G

REGIONAL BOARD REPORT

Subject: Principal's Report	**Purpose:** **For Approval** ☐ **For Discussion** ☒ **For Information** ☐
Prepared by: Angela Cox	**Date: 27/4/17**

Purpose: To provide the Board with information on key issues not covered by the Board Agenda.

Executive Summary:

This board report provides updates and information on:

Student Survey results
LANTRA Awards
Adult Learner Awards
STAR Awards
College Conversations
National Bargaining/EIS Ballot for strike action
Current performance against our target performance indicators

Recommendation:
Board are asked to note the paper and request any further verbal updates at the meeting.

Previous Committee Approvals:
None

For publication ☒	**For publication with redactions** ☐	**Not for publication** ☐

Signed:

Author **Principal**

Principals update report – April 2017

Student Survey Results

National SSES Survey results (attached) show that Borders students overall satisfaction with their college experience is above the Scotland average for full and part time students. 93.2% (90%)full time and 95% (93%) part time. The college is above the national average in the majority of other categories apart from how much influence the Student Association has in making changes for the better at 39.1% (59.2%) satisfaction rate for full time and 38.5% (60%) for part time students. On a similar theme, we fared less well when students were asked if their suggestions were taken seriously with only 68.4% full time students agreeing compared to 74%. 76.9% of full time students felt they were treated equally and fairly by staff compared to 81.9% nationally. Increasing the profile of the Student Association and learner voice continues to be a focus with students recently involved in voting for their STAR teaching and support staff members, a Student Association organised question time with the Principal along with the Principal spending time shadowing students in each pillar to experience 'a day in the life of..' a student are few of the current activities as well as improvements made in developing the student representative and council structures at the start of this academic year. In terms of students being treated fairly, it is difficult to identify if this is in one area or across the college. Building the opportunity for students to influence and shape our thinking and empowering them to feedback where they believe there is in inequally will reduce the gap in future years. We have also taken steps to ensure we can identify curriculum areas in this year's survey capture so that similar concerns can be drilled down to specific areas.

LANTRA Awards

The college continues to gain national recognition for the excellent skills development in Land based Studies with three students recently winning LANTRA Scotland Land-based and Aquaculture Learner of the year awards. Cherise Halliburton, now studying SVQ 3 in Horse Care, was voted best Level 2 student, Karla Purves, also studying SVQ3 in Horse Care was the runner up and Mathew Douglas won the Council for Awards of Agricultural Societies Award (CARAS). The students attended a gala dinner in Dumblane hosted by TV presenter Adam Henson.

Adult Learner Awards

On 23rd March six current and former Borders college students, along with our Access students who run the Newtown Community Café Group, were recognised at the Borders Region Adult Learner Awards. The overall winner on the night was Rachel Treeby who is currently studying Higher Child, Health and Social Care and hopes to become a nurse. Rachel talked about how returning to college turned her life around from a troubled past and recognised the commitment and skill of her teachers. The other winners are mentioned below and we now wait to see if we have been shortlisted in the national finals.

Jamie Hynd is completing a National 5/Higher Child, Health and Social Care course at Borders College.

Scott Weir started at Borders College three years ago to study Business and Administration and has completed the SVQ Healthcare (Clinical) Level 7 Programme in Oct 2016 at Borders College.

Megan Bilsland overcame her disability and through the support of Borders college qualified shampooist and assistant at Aquarius Hair Design in Earlston and is now a permanent team member.

Miranda Whellans joined the Healthy Living Network team of volunteers in November 2015 after a two week placement on the “Catering for Life Programme” at Borders College

Newtown Community Café Group – Five young people from the Borders College Access to Independence course began the Community Café in Newtown in October 2016. The students learned how to travel to a new part of the Borders and then how prepare food in a new kitchen.

STAR Awards

Building on the success of previous staff recognition events and responding to feedback from staff about more regular and inclusive staff recognition, we held our STAR Award ceremony and staff buffet lunch before Easter. We had over 260 staff and 160 students vote for their STAR. The results are as follows:

- Top Team – Anne Campbell, Lucy Cooper and Lauren Hamilton (Reception)
- Just because… Bruce Winwood
- For the most helpful individual – Dave McLear
- Individual who has driven/adopted the use of ISLT to enhance the student experience – Simon Watson
- Individual who has drive/adopted an innovative approach to enhance the student experience – Dave Black
- Individual who goes above and beyond to support our students to be successful – Sam Anderson
- Award for Outstanding teacher (student vote) – Niall Campbell
- Award for Outstanding Support and Encouragement (student vote) – Simon Watson
- Special award for the use of Yammer – Liam Thomson

The staff working group who agreed the new approach are meeting on 3rd May having gathered feedback from their peers to agree next steps.

