

Board of Management Student, Staff and Equalities Committee

Date of Meeting	Wednesday 31 January 2018
Paper No.	SSEC2-D
Agenda Item	7
Subject of Paper	Organisational Development Update
FOISA Status	Disclosable
Primary Contact	Douglas Dickson, Performance and Improvement Director
Date of production	January 2018
Action	For noting

1. Recommendations

Committee Members are asked to note the contents of this report and are invited to participate in the College's One City event on the 22nd June 2018.

2. Purpose of report

This report provides an overview of Organisation Development (OD) activity for academic year 2017/18.

3. Context and Discussion

(A) Current OD Projects

The OD team priorities for academic year 2017/18 include:

- Re-launching mandatory training - Prevent (e- learning module, in person workshop and documentary – drama developed), Safeguarding (e - learning module *under construction*), Corporate Parenting (e- learning module *under construction*) and GDPR (e - learning module and in person workshop *under construction*)
- Enhancing College integration arrangements for staff at every level through the use of digital content.
- Scoping developmental pathways for staff aligned to the 'Employee Journey'. These will be devised as 'continuums' to ensure colleagues are able to continuously learn, develop and grow within role.
- Preparing to incorporate a new learning and development record system (as part of the new HR/Payroll system)
- Revising the Personal Development Review System
- Preparing for Investors in People (revised standard) assessment in partnership with Human Resources.
- Implementing actions from the Staff Survey in collaboration with HR.
- One City 2018 on the 22nd June 2018

(B) Teaching Training and Pre-service Training

The OD Team is currently supporting 16 staff and 6 pre service students through Teaching Qualification in Further Education (TQFE) with our partner institutions Universities of Dundee and Stirling.

The team is responsible for ensuring all TQFE students are assigned a mentor and manage all classroom observation activity in partnership with students, relevant Faculties and Universities.

OD continues to support delivery of the Professional Development Award (**PDA**) Teaching in Scotland's Colleges. Two programmes are being supported during academic term one concluding in January (**8 participants**) and one scheduled to commence in February (**21 participants**).

OD is in discussion with Stirling University about targeted pre-service placements. This would involve targeting specific industries within which the College has 'hard to fill' lecturer roles exist.

(C) Enhancement of Qualifications

In helping translate the principles of the College purpose and way to actual practice the OD Department 'ring-fence' approximately 10% of its annual budget and allocate funds to support a range of enhanced qualification programmes. Currently **24 colleagues** are being supported through qualification programmes ranging from HNC to PhD. This enhancement leads to an improvement of the student experience and also contributes to the College's ambitions for TDAP.

(D) Supporting Corporate Development Agenda

OD representatives have been working closely with Corporate Development colleagues -

- **Future Workforce Development Fund:**
 - Members of the OD team have provided consultative assistance to College Business Development Officers and representatives from fund applicant organisations around subjects such as of learning need analysis and broader workforce development.
 - Helping develop proposals and presenting these to potential fund applicants.
 - Facilitating some short delivery inputs to successful applicant organisations.

(E) Team Development

OD continues to provide support to teams across College –

- Providing coaching and other facilitated support to the World Skills Academy
 - 9 colleagues have achieved CMI Level 5 (QCF) Certificate in Coaching and Mentoring and 9 are currently undertaking the programme
- Developing teaching staff delivering SVQ qualifications in their transitional to a new digital delivery platform.
- Providing 'lunch and learn' sessions
- On-going development for Student Executive and Student Engagement team
- On-going development of Infrastructure staff in relation to Safety, Security and dealing with challenging situations.
- Working with Faculty of Building, Engineering and Energy lecturers on professional ethics and change management.
- Working with Faculty of Nautical Studies lecturers on adaptive teaching practice and managing group dynamics.

- Working with Faculties of Nautical, Building, Engineering and Energy and Support technicians on collaborative working ethos.
- Working with Corporate Development team on translating strategic intent to actions and outcomes.

(F) Implementation of Actions from Education Scotland EREP

OD is currently working with Head of Centre for Professional, Technical and Vocational Learning on a people development agenda aligned to the College Enhancement Plan. A programme of development activity will be published in February 2018.

Key highlights will include a range of interactive on line and in person workshop arrangements covering:

- **City Learning 4.0 Workshops** – to ensure teaching practice aligns to CL 4.0 is relevant, engaging and can translate into increased retention and attainment.
- **Reflective Practice Groups** - designed to encourage reflection on and in practice and invite staff to adapt their teaching style to suit the needs of individuals, group and industry.

(G) Leadership and Management

12 First Line Managers recently completed the College Flourishing Managers programme. This was designed and delivered by OD and underpinned by CMI Level 5 (QCF) Leadership and management Qualification.

(H) Health and Wellbeing Agenda

To support Investors in People (IIP) and Healthy Working Lives (HWL) agendas, OD has sponsored a range of Health and Wellbeing initiatives which will be available to staff from February 2018. These will complement regular and on-going Mindfulness and NLP provision. This will highlight some of the benefits of working at College in support of the Reward and Recognition element of IIP standard and various elements of HWL.

4. Impact and implications

The overview within this report is associated with the College's Growth and Development theme and is related to Priority 3 – Develop our staff, embed our values, promote further culture change, and extend our reputation.