on cladding.

9. ICT Update

9.1 ICT Update

RG reported that NCL had been advised by HP of an impending 30% price rise. The College had therefore brought forward its IT spend to maximise the funding available.

The RGP welcomed this approach and queried the role of Colleges Scotland and APUC (Advanced Procurement for Universities and Colleges) in making the sector aware of the forthcoming price increase.

Cyber Security: the encryption of all staff laptops is almost completed. Older machines, which are not capable of supporting encryption, will be phased out as the hardware refresh program progresses. New desktops and laptops will have encryption applied by default as part of the standard build.

RG said that there had been a near miss cyber incident which had been dealt with efficiently by the instant response team. There has been no further suspicious activity and no evidence of any NCL data being accessed. A lessons learned report is being drawn up.

9.2 Information Systems report

RG commented on Allan Forsyth's paper. RG highlighted the projects being undertaken by the team, in particular the tool for budget reporting and management. This was particularly welcome and would help budget holders have a better understanding of the financial position.

9.3 Digital Strategy

The paper sets out comprehensively NCL's framework on the use of digital technologies and covers the strategy, skills and position in the region as regards workforce capability. Its pillars are: Security; Reliability; Resilience.

RS commented that the Scottish Government does not view Lanarkshire as a region in its own right but as part of the Glasgow City Region. He said that it was important for NCL to ensure that Lanarkshire is not overlooked.

CM said that digital development would be a driver for new market development, especially through The Learning Well which companies could use for CPD. RS said that he supported this as a potential area of growth, NCL would need to develop sales skills or use sales agents to maximise the opportunity.

10. Health, Safety and Wellbeing Report

ET spoke to Fiona Curran's paper. No new significant incidents had been reported. A new car park policy has been agreed for e-bikes and scooters. Work is currently underway on the introduction of a visitors' procedure to ensure all persons on campus can be easily identifiable through coloured lanyards. There is a Short Life Working Group looking at issues around Martyn's Law.

11. Strategy Office and Brand

Elliot Scott reported that the Strategy Office is progressing a number of key projects including the development of a social enterprise company. This is a complex process and will require investigation into the governance implications in addition to taking legal advice. Recommendations will go to the Audit and Risk Committee and the Board in due course; the RGP will be kept updated. The Learning Well: continues to perform strongly. Currently the dental department is working on areas of CPD which could be offered through The Learning Well.

Work is also underway to develop KPI monitoring and reporting arrangements relevant to the RGP including the continued development of a project management tool, dashboard and reporting system intended to provide enhanced visibility of strategic project progress, milestone tracking and oversight.

Brand and Marketing Update

The College's brand and marketing activity has continued to perform strongly during this reporting period. The launch of the "I Could Be Happy" campaign has generated significant visibility across Lanarkshire. Recruitment is higher across the piece.

A number of promotional open days are being organized including 2 health symposiums.

A mapping exercise is underway as part of Strategy 2030 to measure the feasibility of the ambitious targets, requiring substantial investment, set for NCL. The funds for which are not available at the moment. The RGP will be kept update on those targets relating specifically to sustainability.

Communications Update

The College's communications activity continues to strengthen the profile and reputation of NCL. A 2030 booklet is in preparation for staff.

RS said that this was a good report but cautioned on the complexities surrounding the governance issues in relation to the development of a social enterprise within an existing organization with established governance processes.

12. NCL College Update

JL reported:

- In March NCL met with SFC as part of the Outcomes Framework and Assurance Model (OFAM) at which SFC provided feedback on NCL's Self-Evaluation and Action Plan (SEAP). Engagement and feedback relating to the SEAP were well received.
- In May there was a Liaison Meeting as part of the Scottish Tertiary Quality Evaluation Framework (TQEF) which focused on strategic priorities and relationships.

- Also in May NCL met with the Scottish Government's Learner Pathway Unit where the focus was on Community Learning and Development. NCL provided a number of updates including on Strategy 2030, the Institute of Apprenticeships, Built Environment and engineering academy and Undergraduate School.
- 2 health summits with high profile guest speakers will take place in June
- The College has recently been shortlisted for five Herald Awards and another Lecturer has been nominated for 'Lecturer of the Year' as part of the Pearson Teaching Awards.

13. Chair's update:

KF reported that since the last RGP meeting he had been involved in meetings with College Employers Scotland (CES).