College conversations

SMT have now met with all college staff across 22 meetings to gain feedback and ideas regarding our priorities moving forward. These were proposed by SMT in a number of staff presentations and were:

- Significantly reduce our student withdrawals
- Ensure our infrastructures are responsive, adaptable and provide efficiencies
- Maintain our good reputation within the sector by responding to the new quality review
- Continue to deliver a balanced budget and increase alternative income streams to ensure our sustainability
- Continue to respond to the needs of our local community
- Continue to lobby and influence national and local policies.

This generated over 230 ideas/suggestions which CMT will discuss and prioritise at a strategic planning day on 10th May. We will then feedback to staff which projects we will be progressing in the short and medium term.

National Bargaining/EIS Strike action

National Bargaining has been dominated by EIS and their ballot to strike. The EIS stated that 2,622 (96.4%) of the valid vote) voted yes. The Colleges Scotland Employers’ Association estimates this to be 57% of the total EIS membership.

On Tuesday 11 April 2017, EIS confirmed the dates that members will be asked to undertake a programme of discontinuous strike action. The advised dates are as follows:

- Thursday 27 April 2017
- Wednesday 3 May 2017
- Tuesday 9 May and Thursday 11 May 2017
- Tuesday 16 May and Wednesday 17 May 2017
- Tuesday 23 May, Wednesday 24 May and Thursday 25 May 2017
- Tuesday 30 May, Wednesday 31 May and Thursday 1 June 2017.

Employers Association met on 18 April 2017 with Shirley-Anne Somerville MSP, Minister for Further Education, Higher Education and Science. The key points to note from the meeting are:

☐ The Minister has again confirmed that it is not the intention of the Scottish Government to intervene in the current dispute and subsequent strike action planned by the EIS.

☐ The Minister has asked that the Employers' Association keep her appraised of any significant developments in the negotiation process.

To continue to show good faith, the management side will continue to engage directly with the EIS with a view to arriving at a negotiated settlement. National Joint Negotiating Committee meetings are planned for Thursday 20 April 2017, and if required will meet again on Tuesday 25 April 2017.

At the NJNC – Side Table (Lecturing) meeting on Thursday 16 March 2017 and in line with the Dispute Resolution Procedures set out in the National Recognition and Procedures Agreement (NRPA), the side table incorporated a third dispute meeting. There was no change in either sides previously stated positions regarding the link of pay to changes of terms and conditions.

The NJNC continue to focus on four key areas. These can be summarised as:

1. Working Hours
2. Annual Leave
3. Salary Conservation
4. Transfer to permanency

The following table sets out the current management side interpretation of the EIS negotiating position at the end of the meeting on Thursday 16 March 2017:

Management Side Interpretation of the EIS Position
1. Up to 24 hours class contact per week comprising of: a) 21 Hours class contact b) up to 3 hours CPD c) up to 3 hours cover for short term exceptional circumstances e) Maximum class contact in 4 week period will be 92 Hours f) Annualised hours of up to 840

2.	66 days annual leave for both unpromoted and promoted (no movement)
3.	Lifetime conservation of salary
4.	Prepared to consider discussions around 2 years, with a review period

The Principal has written to every member of staff ahead of the EIS ballot outlining a balanced assessment of the current situation and reassuring them that we continue to seek a resolution to the EIS dispute. All MP/MEPs have also been written to explaining the current position. Both staff and MP/MEPs were invited to have a more detailed discussion with the Principal. No one has taken up this opportunity to date. Another communication for staff is currently being prepared and CMT will be working to minimise the impact of any strike action on our student experience.

NJNC SUPPORT STAFF 2017/8 PAY CLAIM

The key asks in the 2017 national collective bargaining claim comprises of the elements below. The employers association agreed that we would comply with Public Sector Pay Policy in 2017/18 which is 1%. No further update has been provided from the Employers Association on the support staff claim.

a) £1000 consolidated flat rate pay rise for all staff. (the Employers have previously committed to the principle of 'flat-rate' settlement for all) w.e.f. 1 April 2017

b) Application of the revised Living Wage rate in Scotland of £8.45 from 1 April 2017. Achievement of Living Wage accreditation for all colleges, (within a revised agreed timescale, as per the 2015/6 Pay agreement)

c) Agreement of pay provisions relating to Unsocial Hours Working, Shift Working, Standby and on call arrangements to provide for flexible working, w.e.f. 1 April 2017

d) Agreement of a standard overtime rate of time and a half for all hours worked beyond 35 hours (Monday to Saturday to 6pm) ; double time for overtime Saturday after 6pm, on a Sunday or Public Holiday (plus a day of in lieu for the latter), w.e.f. 1 April 2017

e) Agreement of a consolidated package 49 annual leave and public (fixed) holidays (as per earlier NJNC commitments); 50 days in a leap year (with no detriment) . Up to two days unconsolidated in 2017/8 for those colleges which do not benefit from the final harmonisation agreement

f) Agreement on the 'scope ' of the NJNC to cover the entire FE workforce, up to and including Principals, from this pay round, w.e.f. 1 April 2017

g) Any future Grading Model for Support Staff to be effective for payment purposes from 1 April 2017 for those upgraded; such an agreement will also be based on the principle of no individual detriment

