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Regional Board Report

BORDERS COLLEGE REGIONAL BOARD

Subject: Board Member Reviews: Consolidated Report of Members Recommended Development Actions	**Purpose:** **For Approval** ☐ **For Discussion** ☐ **For Information** ☒
Prepared by: Ray McCowan	**Date of Committee:** 9 March 2023

Purpose: To provide Members with feedback from those Reviews which have already been carried out and to condense the suggestions and ideas resulting from them.

Executive Summary:

Following the first tranche of Board Member reviews it was agreed that comments and proposed actions would be consolidated and shared across the whole of Board. The second tranche of reviews will be carried out before the end of the academic year.

Key items:

See attached paper.

Questions that Members should ask themselves when reading the paper:

- For those five colleagues whose feedback contributed to the sections below, does this paper adequately capture the feedback you provided or is there anything missing? Can you see your individual contribution reflected in this paper?
- For those Board members who were not reviewed at this time, are they in broad agreement with the recommended actions and is there anything that should be added?

Linked to Strategic Ambition(s):
Take a leading role in enabling an inclusive, resilient and sustainable Scotland

Create high quality learning and training opportunities which are relevant, enabling and flexible

Performance Measures:
Recogise nationally as a progressive organisation

Recognised as national leaders in sustainable practice

Linked to Strategic Risk Register:
4b - Governance
Choose an item.

Recommendation: Members note the report.	
Previous Committee Approvals: No	
For publication ☒	**Not for publication** ☐ **If not, why not?**

Board Meeting Report: Board Member Reviews: Consolidated Report of Members Recommended Development Actions

9 March 2023

Introduction

As part of the annual review process with Board members, the Chair had agreed with the SIM [as part of his own development plan] to explore with Board members any development actions they might recommend. Several areas for possible development had been highlighted by both the Chairs own self-evaluation and in feedback from the Board via the SIM. It was agreed these areas would be explored in more detail during each individual Board members review meeting. Broadly the areas to be covered were:

- Gaining a better understanding of the Borders Region and development of key contacts/networking; and

- The business of the Board and improving its efficiency and effectiveness.

Outlined in the sections below is an anonymised consolidation of the feedback received across the five Board member reviews that have taken place in January and early February 2023. Board members are asked to consider the following:

- For those five colleagues whose feedback contributed to the sections below, does this paper adequately capture the feedback you provided or is there anything missing? Can you see your individual contribution reflected in this paper?

- For those Board members who were not reviewed at this time, are they in broad agreement with the recommended actions and is there anything that should be added?

Gaining a Better Understanding of the Region/Key Networking Contacts

Actions and contacts suggested as follows:

1. In the first instance link up with Jane Grant to ensure that any external networking complements and adds value to the College's current engagement activities.

2. Subject to the point above, aim to meet the following people/organisations:

    - The Chief Executive and HR Lead for Eildon Housing Association
    - The Chair or CEO of the Council and NHS Borders
    - Meet CEO of the Enduro Sports Organisation re cycling innovation broadcast media and event management
    - Develop closer relationships between the Principal and Chair of Borders College and the Pro Vice Chancellor of Edinburgh Napier University regards Mountain Bike Innovation Centre
    - Visit Kyowa Karin as a medium sized Borders employer but has limited engagement with the College
    - There are lots of female role models in senior positions across the Borders. Develop contacts there and ask for their support in promoting opportunities for women in business in the Borders and potentially mentoring or supporting current students
    - Develop closer relationships with the Third Sector Interface

Improving the Efficiency and Effectiveness of the Board

1. Create informal opportunities for the Board and Executive Team to interact and get to know one another better. This would also serve to better integrate new Board members. Beyond creating opportunities via Board, Sub Committees and the Development Days, perhaps hold once or twice-yearly social opportunities. An end of year dinner in the College restaurant this summer perhaps?

2. In order to ensure that all Sub Committees are and will always be quorate, establish a pool of two or three reserves for each Sub Committee that can be called upon if a substantive member indicates they will be unable to attend.

3. Rotate meetings across the College estate and create opportunities in each campus to meet with staff and students.

4. Find other forums to capture the student voice out with the Board meetings or create opportunities for students to attend Board meetings even if they are not Board members.

5. The Board need to be more aware of how Global Citizenship is being embedded in practice and the impacts it having across the College for students and staff.

6. Learning for Leading needs to be more effective. Specifically:

   - The activity takes place but there is no sharing of Board member experiences, discussion of findings or dissemination of actions that could be carried forward; and
   - The visits are too open ended and will inevitably be hugely variable and different between Board members. Should there not be a minimal level of structure or themes for these meetings [perhaps linked to the College strategies] that are common to all visits?

7. The format of Board reports has improved but there needs to be more focus or attention given to the impact assessment sections of the template. In a number of cases they are often blank or contain very limited information.

8. The reports presented to Board are generally very positive and provide evidence of a strong College. While this is welcome the Board would like to know what is not working so well, the level of risk this presents, how this is being managed and actively contribute to any solution. In short, be more aware of and involved in what the Executive Team may not want Board to know!!