He advised that in addition he had undertaken the annual performance review of the Chair and that his report was now in draft form. It will be available to the Board in June. KF thanked all participants.

14. RGP Committee business: RGP self-evaluation

Renaming the RGP: KF said that since the last meeting of the RGP he had talked to contacts in other colleges regarding their versions of the RGP but had found that there was no consensus. KF said he would continue to pursue this but for the time being there was no imminent new name for this committee.

15. AOCB: there were no further items for discussion.

16. Approval of papers for publication:

- i) Agenda for RGP 18 May 2026
- ii) Notes of the meeting of the RGP on 23 February 2026
- iii) College Registrar's Report
- iv) Brand Update

17. Date of next meeting:

The next meeting of the RGP is scheduled for **15.00 on 7 September 2026** at Coatbridge Campus and via Teams.



FOR DISCUSSION/INFORMATION			
Meeting:	RGP Committee		
Presented by	Jennifer Lowe		
Author/Contact	Jennifer Lowe	Department / Unit	Executive
Date Created	1 st September 2026	Telephone	7265
Appendices Attached	Appendix 1 – Summary Financial Position Statement		
Disclosable under FOISA		Yes	

1. PURPOSE

To provide an Operational/Financial Summary Update on the Cumbernauld Campus Nursery.

2. BACKGROUND

As part of the Business Plan and related Governance, The Cumbernauld Campus Nursery Development Board (NDB) formally reports quarterly to the Finance Committee. Position Statements are to be sent monthly to Committee members and the College Executive Board. NDB Minutes are made available on The Clan.

3. DETAIL

The report includes updates on:

3.1 Nursery Operational Update – September 2026.

3.2 The Summary Financial Position.

4. STRATEGIC IMPLICATIONS

The Board retains an overview of NCL governance and progress against NDB Business Plan.

5. RISK

The Cumbernauld Campus Nursery is not performing to projections within the Business Plan.

6. FINANCIAL IMPLICATIONS

The Cumbernauld Campus Nursery is not performing to projections within the Business Plan.

7. LEGAL IMPLICATIONS

Compliance with Nursery Legislation – The Education (Scotland) Act 1980, The Children and Young People (Scotland) Act 2014, Regulation of Care (Scotland) Act 2001 – this Act led to the formation of The Scottish Social Services Council (SSSC).

8. WORKFORCE IMPLICATIONS

There are no workforce implications at this juncture other than at operational levels.

9. REPUTATIONAL IMPLICATIONS

There are potential reputational implications if not compliant.

10. EQUALITIES IMPLICATIONS

There are no equalities implications.

CONCLUSIONS/RECOMMENDATIONS

The Committee is asked to consider the information contained in this report and raise or discuss any issues.

Detail

3.1 Nursery Operational Update – September 2026

Occupancy Update

The under 2 room is almost full with only a few hours available over the week.

The 2 to 3 room is around 85% full at the moment. Finalising timetables and student funding is ongoing and we will be able to offer any available places to children currently on our waiting list. We expect this room to have all places almost completely filled within the next few weeks.

The 3 to 5 room currently has 80% of places filled. This will increase to 92% in January and 97% in April, as children start their Council Funded places, and move in from the 2 to 3 room.

The number of children attending the nursery during non-term time weeks is continuing to increase, with 38% of the children on our register attending over the 2026 Summer break.

Student Funding Update

A fee increase of 5.2% was agreed and has been actioned for 2026/27. The Student Funding Manager advised that 13 NCL students (13 children) have to date been allocated a place in the Nursery in academic year 2026/2027 and there are 5 students on the waiting list. The income due for these 13 children to date is £87,267.

Curricular Update

Building Bright Minds

The Nursery is proud to launch Building Bright Minds, an innovative qualification designed to champion brain health across early years settings. This empowers practitioners with the knowledge and tools to nurture healthy brain development, while inspiring children to understand and value their own wellbeing from an early age.

The qualification is centred on a robust portfolio of evidence for staff, alongside a creative “passport to brain health” for children encouraging engagement, curiosity and lifelong healthy habits.

Building Bright Minds represents a significant step forward in embedding brain health at the heart of early education helping every child thrive today and into the future.

The nursery will be launching their own Brain Health Initiative within the nursery, involving children and parents alongside the Building Bright Minds Event in September 2026.