Current Performance Indicators – April 2017

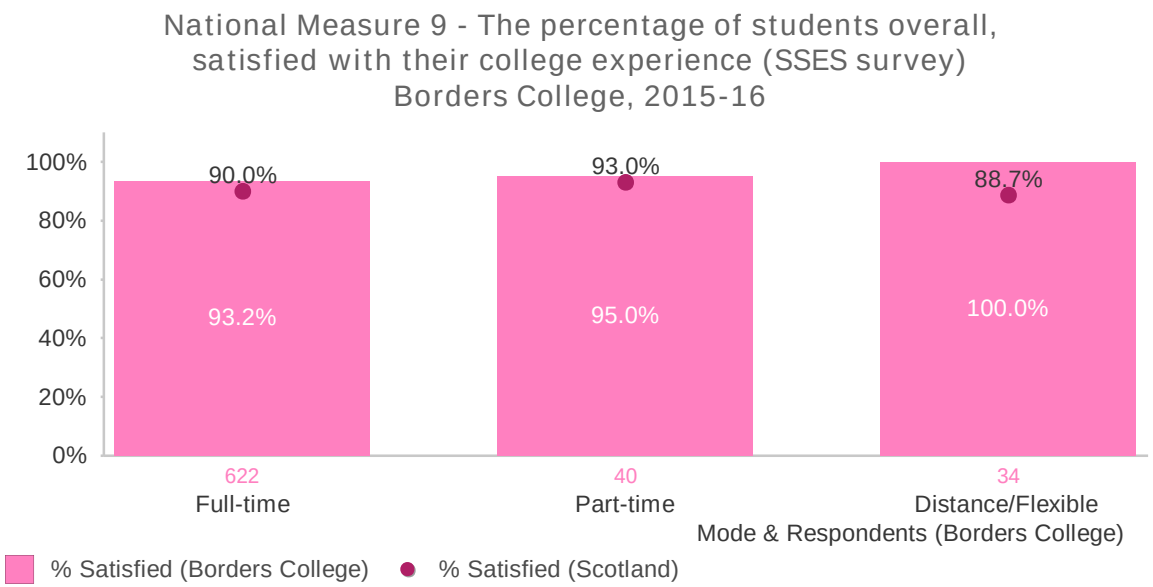
SFC Credits remain slightly under the end of year target but we remain confident that the target will be reached. BDU still has a significant amount of planned activity to be included and curriculum continue to maximise plus one activity currently being delivered but not currently counting towards credits.

Retention remains a concern but much closer monitoring and reporting of attendance have seen attendance improve before Easter from 76% to 84%. This focus remains and also now student progress to ensure achievement is secured.

Academic Year 2016-17		Sector Average 15/16	**College Target 16/17**	**Actual 16/17**
Activity Levels				
KPI 1	SFC Credit Target		25095	24869
Learner Success				12/04/2017
KPI 3	Early Withdrawal %			
	FEFT	9.0	6.5	7.2
	HEFT	4.6	4	5.1
	FEPT	3.1	8	3.6
	HEPT	2.9	4	3.3
	Further Withdrawal %			
	FEFT	16.5	15.5	13.9
	HEFT	12.6	14	11.2
	FEPT	6.1	4	4.6
	HEPT	6.1	9	6.9
	Partial Success%			
	FEFT	9.0	8	0
	HEFT	10.6	7	0
	FEPT	16.4	13	0.4
	HEPT	12.2	8	0

