Falkirk Campus, 4.30pm

Presentation by students on recent visit to Nepal

		Publish on Web?	Type	Lead
1	Apologies, Declaration of Interests and Changes to Members' Register of Interest	N/A	Discussion	Abhi Agarwal
2	Draft Minutes and Matters Arising of meeting of 20 February 2025	Yes	Approval	Abhi Agarwal

(Elements of paper 2 are withheld from publication on the Forth Valley College website under Section 36 Confidentiality of the Freedom of Information (Scotland) Act 2002.)

3	Review of Action Tracker	Yes	Discussion	Alison Stewart
4	Principals Executive Summary Report	No	Discussion	Kenny MacInnes

(Paper 4 is withheld from publication on the Forth Valley College website under Section 33 Commercial Interests and the Economy of the Freedom of Information (Scotland) Act 2002.)

5	Chairs Update	Yes	Discussion	Abhi Agarwal

(Paper 5 is withheld from publication on the Forth Valley College website under Section 33 Commercial Interests and the Economy and Section 38 Personal Information of the Freedom of Information (Scotland) Act 2002.)

6	Forth Valley Student Association Report	Yes	Discussion	FVSA

STRATEGIC PLAN IMPLEMENTATION

7	Forth Valley College Foundation - Student Association grant application	No	Approval	Alison Stewart

(Paper 7 is withheld from publication on the Forth Valley College website under Section 33 Commercial Interests and the Economy and Section38 Personal Information of the Freedom of Information (Scotland) Act 2002.)

8	Financial Update	No	Discussion	Alison Stewart

(Paper 8 is withheld from publication on the Forth Valley College website under Section 33 Commercial Interests and the Economy of the Freedom of Information (Scotland) Act 2002.)

9	College Hotel Project	No	Discussion	Colin McMurray

(Paper 9 is withheld from publication on the Forth Valley College website under Section 33 Commercial Interests and the Economy of the Freedom of Information (Scotland) Act 2002.)

10	Equalities Policy	Yes	Approval	Sarah Tervit

GOVERNANCE

| 11 | New College Management Structure | No | Discussion | Kenny MacInnes |

(Paper 11 is withheld from publication on the Forth Valley College website under Section 38 Personal Information of the Freedom of Information (Scotland) Act 2002.)

| 12 | Board Self Evaluation | Yes | Discussion | Abhi Agarwal |

OPERATIONAL OVERSIGHT

| 13 | Strategic Plan Monitoring Dashboard Demonstration | Yes | Discussion | Kenny MacInnes/ David Allison |

| 14 | Review of Risk | Yes | Discussion | All |

| 15 | Any Other Competent Business
15.1 Graduation Speakers (Verbal) | Yes | Discussion | All
Kenny MacInnes |

FOR INFORMATION

| 16 | Committee Minutes
16.1 Learning & Student Experience Committee
16.2 Finance, Resource & Infrastructure Committee
16.3 FRAIC Short Life Working Group Meeting Notes | No | Information | |

(Paper 16 is withheld from publication on the Forth Valley College website under Section 36 Confidentiality of the Freedom of Information (Scotland) Act 2002.)

| 17 | Forward Agenda | Yes | Information | |

| 18 | Board Calendar | Yes | Information | |

| 19 | Student Learning Experience Strategy 2025-30 | Yes | Information | |

| 20 | FVSA ALF Bid Supporting Documentation | No | Information | |

(Paper 20 is withheld from publication on the Forth Valley College website under Section 38 Personal Information of the Freedom of Information (Scotland) Act 2002.)

Steeple Suite, Falkirk Campus

Present: Abhishek Agarwal (Chair)
Kenny MacInnes (Principal)
Craig Arthur
Lorna Dougall – Vice Chair
Annemarie Harley – EIS FELA member
Jen Hogarth – Teaching staff member
Kirsten Kennedy – Student Association Vice President
Graham Leebody – Unison member
Liam McCabe – Senior Independent Member
Emma Meredith
Suzanne Reynolds
Elena Strachan – Student Association President
Campbell Ure

In Attendance: David Allison, Vice Principal Infrastructure and Communications (VPIC)
Sarah Higgins-Rollo, Vice Principal Learning and Student Experience (VPLSE)
Alison Stewart, Vice Principal Finance & Corporate Affairs (VPFACA)
Stephen Jarvie, Corporate Governance and Planning Officer (CGPO), Minute
Martin Loy, Head of Estates, Facilities Management and Health and Safety (HEFMHAS)

B/24/041   **Apologies and Declarations of Interest**

Apologies -

Chris Brodie
Paul Devoy
Rhona Geisler
Philip Harris
Grace Hepburn – Corporate Services staff member

No declarations of interest were made.

B/24/042   **Minutes and Matters Arising of Meeting of 5 December 2024**

Members approved the minute of the meeting of 5 December 2024.

Matters Arising

Members noted that the minute indicated an updated version of the Forth Valley Student Association Constitution would be presented at this meeting but that it was not on the agenda and queried the reason for this.

The Vice President (FVSAVP) informed members that the draft constitution had been presented to the College Leadership Management Team (LMT) for comment and that

a number of changes had been highlighted. Given the time frame, the decision was taken to defer this item to the next meeting of the Board in April.

B/24/043   **Review of Action Tracker**

The VPFACA provided members with an overview of the three active actions in the tracker.

The Chair noted that progress against the actions should be documented and that any other large funds should also be considered for monitoring.

a) Members noted the content of the update

B/24/044   **Principals Executive Summary Report**

The Principal presented a report on his activities since the last meeting of the Board.

He confirmed that the College was on target to deliver 98% of its credit target and that progress against this would continue to be monitored.

He outlined the positive launch of the new Strategic Plan which had been well received at the recent series of Principal's briefings to staff.

He also informed members that a new Student Learning Experience strategy was also being finalised and would be launched soon.

He outlined the latest performance indicator data from SFC covering academic year 2023/24. He noted an overall positive position for the College, particularly in a challenging operating environment, and outlined the need to continue to improve on PI's as called for in the new Strategic Plan.

He informed members of a new management structure which has been developed following the announcement of the VPIC's intention to retire at the end of the current academic year.

He confirmed further information on the new structure would be brought to the April meeting of the Board.

He informed members that the Skills Transition Centre (STC) final business case had been approved and that the College was already seeing dividends from the new equipment being purchased under the project.

He outlined the work underway in the College as a pilot organisation for SFC's new quality system Tertiary Quality Enhancement Review (TQER) which is being run by Quality Assurance Agency (QAA). He noted that St Andrews University was also a pilot organisation and that there were strong communication links between the College and the University.

