BOARD OF MANAGEMENT

People, Culture and Wellbeing Committee

Thursday 21 May 2026 at 5.00pm **Room K-TO-624, Kingsway Campus** (MS Teams option available)

Minute of the People, Culture and Wellbeing Committee meeting held on Thursday 21 May 2026 at 5.00pm, in Room K-TO-624, Kingsway Campus.

PRESENT:	Donald Mackenzie	Brian Mooney
	Brian Lawrie	Simon Hewitt
	Robert Young	Jenna Lawrence
	Carri Cussick	Robert Young

IN ATTENDANCE: Steven Taylor (Vice Principal Support Services and Operations)
Rachel Wall (Governance Professional)
Billy Grace (Head of Estates)
Laurie O'Donnell (Board Chair)

1. WELCOME

D MacKenzie welcomed everyone to the People, Culture and Wellbeing Committee meeting and welcomed Rachel Wall to her first meeting as Governance Professional.

2. APOLOGIES

Apologies received from Neil Lowden, Ronnie Donegan, Richard Gordon, Steve Oakley, Simon Hewitt and Julie Grace.

3. DECLARATIONS OF CONNECTION & INTEREST

There were no declarations of connection & interest.

4. MINUTE OF THE PREVIOUS MEETING

The minutes of the meeting held on 19 February 2026 were approved as an accurate record.

5. MATTERS ARISING

Matters arising were noted, with one item closed, one moved to be a full Board update and one item remaining to be completed. This would be reviewed over the summer period.

6. FINANCIAL SECURITY & SAVINGS UPDATE

S Taylor provided an update highlighting that the range of savings plans and changes outlined in the papers shared with the Board had now been implemented, with a small number of actions (including two remaining voluntary severance leavers) to be progressed prior to the end of the academic year.

S Taylor noted that the updated financial position would be discussed in detail at the Finance and Infrastructure Committee, with a close to break-even budget proposed for 2026/2027.

The focus over the recent period had been on the post savings work to ensure that services and teams were operating as effectively as they could following the reduction in staff and that work was prioritised and scaled down to match the available resources. It was noted that whilst this was progressing well, it was also a challenging process.

R Young asked about the staff mood around this and S Taylor noted that it was difficult but staff were engaged and finding solutions and different ways of working. It was noted that some of this would be covered under the Staff Engagement Survey item.

L O'Donnell highlighted the strain that the savings work had put on the senior Team and thanks them for their work on this. B Lawrie also noted the contribution to the savings exercise made by the HR team and asked that the thanks from the Committee be passed on. S Taylor welcomed this and noted that the team had also had some long-term absences whilst supporting the implementation of the savings plan and also whilst being impacted by savings themselves, making this a challenging period. **S Taylor to progress.**

It was noted that more financial details would be shared with the Finance and Infrastructure Committee and that an update would also be provided to the June Board Meeting.

7. PEOPLE, CULTURE & WELLBEING REPORT

S Taylor summarised the report, confirming the final picture in respect of the voluntary severance outcomes underpinning the savings plan. Progress around the delivery of teaching qualifications was noted and S Taylor noted the popularity of the salary sacrifice car scheme. This was noted with interest, particularly in respect of the inclusion of used electric vehicles as well as new and how this made it more affordable for many staff.

The Staff Awards on 25 June 2026 were highlighted and members were reminded that they were welcome to attend.

The series of employment law changes arising from the Employment Rights Act were noted and S Taylor confirmed that the updates to the probationary scheme for staff would be in place prior to the end of June 2026 so that the timeline aligned with the change to unfair dismissal rights coming into effect from January 2027.

7.1 Staff Development Day Evaluation

S Taylor summarised the evaluation of the All-Staff Development Day, noting that c450 staff attended 98 different CPD events and activities. The evaluation of the day was very positive (82% satisfied) with a number of useful items of feedback received that would be used to inform future events.

In response to questioning S Taylor noted that the attendance of 450 was very positive relative to the active headcount figure of c650 for the College and noted that a similar question has also been asked about the staff survey engagement.

B Mooney asked if Board members could be involved in future events and S Taylor noted that this would not be an issue.

The evaluation and arrangements were noted with interest.

The update was welcomed.

8. STAFF ENGAGEMENT SURVEY REPORT & UPDATE

The update report on the outcomes and actions arising from the Staff Engagement Survey was welcomed and S Taylor summarised the key points and metrics arising.