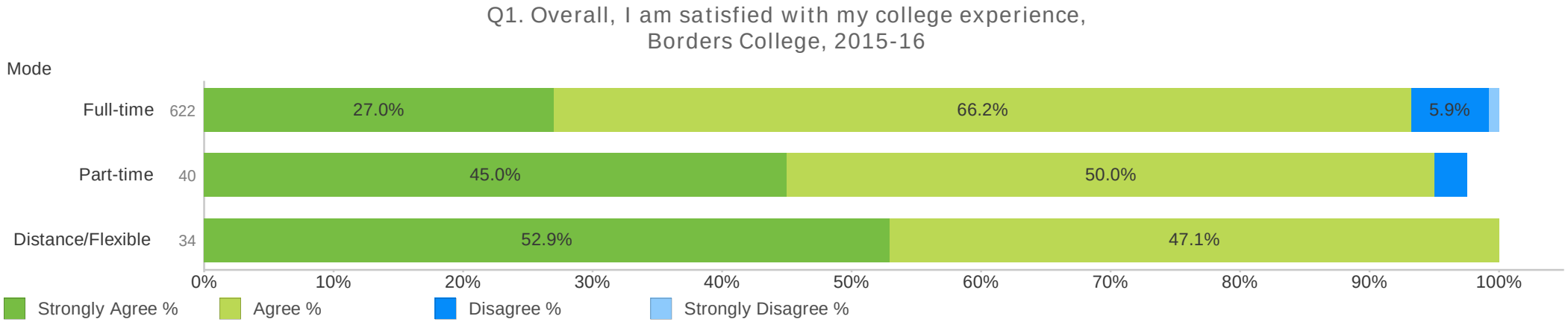
	Learner Success %			
	FEFT	65.5	70	0
	HEFT	72.1	75	0
	FEPT	74.3	75	35.1
	HEPT	78.8	79	31.5
Workforce				
KPI 13	% of Permanent teaching Staff with Teaching Qualification		100%	97%
Sustainability AS AT CLOSE OF MONTH (Mar 2017)				
KPI 17	Non-SFC Income as a % of turnover		27%	26%
KPI 18	Staff Costs as a % of turnover		67%	73%

National Measure 9 - The percentage of students overall, satisfied with their college experience (SSES survey)



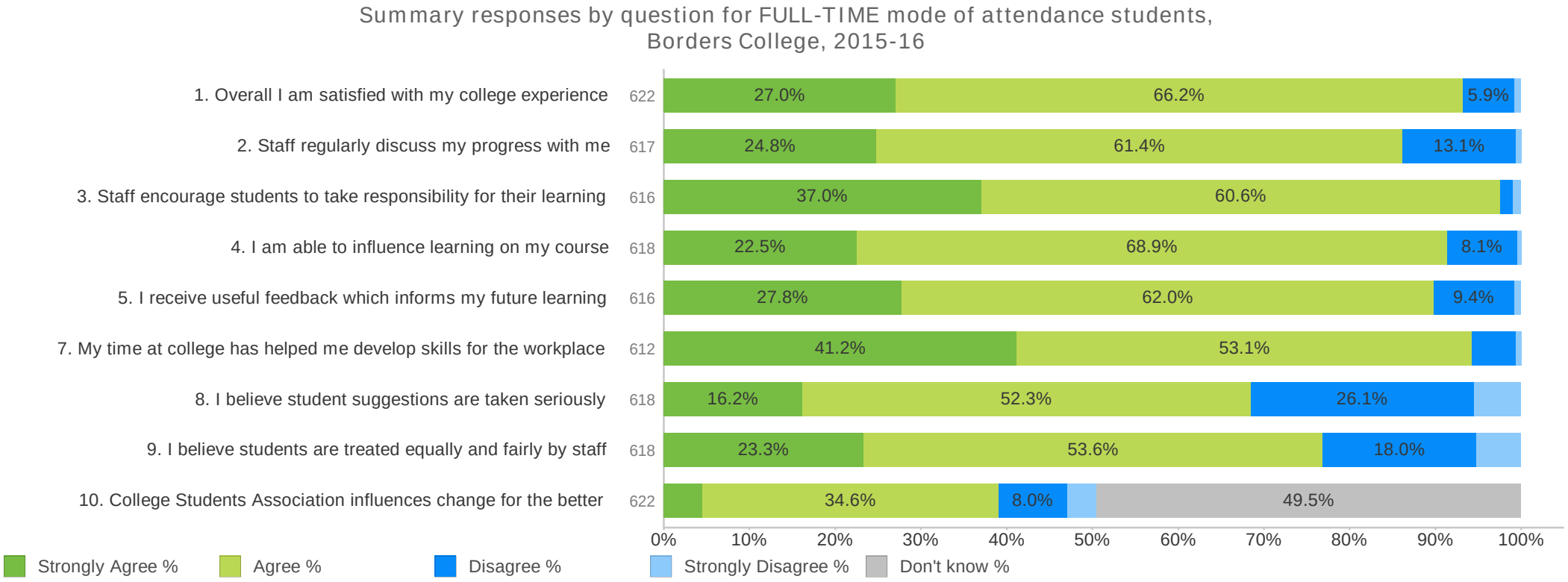
Region	Mode	Full-time	Part-time	Distance/Flexible
Landbased		97.8%	89.3%	100.0%
Highlands & Islands		95.3%	95.0%	-
Tayside		94.9%	97.4%	76.9%
Forth Valley		94.8%	95.6%	93.8%
Ayrshire		94.1%	89.5%	75.0%
Borders		93.2%	95.0%	100.0%
West Lothian		92.2%	-	-
Aberdeen and Aberdeenshire		91.6%	83.2%	80.0%
West		90.1%	92.3%	83.5%
Dumfries & Galloway		89.8%	92.9%	100.0%
Fife		88.6%	88.0%	75.0%
Glasgow		88.5%	94.5%	100.0%
Lanarkshire		88.3%	92.5%	94.4%
Edinburgh		80.9%	88.6%	-
Scotland		90.0%	93.0%	88.7%

NOTE - When looking at satisfaction by region or college there may be an issue with small numbers of respondents. With small numbers, small differences will show up as large proportional changes so the percentage figures are open to misinterpretation.