He outlined the timelines for the inspection visits from QAA, with an initial review visit on 24 March and a full review week scheduled for 12 May 2025.

He updated members on the activity of the College in support of the Petroineos workers facing redundancy and confirmed the grant letter for the necessary funding had been received from Scottish Government.

He noted the work of the College on this had been referred to by the First Minister in Parliament the previous week and that an upcoming open evening at the Falkirk campus would focus on bringing in employers to link them to Petroineos workers.

He informed members that the College would be participating in an externally facilitated benchmarking exercise to examine how the College compares to others who have done so previously in terms of operating costs and spend profile.

He concluded discussing the ongoing challenges in terms of maintaining the campus estate given the insufficient level of funding which was resulting in a growing list of maintenance works that could not be performed.

Members noted the futility in SFC paying for a new estate but not paying to maintain it properly.

Members queried whether there were any health and safety implications from the unperformed maintenance.

The Principal assured members that, at this time, repairs were triaged to ensure health and safety and any other legal obligations were met but cautioned this was becoming more difficult as time progressed.

Members queried what Colleges Scotland, as the umbrella body, was doing in relation to the funding.

a) Members noted the content of the report

B/24/045   Chairs Update

The Chair updated members on his activity since the last meeting of the Board.

He discussed a recent meeting with the Principal of the University of Stirling which had produced some positive outputs that the College Principal was now progressing.

He outlined a meeting he had had with the new CEO of NHS Forth Valley and their agreement to build on the existing positive relationships between our organisations.

He discussed a recent meeting with a Senior Trade Advisor Education Services, Skills and Technology, Department for Business and Trade, UK Government in India facilitated by the College's Global Partnerships Manager.

He outlined the ongoing Board Member review process and also discussed upcoming work to fill the current vacancies on the Board. He asked members to pass on the details of any suitable candidates they may be aware of.

He reported on the recent Colleges Scotland Chairs Group meeting which had been attended by SFC's interim CEO and Chair.

He also noted the significant amount of work the Principal is doing to support these developments.

a) Members noted the content of the update

B/24/046   **Forth Valley Student Association Report**

The FVSAVP provided an overview of the activities of the Association.

She reported that, following a recent by-election, the FVSA had a full complement of executive members for the first time in a number of years.

She discussed the recent successful welcome fayre's for students, noting this seems to have been well received for all and generated some positive engagement from new and continuing students.

She informed members that the annual student awards would be happening on 22 May 2025 in the Falkirk campus and outlined the range of awards on offer and the process by which the winners were decided.

She also outlined the successful recruitment of over 200 class reps for this academic year.

The Principal noted it would be good to have a comparison with previous years and confirmed he would discuss this further with the FVSA at their next regular catch up meeting.

a) Members noted the content of the report

B/24/047   **Financial Update**

a) Members noted the content of the report

B/24/048 **Health, Safety, Environment and Welfare Policy**

The HEFMHAS presented the updated policy for review. He noted that the review was as a result of it reaching it's 3 yearly review date and that the only changes proposed related to changes in some staff titles within the policy to reflect current practices.

He also confirmed that there were a range of procedures that support the policy in place and that these were reviewed as needed.

Members noted that, as there was an upcoming change to the management structure, this should be reflected in the policy to avoid it needing to come for re-approval.

Members also requested that the flowchart in the policy be updated to include FRAIC. Members noted, given previous discussions on the lack of capital funding and the backlog of maintenance, that the policy be reviewed every 2 years instead of 3 to ensure it remains fit for purpose.

The HEFMHAS confirmed these changes would be made.

a) Members approved the policy subject to the changes outlined above

B/24/049 **Financial Sustainability Forth Valley College Foundation Application**

███████████████████████████

██
███████████████

██
███████████████████
██
██
██
███████

a) Members approved the submission of the application to the ALF

B/24/050   **Fraud Awareness**

The VPFACA informed members that the College anti-fraud and anti-corruption policy had been refreshed based of the Scottish Public Finance Manual and approved by the Audit Committee, as such, there was a requirement to ensure staff and Board members are aware of their responsibilities under the policy.

The paper presented outlined what these were along with a link to the full policy document if needed.

a) Members noted the content of the paper

B/24/051   **College Dashboard**

The VPIC provided a demonstration of the College dashboard which collates key information from a number of internal sources and presents it in a manner where management are able to monitor and, where necessary, drill down into key data.

The Principal noted that, while most of this information had existed for a period of time, there had been no clear way to interrogate it and that this new format allowed the data to be reviewed monthly by the Senior Management Team. This allowed the College to identify areas of concern and act on these where possible.

Members welcomed the demonstration and queried if something similar could be developed for the Board. The Principal confirmed a dashboard was under development and would be brought to the April Board meeting.

Members noted their appreciation for the VPIC for his work in developing this new approach.

a) Members noted the content of the report

B/24/052   **Review of Risk**

Members noted the risk to the financial sustainability of the College is the ALF application were to be rejected as this would require a further £1m of savings to be achieved.

B/24/053   **Any Other Competent Business**

Members queried when the Board sees the College strategic risk register, noting that Risk was only on the forward agenda as an item twice.

The VPFACA confirmed that one of those instances was to be a risk workshop for members to review risk and set the College appetite and that this was anticipated to take place in April, however it might be delayed until the Board Development day in September 25. She confirmed that risk management was a standing Audit Committee agenda item and that the full Board review the risk register annually.

Meeting	Date	Minute Ref	Action	Assigned to	Deadline to report?	Status	Output Required	Comment
Board	27/9/24	B/24/020	The Chair asked that a session on risk be arranged	Alison Stewart	None	Delayed	Risk Session	Intention was to include a risk session into the February 2025 Board meeting. Delayed to April / Sept 25 at request of Chair.
Board	5/12/24	B/24/040	Comms re section 22 report to be prepared	Kenny MacInnes	None	In Progress	Press release to be ready for use	Feb 25 - Discussions have been held with College Comms & Mrkt team. Comms prepared. Awaiting public release of Section 22 report.
Board	20/2/25	B/24/042	Student constitution to come to April meeting	Sarah Higgins	04/12/2025	Delayed	Board paper	Changes to the Student constitution require consideration and approval at the Student Council. The next Council meeting is not scheduled until late October/November 2025 so the update will be brought to the Board meeting in December 2025
Board	20/2/25	B/24/043	Progress against esf clawback outstanding recommendation and any other large funds to be taken to Audit Committee	Alison Stewart	TBD	In Progress	Audit paper	On Audit Committee Agenda for 15 May 2025.
Board	20/2/25	B/24/044	Paper on new management structure to be taken to the April Board	Kenny MacInnes	24/04/2025	In Progress	Board paper	On Board Agenda for 24 April 2025.
Board	20/2/25	B/24/044	Briefing for Board on hotel accommodation options	Colin McMurray	24/04/2025	In Progress	Board paper	On Board Agenda for 24 April 2025.
Board	20/2/25	B/24/046	Principal to speak to FVSA on doing comparison of class rep levels	Kenny MacInnes	TBD	Completed	Rob McDermott speaking to FVSA	
Board	20/2/25	B/24/047	Finance SLWG action note to include details on key discussion points	Alison Stewart	None	In Progress	Notes to be included in Minutes section of Board Agenda	On Board Agenda for 24 April 2025.
Board	20/2/25	B/24/047	Global Strategy to come to April Board	Colin McMurray	Abhi to advise	In Progress		Chair has pushed back. Possibly to June Board.
Board	20/2/25	B/24/049	Letter to SFC on College financial position to be updated and resubmitted	Kenny MacInnes	TBD	In Progress	Letter	Held pending indicative allocation and outcome of discussions with UoS and SFC. Working through detail now and looking to resubmit