Child Smile

The Nursery is committed to advancing oral health outcomes for children through a dynamic partnership with the dental department placing prevention and early intervention at the heart of everyday practice.

This ongoing initiative focuses on delivering clear, consistent messaging around the importance of good oral hygiene, healthy habits and regular care.

Nursery staff will be updating Paediatric First Aid training which is being organised by Chris Wilson, Head of Department for Education and Sport.

We are also looking forward to supporting New College Lanarkshire students at all levels studying Childcare or related topics.

3.2 Summary Financial Position

As per Appendix 1, the 2025/26 result was a surplus of £42k against a budgeted deficit of £19k, which is a positive variance of £61k.

The forecasting exercise was carried out in March 2026, using the most up to date information available at that time and the final 2025/26 position is an improvement of £19k on the forecast position of £23k surplus. It should be noted that these results were again better than the previous year result of £16k deficit (£58k higher) and a significant improvement on the 2023/24 position of a £158k deficit (£200k higher).

For 2026/27 the income budget is based similarly to the 2025/26 result, on 70% occupancy and with a 5% fee increase. Staffing costs have increased for a 3.4% pay award, with an additional 0.56 FTE staff member planned to start in January 2027 and a slight increase in FTE for 2 staff members who are now required to work 52-week contracts due to the increased weeks of Nursery opening. £79k operating surplus is predicted, inclusive of estimated central overheads, a deficit of £3k is budgeted. Central overhead costs will be further reviewed to check that the amount remains accurate.

APPENDIX 1 - CUMBERNAULD NURSERY PROVISION

	Annual - Aug24 to Jul25				Annual - Aug25 to Jul26			Annual
	Actual	Budget	Actual	Variance	Budget	Actual	Variance	Budget
Academic Year	2023/24	2024/25	2024/25	2024/25	2025/26	2025/26	2025/26	2026/27
No. of Weeks Provision	38	45	45		50	50		50
Nursery Opening Hours	0830-1630	0800-1800	0800-1800		0800-1800	0800-1800		0800-1800
Hours per Week	40	50	50		50	50		50
Occupancy level (based upon hours)	52%	65%	62%	-3%	70%	65%	-5%	70%

Income	302,973	498,697	478,108	(20,589)	543,680	588,724	45,044	618,000
Staffing	352,658	394,335	384,119	10,216	443,407	432,806	10,601	498,354
Supplies/Services Expenditure	23,684	43,469	32,363	11,106	39,150	33,369	5,781	40,400
Total Expenditure	376,342	437,804	416,482	21,322	482,557	466,174	16,383	538,754
<u>Surplus/(Deficit)</u>	(73,369)	60,893	61,626	733	61,123	122,549	61,426	79,246
Surplus/(Deficit) as a % of income	-24%	12%	13%		11%	21%		13%
Allocation of Central Overheads	84,872	84,872	77,872	7,000	80,208	80,208	-	82,614
<u>Surplus/(Deficit)</u>	(158,241)	(23,979)	(16,246)	7,733	(19,085)	42,341	61,426	(3,368)
Surplus/(Deficit) as a % of income	-52%	-5%	-3%		-4%	7%		-1%

Staffing FTE		11.12	10.88	0.24	11.57	11.53	0.04	12.13
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Occupancy comparative based on places

	Aug-23	Aug-24	Oct-24	Apr-25	Sep-25	Nov-25	Apr-26	Aug-26
0 - 2	83%	97%	100%	100%	97%	100%	90%	98%
2 - 3	56%	97%	100%	100%	100%	100%	90%	85%
3 - 5	32%	54%	57%	81%	76%	77%	92%	80%
Whole Nursery	40%	63%	68%	86%	82%	84%	93%	84%

Current Intake @ 31/01/2026

Student Funding Only - 13 children
Student/Council - 3 children
Council Funding Only - 28 children
Council/Private - 10 children
Private Only - 19 children
Council/Student/Private - 2 children
75 children in total

Current Intake @ 30/04/2026

Student Funding Only - 9 children
Student/Council - 6 children
Council Funding Only - 32 children
Council/Private - 9 children
Private Only - 20 children
Council/Student/Private - 2 children
78 children in total

Current Intake @ 31/08/2026

Student Funding Only - 8 children
Student/Council - 4 children
Council Funding Only - 32 children
Council/Private - 4 children
Private Only - 21 children
Student/Private - 1 child
70 children in total



Resources and General Purposes Committee – September 2026

Item 7 NCL College Registrar Update

This paper provides a summary of current and planned activity in the areas above to provide an update for the Resources and General Purposes Committee. Where the approval/ratification of the Committee is required, this is highlighted at the appropriate points.