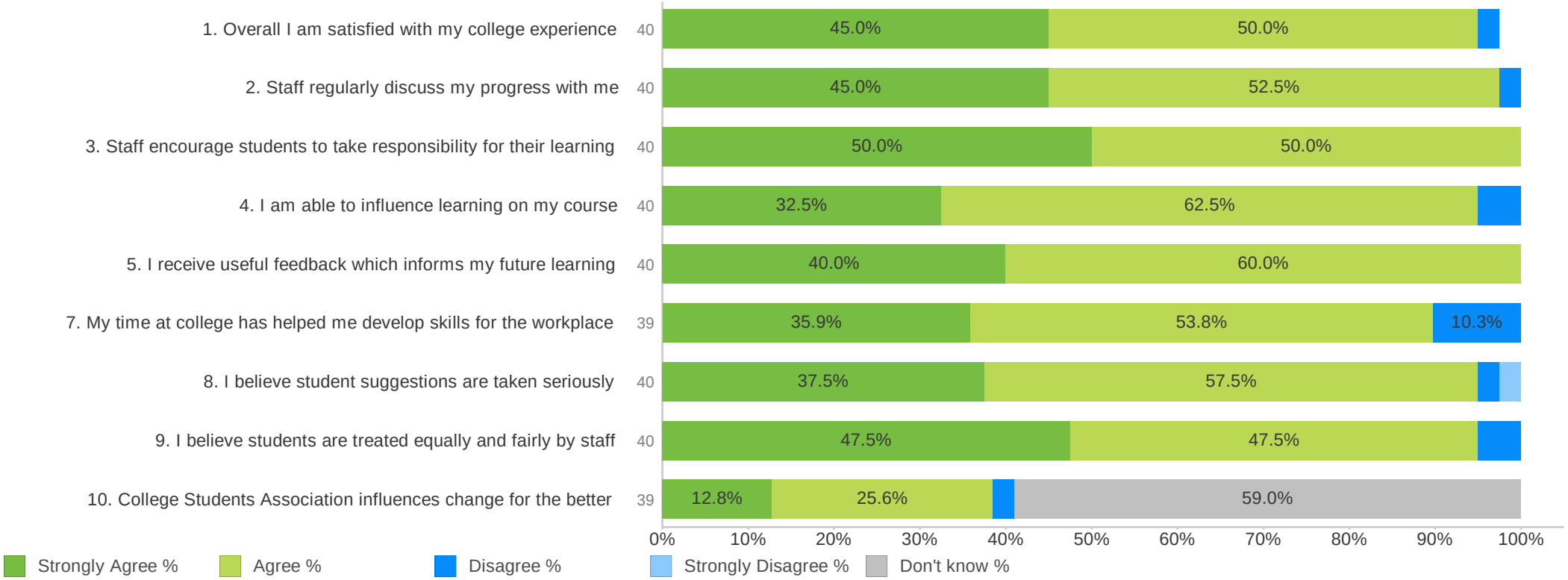
Mode	Strongly Agree %	Strongly Agree #	Agree %	Agree #	Disagree %	Disagree #	Strongly Disagree %	Strongly Disagree #	Respondents
Full-time	27.0%	168	66.2%	412	5.9%	37	0.8%	5	622
Part-time	45.0%	18	50.0%	20	2.5%	1	0.0%	0	40
Distance/Flexible	52.9%	18	47.1%	16	0.0%	0	0.0%	0	34