Board	20/2/25	B/24/051	Board dashboard to be demo'd at the April meeting	David Allison	24/04/2025	In Progress	On Board agenda for 24th April.	On Board Agenda for 24 April 2025.
Board	20/2/25	B/24/053	Board Risk session	Alison Stewart	24/04/2025	Delayed		Intention was to include a risk session into the February 2025 Board meeting. Delayed to April or Sept 25 at request of Chair.

1. **Purpose**

   To provide members with an update on the recent activities of the Forth Valley Student Association (FVSA).

2. **Recommendation**

   That members note the contents of this report.

3. **Background**

   To inform the Board of FVSA activities.

4. **Key Considerations – Since the last Board of Management FVSA have conducted several activities.**

   Facts and figures
   Student Community Teams group membership is 2388

   Executive Officers: all 6 roles filled, with 1 Associate Officer (this is a unique position as we wanted to provide an opportunity for a candidate who was keen to volunteer in some capacity)

   212 Class Reps are currently registered:
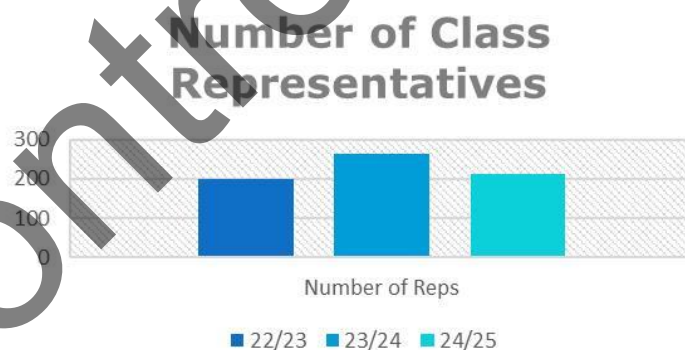
Trend: Number of Class Representatives over 3 Academic years

FVSA thoughts on declining Class Rep registrations numbers (block 2):

- Increased Academic pressure: As block 2 progresses students may feel the pressure of assignments, projects and exams. This increase in pressure may result in difficulties continuing to commit to class rep roles.
- Natural decline in engagement: As block 2 winds down, it's possible that there may be a natural decline in student engagement.
- Academic staff support: As block 2 progresses Academic staff are understandably focused on ensuring students are up to date with submissions and assessments.

*For a detailed Class Representative Breakdown please see end of report.

Constitution Review
While the updated Constitution was approved at Student Council in November 2024, comments were received from SMT in terms of changes which are required to be made. A short-life working group has been established in order to consider recommendations, and make the required changes. Once this version has been finalised, and approved by SMT, it will be submitted for approval at the first Student Council of session 2025/26. The final version will be submitted to LMT then the Board of Management for final approval.

Student Mental Health Agreement
The Student Mental Health Agreement 2025 –2027 was launched on 13 March in conjunction with University Mental Health Day. A working group was established in order to implement, monitor, and evidence the achievement of objectives under the Action Plan. The first meeting took place on 27 February, and the working group will meet on a monthly basis going forward. A review meeting will take place on 26 June, and the Action Plan for session 2025/26 will be agreed.

Student Awards 2025
We received 101 nominations across Student and Staff categories:

Student Categories		Staff Categories	
STEMC	8	Team	8
CSBC	15	Academic	14
CDLI	30	Corporate	7
MH&W	4	**Total**	**29**
CR	4		
Ent	5		
Green	6		
Total	**72**		

We have almost doubled the number of nominations received, on our 2024 figures. In 2024 we received 29 nominations across all Student categories, and 22 across all Staff categories, for a total of 51 nominations. We made a concentrated effort to generate more submissions from staff for the Student categories.

The FVSA team adapted the award categories, improved the Nomination Form e.g. guidance, suggested word count, data boxes, and also increased communications to staff. We have responded to feedback we received last year which suggested staff would prefer that nominations in their categories be judged by a panel, rather than put to the popular vote. We have established a Staff categories panel which will consist of Executive Committee Officers.

Shortlisting panels for both the Student and Staff categories will be delivered at Falkirk Campus over on 22 and 23 April. Kasia Slapek, FVSA Student Engagement Coordinator, has again worked with FVC's Development & Fundraising Manager Pauline Jackson, and has been successful in

securing the support of several sponsors. FVSA aims to showcase students' art and STEM projects as part of a small exhibition on the night. Students across several departments have kindly volunteered to assist the FVSA staff team on the night. The 2025 Awards Ceremony will be held at Falkirk campus on Thursday 22 May. It's shaping up to be a fantastic night of celebration and recognition.

TQER
The FVSA team engaged with their sparqs (Student partnerships in quality Scotland) consultants, Head of Learning & Quality, and SMT in preparation for the TQER Initial Visit in March. FVSA reviewed various data, including from Listening to Learners, in order to ensure responses could be evidenced wherever possible. FVSA Vice President met with the QAA in sessions throughout the 2 day visit. FVSA Executive Officers and other students also attended various sessions. FVSA will continue to support with this process and will be contributing to the follow-up 4-day visit in May.

STEP
FVSA Vice President attended the 3rd STEP (Scotland's Tertiary Enhancement Programme) Discovery Day on 26th March. The 3rd STEP Discovery Day titled 'How will we know we are making a difference?' focused on the aims, outcomes, impacts of the proposed projects and also short and long term and future goals were investigated. FVSA Vice President is collaborating with several institutions including Dumfries & Galloway College, University of the Highlands & Islands, North East College Scotland and Megan Brown from sparqs. The 4th and final Discovery Day scheduled for Year 1 (this a 3 year programme) will be held in Dundee 28th May where the focus will be on 'How to deliver?' the proposed projects.