1. Professional Services Review

The Professional Services Review can now be considered as having been successfully completed. There are one or two conversations which remain outstanding regarding the consultation exercise with the External Funding & International team, due to holidays and absence over the summer period. We are confident these will be concluded in the coming weeks.

2. Voluntary Severance

A short extension to the self-funded Voluntary Severance Scheme was approved by the Board and opened to all staff as part of the College's plan to address the deficit for the academic year 2025/26. The Scheme was re-opened on 10th June 2026, with applications being accepted for consideration until 31st July 2026.

To date, the College has been able to accept Voluntary Severance applications from 6 Academic and 6 Professional Services employees. A breakdown of those details and costs is included separately in Appendix 1 at the end of this paper.

3. College Employers Scotland (CES)

3.1 EIS-FELA Pay Agreement

The pay offer made to the EIS-FELA on Thursday 11 June 2026 was taken to a Special Executive of the EIS-FELA on Tuesday 16 June 2026. The EIS-FELA Executive agreed the provisional agreement should be put to a ballot of members, with a recommendation to vote to accept the offer, thereby ratifying the agreement.

Following acceptance of the pay offer by members after the ballot closed on 24 June 2026, Circular LS 01/26 – Lecturing Staff Pay Agreement 2026-29 (attached as Appendix 2) has been issued and implements the 1 September 2026 – 31 August 2029 Pay Agreement.

3.2 Workforce Planning

A meeting also took place to formalise discussions that developed from the recent pay talks relating to Workforce Planning.

The management representatives presented a draft agreement for the EIS-FELA negotiators' consideration on Workforce Planning which included an agreement to draft a Terms of Reference for a working group to be established by September 2026, to consult on matters of national policy and negotiate on any workforce planning resultant from these policies.

This was agreed with no changes. Circular LS 03/26 – Workforce Planning for Lecturing Staff (attached

as [Appendix 3](#)) was duly drafted and issued to implement this Agreement, following the outcome of the EIS-FELA ballot on the Pay Agreement.

3.2 Job Evaluation (JE)

The Joint Secretaries completed a piece of work to explore alternative scheme providers for Job Evaluation to understand if any scheme providers (including that of the current provider ECC-FEDRA) are able to provide the level of satisfactory transparency to move forward. The Joint Secretaries have subsequently provided a written report to the Job Evaluation Project Board (JEPB) with their findings.

In addition, the Joint Secretaries have advised the JEPB that in the absence of confirmation from the Scottish Funding Council on who will be appointed as an independent hearing authority to conduct a Lessons Learned investigation and final report, to ensure confidence in the process going forward, the Joint Secretaries have agreed to postpone any further discussions with alternative scheme providers until they receive confirmation from SFC as to who is going to conduct the review, and the requisite time parameters applicable.

3.3 National Grievance Policy and Procedure

The National Grievance Policy and Model Procedure (for Lecturing Staff only) was agreed by the EIS-FELA Executive with an implementation date of 1 August 2026. Circular LS02/26 has been issued to all colleges.

Discussions continue with the Professional Services trade unions to finalise and publish a similar policy and procedure for the rest of the College staff population.

4. Joint Negotiating Committee Update

4.1 JNC Academic

A JNC Academic meeting took place on 27th May 2026. Discussion topics included:

- Travel and teaching cover across campuses
- Professional Services Review (as it impacts on Academic depts)
- Permanisation process and progress through payscales
- TQFE entry requirements
- TU representation for members in formal / informal settings
- Transparency of vacancies for promotion opportunities
- Publication of JNC minutes

The next meeting of the JNC Academic is scheduled to take place on 23rd September 2026.

4.2 JNC Professional Services

A JNC Professional Services meeting took place on 11th June 2026. Discussion topics included:

- Professional Services Review
- Strategy and Academic Partnership Office
- Recruitment and Selection Policy and Procedure (Instances where there may be a need to have flexibility of process)

- Family Friendly Policies, specifically discussion on parental bereavement leave.
- Job Evaluation update provided by UNISON
- Appointment of new UNISON steward for NCL
- Digital Strategy

The next meeting of the JNC Professional Services is scheduled to take place on 8th October 2026.