SSES breakdown by question and mode



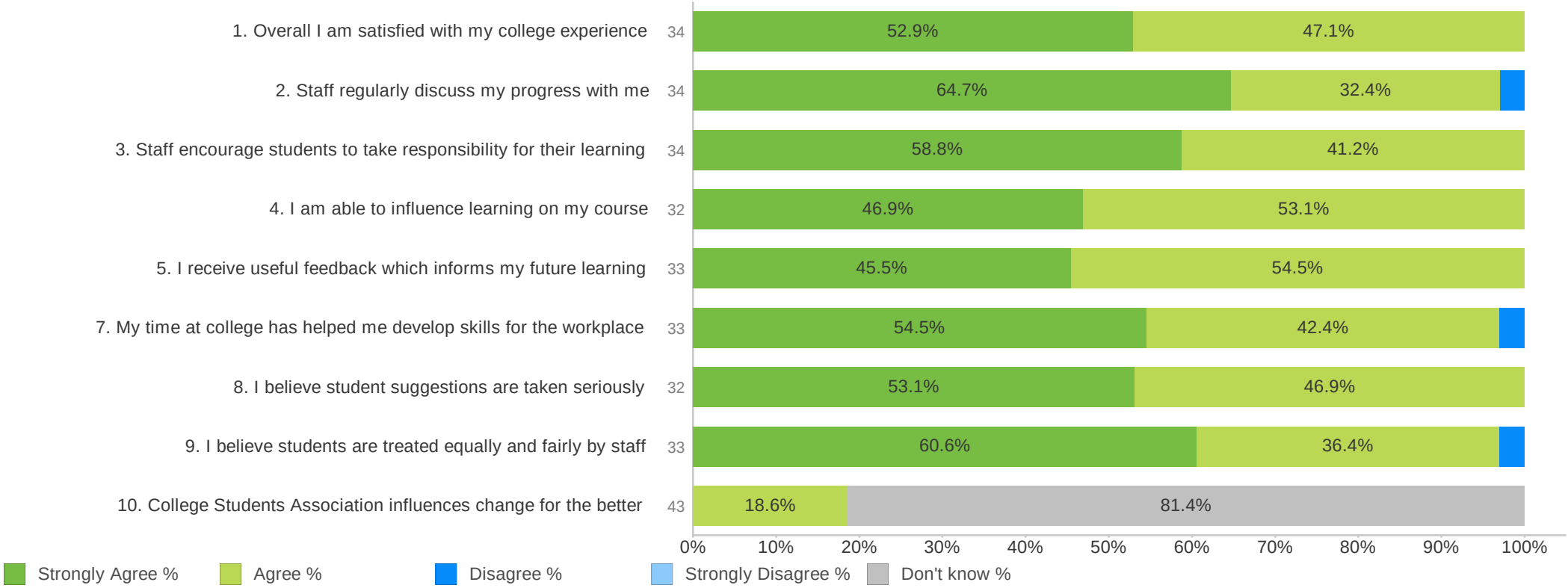
Question	Strongly Agree %	Strongly Agree #	Agree %	Agree #	Disagree %	Disagree #	Strongly Disagree %	Strongly Disagree #	Don't know %	Don't know #	Respondents
1. Overall I am satisfied with my college experience	27.0%	168	66.2%	412	5.9%	37	0.8%	5	0.0%	0	622
2. Staff regularly discuss my progress with me	24.8%	153	61.4%	379	13.1%	81	0.6%	4	0.0%	0	617
3. Staff encourage students to take responsibility for their learning	37.0%	228	60.6%	373	1.5%	9	1.0%	6	0.0%	0	616
4. I am able to influence learning on my course	22.5%	139	68.9%	426	8.1%	50	0.5%	3	0.0%	0	618
5. I receive useful feedback which informs my future learning	27.8%	171	62.0%	382	9.4%	58	0.8%	5	0.0%	0	616
7. My time at college has helped me develop skills for the workpl…	41.2%	252	53.1%	325	5.1%	31	0.7%	4	0.0%	0	612
8. I believe student suggestions are taken seriously	16.2%	100	52.3%	323	26.1%	161	5.5%	34	0.0%	0	618
9. I believe students are treated equally and fairly by staff	23.3%	144	53.6%	331	18.0%	111	5.2%	32	0.0%	0	618
10. College Students Association influences change for the better	4.5%	28	34.6%	215	8.0%	50	3.4%	21	49.5%	308	622

Summary responses by question for PART-TIME mode of attendance students, Borders College, 2015-16