Sabbatical Officer Elections
Following a successful bid to the ALF to secure staff posts for July 2025 – July 2026, FVC's Communications & Marketing team has supported the FVSA to launch a promotional campaign to generate interest in the Sabbatical Officer elections. Candidates will be running for part-time posts which they will be supported to fit around their studies in session 2025/26: FVSA Student President (0.4 FTE), and FVSA Vice President (0.4 FTE).

The elections timetable is as follows:

1. Tuesday 22 April – Friday 25 April: Nomination Week (1/2)
2. Tuesday 29 April – Friday 2 May: Nomination Week (2/2)
3. Wednesday 7 May – Friday 9 May: Candidate Briefing meetings
4. Monday 12 May - Friday 16 May: Candidate Prep Time
5. Monday 19 May – Friday 23 May: Voting Week (1/2)
6. Monday 26 May – Friday 30 May: Voting Week (2/2)
7. Monday 2 June – Wednesday 4 June: Validation Period & Friday 6 June: Election Results Announcement

Student Council

Student Council-Block 2 meetings were held across all three campuses week commencing 31st March. Attendance was unfortunately in the very low numbers. After some discussion FVSA concluded that course workload and studying for assessments and/or graded units left students unable to attend. FVSA has noted feedback & suggestions and is hoping to implement some changes for the 25/26 Academic session leading to increased numbers and engagement.

Feedback & suggestions

- Moving to an online meeting instead of in person
- Securing earlier dates for Student Council Block 1 & 2
- Encouraging engagement using small incentives
- Seeking support from lecturers, CMs & LDWs to boost attendance

Paper Author – Kirsten Kennedy

	CDLI	CSBC	STEM&C
Year 2023-24 Expected min and max	Minimum 75, Maximum 150	Minimum 84, Maximum 168	Minimum 135, Maximum 270
Year 2023-24 Courses Covered:	55 out of 75	52 out of 84	39 out of 135
Year 2023-24 Class Reps	93	97	55
Year 2024-25 Expected Class Reps:	Minimum 75, Maximum 150	Minimum 72, Maximum 144	Minimum 79, Maximum 158
Year 2024-25 Courses Covered	67 out of 75	47 out of 72	32 out of 79
Year 2024-25 Class Reps:	106	84	40
	Courses Covered: There has been a significant improvement in the percentage of courses covered, increasing from approximately 73.33% in 2023-24 to 89.33% in 2024-25.

Class Reps: The percentage of class reps compared to the minimum expected has increased from 124.00% to 141.33%. The percentage compared to the maximum expected has also increased from 62.00% to 70.67%. | **Courses Covered**: There has been an improvement in the percentage of courses covered, increasing from approximately 61.90% in 2023-24 to 65.28% in 2024-25.

Class Reps: The percentage of class reps compared to the minimum expected has slightly increased from 115.48% to 116.67%. The percentage compared to the maximum expected has also slightly increased from 57.74% to 58.33%. | **Courses Covered**: There has been an improvement in the percentage of courses covered, increasing from approximately 28.89% in 2023-24 to 40.51% in 2024-25.

Class Reps: The percentage of class reps compared to the minimum expected has increased from 40.74% to 50.63%. The percentage compared to the maximum expected has also increased from 20.37% to 25.32%. |

2022-2023 - 201 students signed up as Class Representatives
- Care, Sport, Business and Communities- 79 Class Reps.
- Creative, Digital and Leisure Industries- 93 Class Reps.
- STEM and Construction- 24 Class Reps.

1. **Purpose**

   To seek approval from members on the updates to the Equalities Policy.

2. **Recommendation**

   Members approve the updated Equalities Policy.

3. **Background**

   Forth Valley College has had an Equalities Policy in place for a number of years. The updated version being presented was created in April 2021 and due for review in March 2025.

   The Equalities Policy summarises Forth Valley College's commitment to meeting its legislative requirements under the Equality Act (2010) and the Public Sector Equality Duty. The Policy demonstrates how the College will give due regard to:

   - eliminating discrimination, harassment and victimisation
   - advancing equality of opportunity between people who share protected characteristics and those who do not.
   - fostering of good relations between people who share protected characteristics and those who do not.

4. **Key Considerations**

   LMT approved the updated policy on **March 4, 2025** with the following amendments,

   - Updating the references to strategic themes in order to align with the FVC Strategic Plan 2025-30
   - Providing more clarity around the timescales for external reporting mechanisms
   - Updating the names of cross-college groups with responsibilities to align with current college structures.

5. **Resource Implications (Financial, People, Estates and Communications)**

   Once approved, all College staff must read the policy and procedure to be aware of their responsibilities. Marketing of the revised policy to all employees will be required, as well as updates made to the College website and relevant SharePoint areas.

6. **Equalities**

   Who does this impact? All Staff and Students
   Assessment in Place? – Yes

   The purpose of the Policy is to have an overall positive impact on members of the College community who share protected characteristics, as well as providing benefits for the wider college community by creating an inclusive and respectful culture.

7. **Communities and Partners**

As an anchor institution, the Equalities Policy is of benefit to not only our whole College community but also the communities we serve. The Policy details several instances of required stakeholder engagement e.g. Community Planning Partnerships. The Policy requirements will drive partnership work with regional public bodies and Third Sector organisations to deliver collaboratively on Equality Outcome targets as mandated by UK and Scottish law.

8. **Risk and Impact**

Please complete the risk table below. Risk is scored against Likelihood x Impact, with each category scored from Very Low through to Very High. Risks should be robustly scored and, if the combined score (Likelihood x Impact) is higher than the Board Risk appetite for the risk category identified, additional justification must be provided on why this risk is necessary.

If the paper is an approval, please reflect on whether the approval will have any direct or indirect impact for any other areas of operational activity internally or externally within the College
No. The changes made constitute minor updates only. Given the policy has been in place for a number of years, and the updates made will not require any change in practices

	Likelihood	Impact
Very High (5)		
High (4)		
Medium (3)		
Low (2)	X	X
Very Low (1)		

Total Risk Score – **4**

The College has a Strategic Risk appetite for categories of risk as defined by the Board of Management. Decisions being taken at LMT/SMT/Board level must have cognisance of this. Please indicate the single most relevant risk category in the table below.