5. Policies and Procedures

- A Recruitment and Selection Policy and Procedure is awaiting sign off from local EIS-FELA representatives prior to publishing. Feedback anticipated at next JNC Academic in September.
- A draft Staff Code of Conduct has been provided to the Staff Sub Committee for feedback, prior to consultation with the trade unions.
- A draft PVG and Disclosure Policy – Criminal Records Checks has been provided to the Staff Sub Committee for feedback.

6. Employment Tribunal Update

- Of the eight sisted employment tribunal claims regarding holiday pay and overtime, five claimants have now accepted settlement offers, subject to COT3 signing. The remaining three claimants have been offered settlement amounts, calculated on the Collective Agreement formula, and lawyers for both the College and the claimants continue to actively work towards settlement of their cases. The claimants' lawyers have requested a further 4 week sist at the Employment Tribunal to enable this to happen.
- A claim for constructive unfair dismissal was originally due to be heard by the Employment Tribunal in May. This hearing has since been rescheduled for the first week in September.
- A claim for unfair dismissal/wrongful dismissal/disability discrimination/discrimination arising from disability/alleged failure to make reasonable adjustments has yet to be allocated a tribunal hearing date following the Tribunal Service's cancellation of the Preliminary Hearing scheduled for May.

7. Equality, Diversity and Inclusion

7.1 Staff Equalities Monitoring Survey

NCL has launched this year's Staff Equalities Monitoring Survey, with the aim of increasing participation and strengthening the quality of the data collected. This data is important in helping NCL to identify inequalities, understand areas of under representation and inform targeted actions, and support our obligations under the Public Sector Equality Duty (PSED) by enabling us to better understand and address equality impacts across our workforce.

7.2 EHRC Code of Practice

The recently published EHRC Code of Practice for Services, Public Functions and Associations came into force on 5 August 2026 and provides statutory guidance on the application of the Equality Act 2010. NCL is reviewing the implications of the Code, including its guidance relating to the provision of single-sex and other toilet facilities. An audit has been undertaken of our current provision. Recommendations arising from the audit are being considered through the EDI Committee, with the Committee being invited to provide feedback before presenting to Executive Board for final approval. Equality Impact Assessments will also be undertaken to ensure that potential impacts on affected groups are identified and appropriately

considered. NCL will maintain an ongoing review of our approach, ensuring that policies and practices remain aligned with current guidance and legal requirements.

8. Safeguarding Report

One of the governance recommendations arising from the Safeguarding Audit carried out by WBG was that there should be a regular reporting cycle to the Board of Management as this does not currently exist. In our response, we committed to doing this annually, with the first report being in this Board reporting cycle at the start of the academic year 26/27. Timing it in this way enables a look back over the last year and informs safeguarding priorities for the year ahead.

The Safeguarding Board is scheduled to meet 3 times per annum and is made up from a cross section of the College community, including student representation. We have recently expanded our wider Safeguarding Team, with the aim of eventually having experienced safeguarders available to provide guidance and assistance, as required, in every department and on every campus.

At NCL, we consider that every College employee is a safeguarder, and training is provided annually to all in the form of a detailed module in the All Staff Essentials programme. As well as explaining what scenarios might qualify as safeguarding concerns, the module reminds our staff about the steps they should take with the individual(s) at risk and how to properly document and report a safeguarding concern by using the College's bespoke online Safeguarding Interactive Decision Tool.

The Staff Development Academy has been developing a comprehensive development plan for the newly expanded Safeguarding Team, Safeguarding Board and Executive Board members. This will include updated Prevent training, appropriate to roleholder, as mandated by section 27 of the Counter-Terrorism and Security Act 2015 which is a duty applied to specific authorities including education to have due regard to the need to prevent people from being drawn into terrorism. Level 1 Prevent training will also be introduced to all staff during this academic year.

Another priority for the coming academic year is to improve the reporting capability of the Safeguarding Interactive Decision Tool, both in making it a more intuitive process for staff documenting safeguarding incidents and actions, and also for the provision of more meaningful statistical analysis.