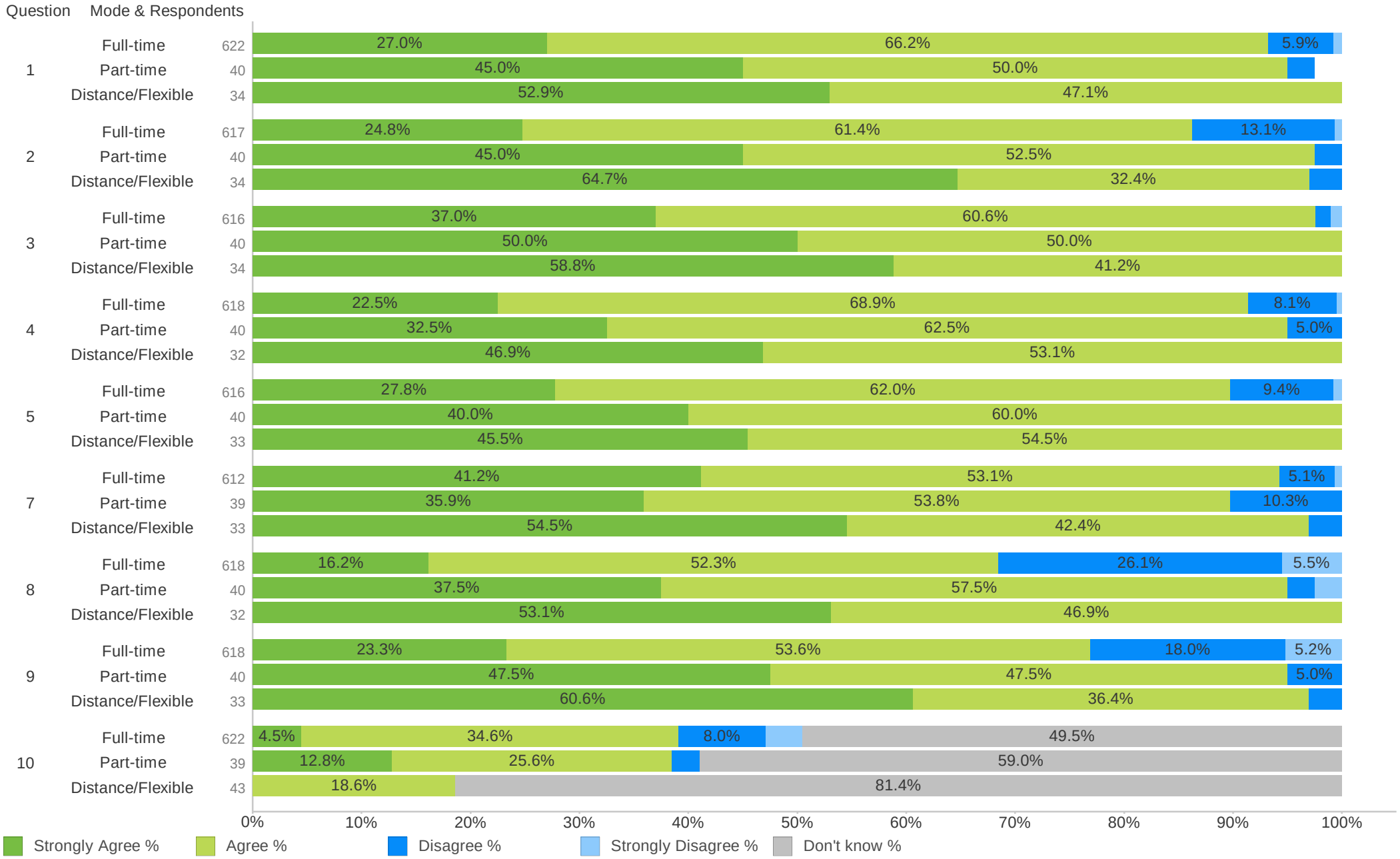
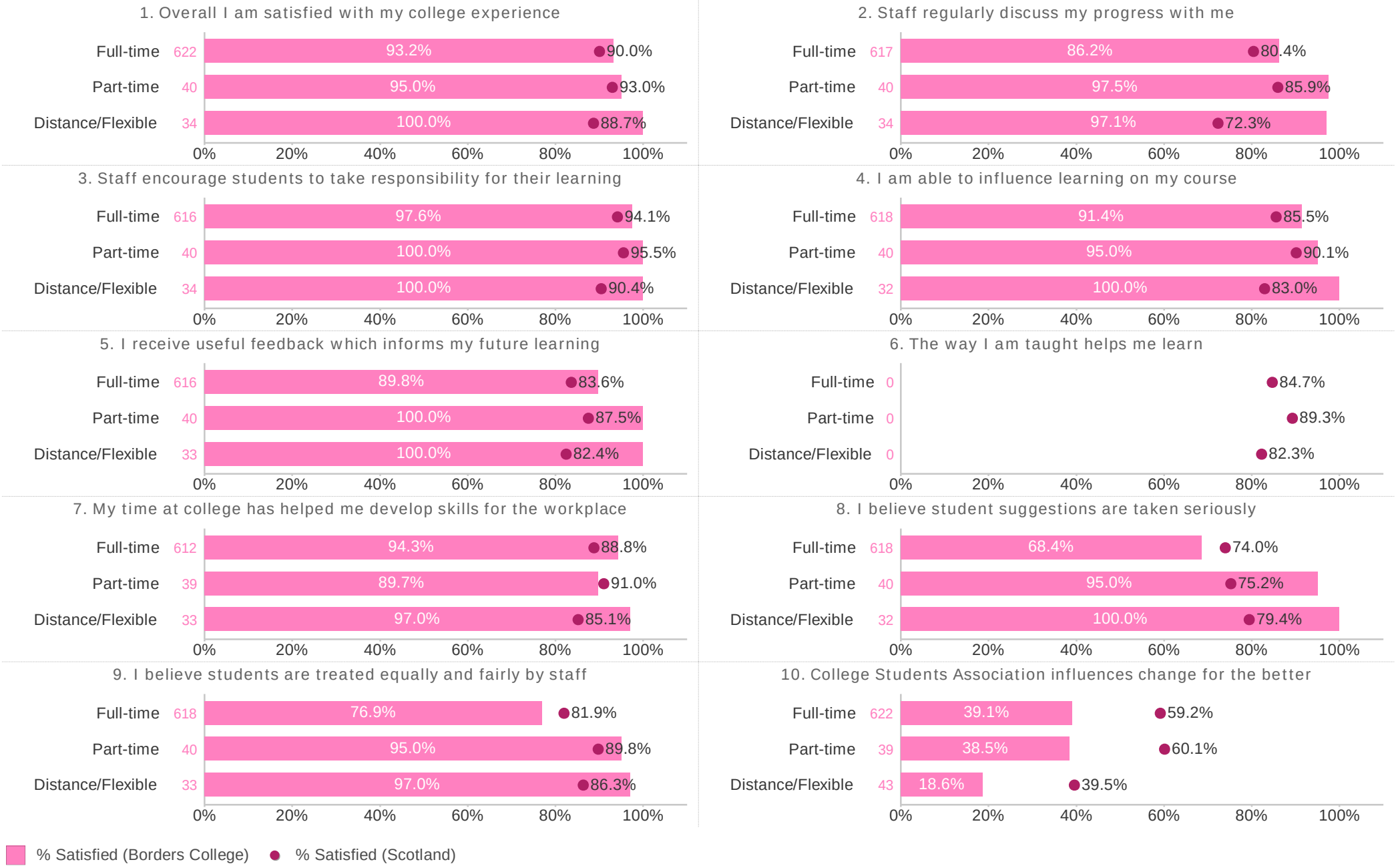
Question	Strongly Agree %	Strongly Agree #	Agree %	Agree #	Disagree %	Disagree #	Strongly Disagree %	Strongly Disagree #	Don't know %	Don't know #	Respondents
1. Overall I am satisfied with my college experience	45.0%	18	50.0%	20	2.5%	1	0.0%	0	0.0%	0	40
2. Staff regularly discuss my progress with me	45.0%	18	52.5%	21	2.5%	1	0.0%	0	0.0%	0	40
3. Staff encourage students to take responsibility for their learning	50.0%	20	50.0%	20	0.0%	0	0.0%	0	0.0%	0	40
4. I am able to influence learning on my course	32.5%	13	62.5%	25	5.0%	2	0.0%	0	0.0%	0	40
5. I receive useful feedback which informs my future learning	40.0%	16	60.0%	24	0.0%	0	0.0%	0	0.0%	0	40
7. My time at college has helped me develop skills for the workplace	35.9%	14	53.8%	21	10.3%	4	0.0%	0	0.0%	0	39
8. I believe student suggestions are taken seriously	37.5%	15	57.5%	23	2.5%	1	2.5%	1	0.0%	0	40
9. I believe students are treated equally and fairly by staff	47.5%	19	47.5%	19	5.0%	2	0.0%	0	0.0%	0	40
10. College Students Association influences change for the better	12.8%	5	25.6%	10	2.6%	1	0.0%	0	59.0%	23	39