BoM Risk Categories & Risk Appetite (Select one area only)					
Cautious <15		**Open 15> <20**		**Eager >20**	
Governance		Strategy		People	X
Legal		Financial		Project/Programme	
Property		Reputational			
		Technology			

Is the score above the Board Risk Appetite level? No

Risk Owner – Sarah Higgins-Rollo   **Action Owner –** Sarah Tervit
Paper Author – Sarah Tervit   **SMT Owner –** Sarah Higgins- Rollo

~~Old FVC~~ logo

Equalities Policy

Status: Under Review – for approval~~Approved~~
Date of version: ~~April 2021~~March 2025
Responsibility for Policy: Vice Principal – Learning and Student Experience
Responsibility for implementation: Head of Inclusion and Student Services
Responsibility for review: Head of Inclusion and Student Services
Date for review: ~~April 2025~~March 2027

Forth Valley College is committed to the provision of equal opportunities in all aspects of College life. We welcome students and staff from all backgrounds and aim to provide equal services to all our students and staff. We constantly strive to advance equality, foster good relations and eliminate discrimination, harassment and victimisation of any kind. Discrimination includes that by association or perception and harassment includes third party harassment.

We will actively seek to advance equality of opportunity, foster good relations and eliminate discrimination, harassment and victimisation because of the protected characteristics of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage & civil partnership.

1

Background:

This policy summarises Forth Valley College's commitment to have due regard to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity and
- foster good relations

This is required under the Equality Act 2010 and the Equality Act 2010 (specific duties) (Scotland) Regulations 2012.

The ~~College Mission is *Making Learning Work*~~purpose of our College is *'to deliver excellence in education and skills that are transformational for our students and partners.'* and our commitment to equality, diversity and inclusion is reflected throughout our Strategic Plan 2025-30~~, particularly in our Vision and Values. Within~~ through our strategic ~~theme~~ aims of:

~~instilling an energy and passion for our people, celebrating success and innovation~~

We will deliver an excellent student experience for all learners
We will focus on people, promoting equality, integrity and wellbeing

~~one of our key objectives is to~~We aim to achieve this,

By providing the best environment that enhances students' experience
By embedding equality, diversity and inclusion in all we do

Key College Requirements:

- Demonstrate commitment to fulfil its duties towards equality with publication of Equality Outcomes detailing equality focused projects and activities every 4 years
- Publish an Equalities Mainstreaming Report every 2 years detailing progress made towards achieving those equality outcomes ~~Publish equality outcomes and progress towards achievement of these every~~
- ~~4 years~~
- Mainstream equality in all college functions and publish evidence of this
- Complete Equalities Impact Assessments as and when required
- Publish employment data as and when required
- Undertake equal pay audits and examine the gender pay gap ~~when~~ as required
- Make reasonable adjustments for students and staff to meet individual needs
- Ensure the College ethos of inclusion is promoted to staff and students via
- induction and ongoing training
- Promote college provision to diverse communities
  Meet the needs of all students by responding flexibly and placing students at the heart of delivery
- ~~Ensure staff fully understand and demonstrate the following College values; *We Inspire, We Act with Integrity; We are Inclusive, We are Respectful.*~~s of equality,
- ~~inclusion and respect~~
- Develop links with external community partnerships, local community planning

partnerships and equalities groups to assist with the delivery of equality outcomes

- Develop mechanisms for involvement and consultation of equalities groups with the protected characteristics to inform policy and practice
- Ensure that any incidences of bullying, victimisation, and harassment including third party harassment or discrimination including discrimination by perception or association are dealt with using the appropriate procedures outlined in the Prevention of Harassment and Bullying Policy, the Student Discipline Procedure, Complaints Policy and the Hate Incident Monitoring process

The above will help FVC achieve the general and specific public sector duties in accordance with the Equality Act 2010 and the Equality Act 2010 (specific duties) (Scotland) Regulations 2012

Responsibilities & Monitoring:

Senior Management Team: the Vice Principal – Learning and Student Experience has overall responsibility for the strategic direction of equality work within Forth Valley College

Leadership Management Team and ~~Strategic Development Committee,~~ Board of Management: regularly examines and discusses FVC equality data and information to ensure progress is continual and targeted.

~~Equality Action Group~~Equality, Diversity and Inclusion Advisory Group: meets regularly to discuss and implement activities relating to specific equality work, as well as considering staff and student equality data

Head of Inclusion and Student Services: responsibility to ensure that this Policy is communicated and implemented to support the effectiveness of equality within FVC

Forth Valley College Student Association: as the main body representing students, responsible for participating in and contributing to equality and diversity work in FVC, including awareness raising, events and training

Individual staff: It is the responsibility of every member of staff to ensure that they follow and implement College policy in order to contribute to meeting the General Equality Duty. In particular, staff should:

- undertake equality, diversity and inclusion professional development as and when required
- advance diversity and equality of opportunity
- foster good relations
- take action, where appropriate, to eliminate discrimination, harassment and victimisation

All College users are responsible and accountable for implementing and adhering to this policy.

Associated information:

The following specifically outlines information, which details our equality work:

Equality Outcomes 2021 – 2025
Equality Mainstreaming Report 2021
Equal Pay Audit 2020

The following are relevant policies and procedures in promoting equality for all at FVC:

Prevention of Harassment and Bullying Policy
Student Discipline Procedure
Hate Incident Monitoring Process
Complaints/Feedback Guide
Complaints/Feedback Form

Equalities Impact Assessment (EQIA):

Any changes to, or reviews of, key College policies and practice should be carefully monitored and a full EQIA completed before any action taken. An EQIA on this Policy has been completed.

As it outlines our commitment to fully comply with equality legislation this Policy will not result in a negative or adverse impact on one or more groups in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage & civil partnership. or other protected characteristics.

We are interested to know of any possible or actual adverse impact that this Policy may have on any groups in respect of protected characteristics and we welcome feedback, please contact: equality@forthvalley.ac.uk

1. **Purpose**

    To update members on the outcome of the Board self-evaluation exercise completed for the academic year 2023/24.

2. **Recommendation**

    That Members consider the outcome of the self-evaluation exercise and consider the Board Development Plan.

3. **Background**

    The Financial Memorandum with the SFC requires governing bodies to comply with the principles of good governance set out in the Code of Good Governance for Scotland's Colleges. Section D.24 states:
    The board must keep its effectiveness under annual review and have in place a robust self-evaluation process. There should also be an externally facilitated evaluation of its effectiveness every three to five years. The board should determine the timing for this externally facilitated review as part of the annual effectiveness review. The board must send its self-evaluation (including an externally facilitated evaluation) and board development plan (including progress on previous year's plan) to its funding body and publish them online.