For the purposes of this initial reporting cycle to the Board of Management, we have presented safeguarding statistics for academic year 25/26 in [Appendix 4](#). These are taken from the current Safeguarding Interactive Decision Tool. As this is our first year of reporting, there is no previous comparable data. The data provided is very basic and it would be challenging to interrogate or overlay further, without a disproportionate amount of time spent on manual intervention to understand the safeguarding categories attributable to the incidents reported. Unfortunately, as the Tool is set up currently, it is the qualitative nature of the data that is lacking, which is a key reason why we will be focusing on upgrading the reporting capability of the Tool in the coming months.

Elaine Turkington

College Registrar

August 2026

Strategy 2030 update

Overview

This paper provides an update on recent activity supporting Strategy 2030. It focuses on the management of new Scottish Funding Council funding streams; RISE, TAF and New FWDF, programmes in development for The Learning Well, progress in formalising external partnerships and a Brand and Comms update.

New SFC Funding Streams (RISE, TAF and new FWDF)

The Strategy Office will be responsible for the management and coordination of RISE, TAF and the new FWDF funding streams provided to the College by the SFC. Taken together, these funding streams provide approximately £1.5 million in additional revenue and create a significant opportunity to accelerate activity aligned with the College's strategic priorities. The Board and the relevant committees will be provided with updates on the funds allocation at each quarterly cycle.

The funding is part of the Scottish Government's tackling child poverty agenda and has, at this time, only been confirmed to be a 1-year programme for RISE and TAF, with new FWDF running for an 18-month period. To meet eligibility criteria, all learners must currently be earning less than £33,000 and be a parent or carer to a child under the age of 18.

The primary focus will be on flexible and efficient delivery. The Strategy Office will work with relevant academic and professional services teams to coordinate implementation, monitor financial and performance information, and support consistent monthly reporting to the SFC and the College's governance structures.

The College's proposal for allocating these funds has been submitted to the SFC and we await feedback, however, informal discussions that were held prior to submission indicated that the SFC were supportive of our plans.

Breakdown of funds:

Table redacted

Memorandums of Understanding

Signed:

DataVita - Following Board approval, the College has now signed a Memorandum of Understanding with DataVita. This provides a formal foundation for collaboration and creates a framework through which both organisations can progress shared ambitions relating to Fair Tech, digital skills and regional economic opportunity.

The next phase of work will be to translate the MOU into defined areas of activity, clear responsibilities and measurable outcomes.

In discussion:

Autism Scotland: Discussions are underway with Autism Scotland to explore the potential for a strategic relationship. These discussions remain at an early stage and the scope of any formal collaboration has not yet been agreed. Autism Scotland will be supporting the upcoming Health Symposium, focused on Neurodiversity, taking place in October.

Both developments are consistent with the Strategy 2030 commitment to deepen strategic partnerships and use external expertise, networks and delivery opportunities to extend the College's reach and impact.

The MOU tracker has been updated and attached for reference.

Project Monitoring Tool

Development of the Strategy 2030 Project Monitoring Tool has progressed substantially during the previous quarter and the platform is now ready to be launched. The Strategy Office has worked closely with the Systems Development Team to ensure that the platform meets the practical needs of project leads while supporting effective strategic oversight and reporting.

The platform will provide a consistent framework for monitoring delivery across Strategy 2030 projects and other significant programmes of work. It will enable the Strategy Office and individual project leads to record and review progress, completed actions, key milestones, risks and dependencies, project ownership, income generated, communications activity and key stakeholder contacts.

By bringing this information together in a single central location, the platform will provide project leads with an accessible and up-to-date overview of strategic activity. This will strengthen accountability, support the early identification of projects requiring additional intervention or support and provide a consistent evidence base for reporting to the Executive Board, Board Committees and the Board of Management.

The Learning Well - Programme Development

New programmes of work are under development for The Learning Well, supporting the College's ambition to grow flexible online provision, reach new learner markets and create sustainable income streams. The Learning Well will also be pivotal to the efficient delivery of the new SFC funding streams.

Small and family businesses: A new qualification is being developed specifically for small and family businesses. The intention is to create provision that reflects the practical needs and operating realities of this important part of the regional economy, while providing a flexible route for owners, managers and employees to develop their skills.

Dental Nursing: A suite of online Dental Nursing upskilling qualifications is close to completion. This will broaden the College's specialist offer and provide a more accessible route for individuals to undertake professional development alongside employment. These programmes will be formally launched at the Scottish Institute for Dental Nursing Education event in September and dental practices can enrol staff while accessing the new Training Access Fund.