The timing of the survey (in close proximity to the savings plan) was noted and the impact on overall engagement highlighted. Despite this metric reducing by 5 points it was felt that overall engagement was surprisingly positive given the savings and job reductions that were necessary.

S Taylor outlined the benefits of using the 'Peachy Mondays' platform for the survey and B Mooney asked about the use of the anonymous conversation's functionality. S Taylor summarised this, noting that it gave the opportunity to do a deeper dive into scores that were higher or lower than average and noted that the system was also used extensively to support open communication with staff.

The survey areas scoring lowest were discussed and the arrangements / issues in respect of the current operation of the Staff Association were highlighted. The feedback around honest two way conversation was also picked up and C Cusick stated that this was probably a bit lower than she expected. S Taylor recognised this and stated that this was an area where further follow up work was being undertaken to better understand what information / communication staff wanted. It was noted that where the communication is seen as 'bad news' it would always be difficult for this to be communicated, but that the senior team were open to exploring this further and taking steps to seek to improve. This openness was welcomed.

The positive outcomes around team working and line management support were highlighted. Work to support the further discussion and engagement of survey feedback at individual Team level was discussed, with this supported through the People Team as appropriate and Teams identifying what their individual issues were and what steps may be needed to improve or enhance practice.

S Taylor noted the richness of data within the survey and the ability to drill into this using a number of different criteria, such as length of service, campus, gender etc.

S Taylor noted that a query had been raised by R Donegan in terms of the overall response rate and S Taylor stated that there had been a small increase from 2024 but the percentage is skewed by the number of staff we have that are not in College all year. Examples were given where some staff only deliver in semester 1 and it was noted that the total headcount includes a significant number of scribe/reader staff who work on a very ad hoc basis to support student assessment arrangements. S Taylor stated that we invite all staff to participate in the survey irrespective of contract type but can see the variance in participation rates in teams where there are larger numbers of staff on contracts like these. The survey went out to 862 staff, but our active headcount c 650. Using this figure would give a 74.5% response rate.

The survey update and steps being taken was noted.

9. NATIONAL BARGAINING UPDATE

S Taylor summarised the report stating that negotiations with EIS/FELA were progressing and progress being made on both sides. It was hoped that a three year settlement would be possible but this was not yet confirmed.

Other developments including continued slow progress around Job Evaluation were noted with interest.

10. STRATEGIC RISK REGISTER

No changes were proposed to the strategic risk register, but it was suggested that reference to the Staff Survey be included under risk 3.12. This was agreed and the Risk Register approved. **S Taylor to progress.**

B Mooney asked how often the Strategic Risk Register was reviewed and updated and it was confirmed that this was quarterly.

11. HR METRICS

S Taylor highlighted the report and noted the reduction in staff numbers. C Cusick sought clarification in respect of the gender pay gap and S Taylor confirmed that the figure was the median gap between male and female earnings.

The need to improve the level of equalities data held was noted and S Taylor confirmed that this would be looked at.

S Taylor noted the slight warning in respect of the absence figures as the enumerator and denominator within the calculation were not fully comparable given the number of staff that had left during the previous quarter. This, and the metrics report, were noted.

12. MEETING MINUTES/UPDATES

The Committee noted the Health, Safety and wellbeing Committee minute and R Young stated that the issues in respect of First Aid were well recognised. B Grace noted that arrangements had improved and that a short life working group was working on further enhancements.

13. AOCB

C Cusick noted the confirmed appointment of a Scottish Government Minister for the sector and it was confirmed that this was the same Minister (Ben Macpherson) as pre-election, but that their portfolio had been expanded to include innovation.

D Mackenzie noted significant national discussions around the impact of Artificial Intelligence on staff roles and organisational development. This was discussed, including the data and governance issues surrounding the use of AI. It was suggested that this may be a future topic for a Board development session. **L O'Donnell to progress.**

14. DATE OF NEXT MEETING

Thursday 3 September 2026 at 5.00pm in K-TO-624, Kingsway Campus

Action Point Summary		
Action	**Responsibility**	**Date**
Thank you from the PC&W Committee to be passed to the People Team	S Taylor	31 May 2026
Amendment to be made to risk 3.12 and passed to the A&R Committee for consideration/approval	S Taylor	2 June 2026
Board Development session on AI to be considered	L O'Donnell	29 September 2026