4. **Self-Evaluation**

    All Board members are asked to complete a self-evaluation questionnaire at the end of each academic year in relation to the Board's performance which is based on the Code of good Governance. Following the return of the questionnaires individual meetings are held with members and the Chair of the Board and the Board Secretary.

    While evaluations were undertaken for academic year 2022/23 no formal board development plan was created. However the main area for development related to Board members understanding their duties as Charitable Trustees. To support, this Morton Fraser MacRoberts completed a training session for board members at the Board of Management meeting on 25 April 2024.

    The self-evaluation for academic year 2023/24 was issued in July 2024. However, it has proved challenging collating the results and arranging the one to ones with the Chair which has led to a significant delay in reporting these results.

    The results of the evaluation are noted in Appendix 1. An average score has been calculated based on the number of returns received. Overall the results are positive, however they do reflect a decrease in scores from 2021/22. This is reflective of the significant change in Board membership over the last year or so together with the addition of Trade Union nominated members in the latter part of 2023/24. Newer members tended to score slightly lower given their limited time on the Baord and exposure to all aspects of the Boards operations.

There are three areas which scored below four

- The aims of the College are aligned with regional / national strategy (three members scored this three – neither agree nor disagree. The only comment noted was that external funding decisions can cut across the college's aims.)
- Funds are planned and used economically, efficiently, and effectively (two members scored this two – disagree and one member scored it three. Scoring is reflective of members views on the efficiency of our FM contract and the national agreements such as national bargaining, procurement regulations which restrict the ability to make efficient, economic & effective decision making)
- Board effectiveness is regularly reviewed (four members scored this three – neither agree nor disagree as they were unsure of the processes in place.)

5. **Board Development Plan**

Feedback from the discussions with members highlighted a number of themes
- The need for the Board to monitor achievement of strategic objectives
- The need for more feedback on board members stakeholder engagement
- Training & Development
   o CDN Board members conference – a valuable way of meeting members of other Boards in person
   o Additional training on the Role of a Board Member
   o All members to observe a meeting of committee they do not sit on to understand the work of that committee
   o More presentations/information of Student success
- Risk Management – the need to review current process
- Key skill areas identified for going forward: Finance, Digital, HR & Organisational Development and local industry
- Pilot masterclass

Following discussion of this paper a Board Development plan will be brought to the June Board for approval.

6. **External Effectiveness Review**

As noted in Section 3 an externally facilitated Board Effectiveness Review should be undertaken every three to five years. This will be due at the end of academic year 2024/25. Given the delay in completing the 2023/24 evaluation it is proposed not to complete the full internal evaluation for 2024/25 as this Board effectiveness element will be duplicated by the external review. Instead the internal review will focus on the board members performance and the performance of the Chair and Committee Chairs. Board member one to ones will be completed by the Chair.

It is proposed to appoint an external organisation before the summer and for the external review to be completed in the autumn with a view to reporting the findings to the Board at the December 2025 meeting.

7. **Resource Implications (Financial, People, Estates and Communications)**

Main resource implications are the costs of training and cost of external effectiveness review.

8. **Equalities – N/a**

9. **Communities and Partners**

Board development plan should be published and also submitted to SFC.

10. **Risk and Impact**

	Likelihood	Impact
Very High (5)		
High (4)		
Medium (3)		
Low (2)		x
Very Low (1)	x	

Total Risk Score – **3**

The College has a Strategic Risk appetite for categories of risk as defined by the Board of Management. Decisions being taken at LMT/SMT/Board level must have cognisance of this. Please indicate the <u>single most relevant</u> risk category in the table below.

BoM Risk Categories & Risk Appetite (Select one area only)					
Cautious <15		**Open 15> <20**		**Eager >20**	
Governance	x	Strategy		People	
Legal		Financial		Project/Programme	
Property		Reputational			
		Technology			

Failure to carry out effectiveness reviews would breach the requirements of the Code of Good Governance and also fail to identify areas for development which would enhance the Board's effectiveness. Completing the effectiveness reviews and creating a Board Development Plan will ensure the Board continue to operate effectively.

Is the score above the Board Risk Appetite level? No

Risk Owner – Chair of Board of Management   **Action Owner –** Board Secretary

Paper Author – Alison Stewart   **SMT Owner –** Alison Stewart

Appendix 1a Average score => 4.5

	Ave 2023/24	Ave 2021/22	Change
Vision and Strategy			
1. The Board has set out clear strategic priorities and aims	4.5	4.9	-0.4
Corporate Social Responsibility			
5. The Board understands and demonstrates the College's values	4.7	5.0	-0.3
6. The board has a Code of Conduct to which it is committed in place	4.7	5.0	-0.3
7. The Board operates according to the Nine Principles of Public Life	4.8	5.0	-0.2
Student Engagement			
1. Student Members are active at Board Level	4.5	4.6	-0.1
2. The Board receives regular reports from the Student Association	4.8	4.8	-0.0
Learning and Teaching/Student Support			
6. The Student experience is central to Board decision making	4.5	4.5	0.0
Accountability			
Student Accountability and Delegation; Risk and Audit			
1. The Board recognises the chain of accountability	4.6	5.0	-0.4
2. The Board is open in its decision-making and facilitates disclosure	4.5	5.0	-0.5
3. The Board delegates responsibilities to appropriate committees	4.6	4.8	-0.2
Remuneration, Sustainability, Staff Governance			
Effectiveness			
Post Holder Effectiveness			
1. The Board Chair promotes open discussion on strategic matters	4.5	5.0	-0.5
3. The Principal and Senior Management Team are clearly accountable to the Board	4.7	4.9	-0.2
4. The Board is well supported and guided in matters of governance	4.6	4.9	-0.3
Board members development and Evaluation			
5. Board recruitment is open and in line with Ministerial guidance	4.5	4.8	-0.3