Summary responses by question for DISTANCE/ FLEXIBLE mode of attendance students, Borders College, 2015-16



Question	Strongly Agree %	Strongly Agree #	Agree %	Agree #	Disagree %	Disagree #	Strongly Disagree %	Strongly Disagree #	Don't know %	Don't know #	Respondents
1. Overall I am satisfied with my college experience	52.9%	18	47.1%	16	0.0%	0	0.0%	0	0.0%	0	34
2. Staff regularly discuss my progress with me	64.7%	22	32.4%	11	2.9%	1	0.0%	0	0.0%	0	34
3. Staff encourage students to take responsibility for their learning	58.8%	20	41.2%	14	0.0%	0	0.0%	0	0.0%	0	34
4. I am able to influence learning on my course	46.9%	15	53.1%	17	0.0%	0	0.0%	0	0.0%	0	32
5. I receive useful feedback which informs my future learning	45.5%	15	54.5%	18	0.0%	0	0.0%	0	0.0%	0	33
7. My time at college has helped me develop skills for the workplace	54.5%	18	42.4%	14	3.0%	1	0.0%	0	0.0%	0	33
8. I believe student suggestions are taken seriously	53.1%	17	46.9%	15	0.0%	0	0.0%	0	0.0%	0	32
9. I believe students are treated equally and fairly by staff	60.6%	20	36.4%	12	3.0%	1	0.0%	0	0.0%	0	33
10. College Students Association influences change for the better	0.0%	0	18.6%	8	0.0%	0	0.0%	0	81.4%	35	43

Summary responses by question and mode of attendance
Borders College, 2015-16



The percentage of students satisfied compared to Scotland
Borders College, 2015-16