HNC Childcare modules: Online modules for HNC Childcare are also close to completion. Their development will support more flexible participation in higher-level study and provide additional options for learners who may find conventional attendance patterns difficult.

Financial Basics and Human Resources for Managers: Standalone modules are being created in these subjects following a request for managerial upskilling from NHS Lanarkshire. Once created, these modules will also be promoted to other organisations across the region.

Collectively, these developments demonstrate continued progress in moving The Learning Well from a platform into a broader digital campus model, with a portfolio shaped around workforce need, flexible access and opportunities for growth.

Brand and Design

During the reporting period, the Brand and Design function delivered a substantial programme of creative work supporting recruitment, student engagement, strategic campaigns and events. Key highlights are listed below:

- Better Than 52 campaign video, supporting materials and social media content.
- Scottish Institute for Dental Nursing Education corridor design for the official launch.
- 'The Intake' zine, a new short-form student magazine distributed during induction weeks.
- UCAS exhibition stand design for upcoming Lanarkshire and Glasgow recruitment events.
- New Staff Development Academy prospectus.
- Creation of promotional materials, programmes and videos of all end-of-year showcases.
- Lanarkshire wide rollout of the 'Class of 2026' promotional campaign
- Engineering Modern Apprenticeship Awards programme.
- Breaking the Cycle rebrand.
- New signage installed across various areas of campus including Brain Health signage in the Engineering block, refreshed Wellbeing Academy signage and Cumbernauld Library branding.
- Course-recruitment social videos featuring staff and students.
- Social media and video coverage of events and wider College activity.

Recruitment

Recruitment for Academic Year 2025/26 has remained strong throughout the year. Since applications opened in November 2025, the College has received 16,800 applications from 12,000 individuals. Of these applicants, 6,500 have accepted an offer and, at the time of writing, 5,600 students have completed pre-enrolment.

A further recruitment update will be provided at the full Board meeting in October 2026, when the College will have a clearer view of the final recruitment and enrolment position.

Communications Update

The Communications team delivered a strong quarter, securing significant external coverage and supporting recognition of College staff, students and programmes. Key successes included:

- Secured extensive television, radio, press and online coverage for the Better Than 52 campaign and related events.
- The College received the Student of the Year Award and the Business Engagement in Colleges Award at the 2026 Herald Education Awards.
- Film and Television lecturer Kim Beveridge was named a UK-wide finalist in the Pearson Lecturer of the Year Award, with the winner due to be announced in November 2026.
- Secured a prominent feature in The Herald on the College's new BA in Law.
- Launched the Ann Baxter Awards, enabling students to nominate staff members worthy of recognition. Amanda MacDonald, Sandra Ord and Bobby Wallace were the 2026 recipients.

Events

The College delivered a broad programme of recruitment, showcase, celebration and engagement events during the reporting period. Activity included:

- 6th May: New College Lanarkshire 'Make-up Live' event.
- 7th May: Italian Salumi Project event.
- 12th – 20th May: New College Lanarkshire recruitment Open Days
- 21st May: CAD Showcase.
- 2nd June: Women's Health Symposium.
- 3rd June: Men's Health Symposium.
- 5th June: Fellowship Ceremony for Michelle McManus.
- 11th June: Project SEARCH Celebration and NCL Animation Showcase.
- 4th – 7th August: Exam Results Day drop-in sessions and Clearing Days

A list of upcoming events taking place between September and December has also been attached.

Upcoming Events, September – November

1. Friday 18th September – Launch of the Scottish Institute of Dental Nursing Education
Main Hall & Dental Facilities, Coatbridge Campus, 11:30am
2. Friday 9th October – Brain Health Scotland event
Cumbernauld Campus Nursery, Time TBC
3. Friday 23rd October – Launch of NCL at UWS Lanarkshire Campus, Blantyre,
12:00pm
4. Friday 30th October – Better than 52 Autism Symposium, Park Street, Coatbridge
Campus, 10am
5. **Provisional:** Friday 13th November – Child Poverty Action Centre launch event,
Coatbridge Campus, Time TBC
6. Friday 27th & Saturday 28th November – NCL Graduations 2026,
Park Street, Coatbridge Campus, Times TBC