Appendix 1b Average Score <= 4.5

	Ave 2025	Ave 2022	Change
Vision and Strategy			
2. The Board regularly reviews performance against strategic aims	4.1	4.5	-0.5
3. The aims of the College are aligned with regional / national strategy	3.9	4.7	-0.8
4. The Board undertakes regular strategic reviews / scenario planning	4.1	4.6	-0.6
Student Engagement			
3. The Board and its Committees prioritises the opinions / views of students	4.1	4.4	-0.3
Learning and Teaching/Student Support			
4. Learning & Teaching Performance is overseen effectively	4.4	4.6	-0.2
5. The Board sets challenging student success targets	4.1	4.6	-0.6
Accountability			
Student Accountability and Delegation; Risk and Audit			
4. The Board has in place an effective risk management strategy	4.4	4.9	-0.5
5. The College's audit processes are comprehensive and rigorous	4.0	4.9	-0.9
6. The Board publishes high quality Annual Reports	4.4	4.9	-0.5
Remuneration, Sustainability, Staff Governance			
7. There is a formal process for setting the Principal's remuneration	4.0	4.7	-0.7
8. Funds are planned and used economically, efficiently, and effectively	3.9	4.9	-1.0
9. Board members are aware of their responsibilities as charity trustees	4.4	4.8	-0.4
10. The Board prioritises the fair and effective management of staff	4.2	4.8	-0.7
Effectiveness			
Post Holder Effectiveness			
2. The Board has an appropriate mix of skills and works well as a team	4.1	4.9	-0.8
Board members development and Evaluation			
6. There are sufficient opportunities for Board induction and development	4.3	4.6	-0.3
7. Board effectiveness is regularly reviewed	3.9	4.8	-0.9
Relationships and Collaboration			
Partnership Working			
1. The Board ensures effective communication with stakeholders	4.0	4.7	-0.7
2. Learning provision is relevant to industry needs	4.2	4.9	-0.8
3. The College engages well with stakeholders/industry players	4.4	4.9	-0.5
4. The Board supports the delivery of the Outcome Agreement	4.4	4.6	-0.2

2025 Graduation Ceremony – Guest of Honour Briefing Document

Key Event Information

Event Title	███████████n
Date	████████████████
Location	███████████████████████ ███████████████ [Falkirk Campus	Forth Valley College](Falkirk Campus | Forth Valley College)
Times (Please report to reception on arrival)	**Ceremony 1 - Care, Sport, Business and Communities** Run through – **9.00am** Games Hall Drinks Reception from **9.15am** Steeple Suite Ceremony Starts at **10.00am** Games Hall **Ceremony 2 – STEM, Construction and Childhood Practice** Run through – **12.00pm** Games Hall Drinks Reception from **12.15pm** Steeple Suite Ceremony Starts at **1.00pm** Games Hall **Ceremony 3 – Creative, Digital and Leisure Industries** Run through – **3.00pm** Games Hall Drinks Reception from **3:15pm** Steeple Suite Ceremony Starts at 4.**00pm** Games Hall
Audience	Graduates from the Curriculum Departments, their friends and families, and representatives from the College's Teaching and Corporate Services teams, and Key Partners & Stakeholders.
Dress Code	Smart/business Wear (You are welcome to wear an academic grown – please provide Height, Institution, Qualification and Year of Achievement, and we can arrange this on your behalf)
Duration of Event	2 hours 45mins (Max)
Parking & Transport	You will have a named reserved parking space at the front of the campus.

Kenny MacInnes, Principal & Chief Executive, Forth Valley College
Forth Valley College of Further & Higher Education

Falkirk Campus - Tel: +44 (0)1324 403000 | Alloa Campus - Tel: +44 (0)1259 215121 | Stirling Campus - Tel: +44 (0)1786 406080
Grangemouth Road, Falkirk, FK2 9AD | Devon Road, Alloa, FK10 1PX | Drip Road, Stirling, FK8 1SE

• www.forthvalley.ac.uk • Email: info@forthvalley.ac.uk • Registered Charity Number: SC021191

	Train Stations - Falkirk Grahamston or Falkirk High Station
Key Contacts	███████████████████████████████████ ████████████████ ████████ ███████████████████████ ████████████████ ████████ █████████████████████████████████████ ████████████████ ████████
Speech	We send copies of all speeches in advance to our BSL signer. Please can you email to graduation@forthvalley.ac.uk by Monday 6 October 2025
Entering the room	Stage party will be piped in by the Alloa Bowmar Pipe Band
Social Media	If posting about the event, please use the following Hashtag #FVCGrad25

Presentation Detail

Length	10 – 15 mins
Stage Layout	Two lecterns with mics on the stage
Key Message	**Motivational/Inspirational Speech** Briefly introduce yourself and your connection to the graduates/college/local area. Share your career journey. Importance of lifelong learning and this is the start of their journey. Offer advice or insights based on your experiences and what advice you would now give your younger self. Recognise the efforts of graduates and their achievements. Thank the College staff, families, and friends for their support and recognise the role they have played.

Kenny MacInnes, Principal & Chief Executive, Forth Valley College
Forth Valley College of Further & Higher Education

| Falkirk Campus - Tel: +44 (0)1324 403000 | Alloa Campus - Tel: +44 (0)1259 215121 | Stirling Campus - Tel: +44 (0)1786 406080 |
| Grangemouth Road, Falkirk, FK2 9AD | Devon Road, Alloa, FK10 1PX | Drip Road, Stirling, FK8 1SE |

• www.forthvalley.ac.uk   • Email: info@forthvalley.ac.uk   • Registered Charity Number: SC021191

	Reiterate congratulations and offer a final piece advice for our graduates.
Other duties	███████████████████████████ ████████████████ ████████
Official Photos	Stage Party and Award Winners ████████████████████████ ██████████████████ █████████

Questions for the Guest Speaker	█████████████████████████████████ ██████████████████
Do you have any allergies?	█████████
Do you plan to deliver a presentation from the stage?	
Do you require any special assistance?	

	Jun-25	Sep-25	Dec-25	Feb-26	Apr-26
Apologies, Declaration of Interests and Changes to Members' Register of Interest	✔	✔	✔	✔	✔
Standing items					
Minutes and Matters Arising	✔	✔	✔	✔	✔
Review of Action Tracker	✔	✔	✔	✔	✔
Principal's Report	✔	✔	✔	✔	✔
Chair's Update	✔	✔	✔	✔	✔
Student Association Report	✔	✔	✔	✔	✔
Strategic Plan Implementation					
Annual Report and Financial Statements			✔		
Audit Committee Chair's Report to the Board of Management			✔		
Forth Valley College Foundation Grant Applications					
Revenue and Capital Budgets	✔				
Financial Forecast Return	✔				
Financial update	✔	✔	✔	✔	✔
Global Partnerships		✔			
Significant project approval	✔	✔	✔	✔	✔
Strategic Plan Dashboard	✔	✔	✔	✔	✔
Student Association Constitution			✔		
Governance					
Board Self Evaluation			✔		
Board Appointments	✔				
Committee Membership	✔				
Board Calendar Approval					✔
Honorary Fellowship Nominations	✔				
Board Secretary Arrangements		✔			
Risk Management		✔			✔
Members meet with the Senior Independent Member in Private	✔				
Board Development Training		✔			
Corporate Governance Internal Audit	✔				
Chairs' catch-up		✔			✔
Operational Oversight					
H&S Dashboard	✔				
Consultation					
College Dashboard	✔	✔	✔	✔	✔
FOR INFORMATION/NOTING					
Committee Minutes and relevant Dashboards	✔	✔	✔	✔	✔
Forward Agenda	✔	✔	✔	✔	✔
Board Calendar	✔	✔	✔	✔	✔

Meeting	Academic Year 2024/25				
Board of Management					Thursday 19 June 2025 Falkirk - Steeple Suite
Remuneration					
Audit					Thursday 15 May 2025
FRAIC					Thursday 12 June 2025
Learning & Student Experience					Thursday 5 June 2025 No Change
Nominations	As required				
Other Key Dates					

Meeting	Academic Year 2025/26 (All meetings start at 4.30pm unless stated otherwise)				
Board of Management	Thursday/Friday 25/26 September 2025 Strategic Session Venue TBC	Thursday 4 December 2025 Stirling Campus S1.20 (Morning meeting and xmas lunch)	Thursday 19 February 2026 Falkirk Campus	Thursday 23 April 2026 Falkirk Campus	Thursday 18 June 2026 Falkirk Campus
Remuneration					
Audit	Thursday 4 September 2025 Online	Thursday 20 November 2025 Stirling Campus 5pm start			Thursday 14 May 2026 Online
FRAIC	Thursday 18 September 2025 Stirling Campus	Thursday 20 November 2025 Stirling Campus 4pm start		Thursday 26 March 2026 Stirling Campus	Thursday 11 June 2026 Stirling Campus
Learning & Student Experience		Thursday 13 November 2025 Falkirk Campus	Thursday 20 March 2026 Online		Thursday 4 June 2026 Online
Nominations	As required				
Other Key Dates		Graduation 10 October 2025 (Provisional Date)			

MAKING
LEARNING
WORK

Forth
Valley
College

STUDENT LEARNING EXPERIENCE STRATEGY
2025-30

COLLEGE STRATEGIC AIMS

We will deliver an excellent student experience for all learners

We will drive transformation to deliver a sustainable future

PURPOSE
Deliver excellence in education and skills that are transformational for our students and partners

We will focus on people, promoting equality, integrity & wellbeing

We will grow through innovation and entrepreneurship
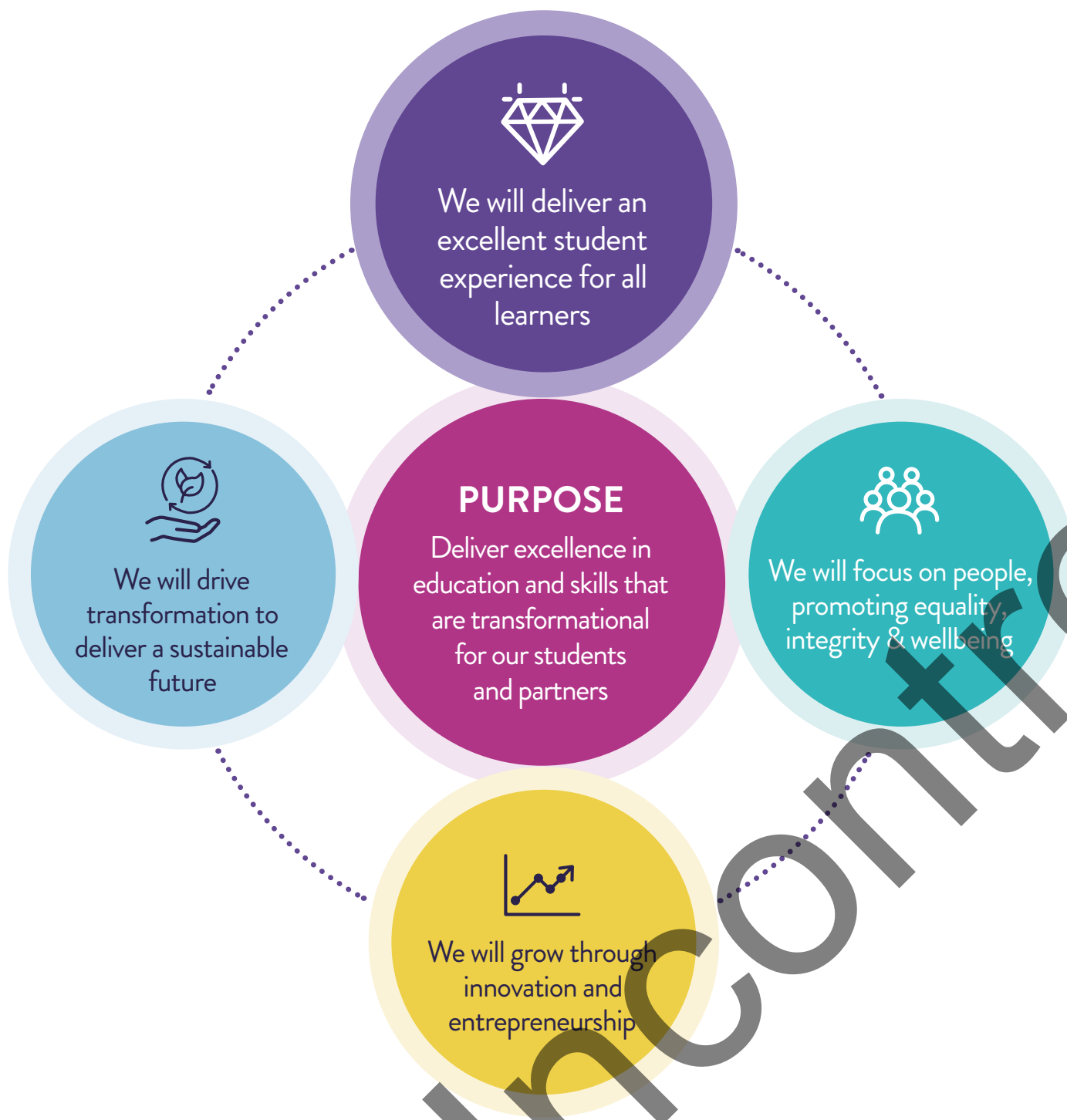
WELCOME

At Forth Valley College, our purpose is to deliver excellence in education and skills that are transformational for our students and partners.

Our Student Learning Experience Strategy demonstrates our commitment to our strategic aim of delivering an excellent student experience for all our learners and empowering every learner to drive positive change and build strong connections with our communities and industries.

A key reference point for the development of this strategy is the nationally devised sparqs Student Learning Experience Model, which has guided our approach by putting student partnership at the centre of the educational journey.

By embracing the building blocks of the sparqs model, we have developed a strategy that reflects best practice in quality enhancement for learning and teaching, and also student experience. This model underpins our commitment to student engagement, inclusivity, and driving continuous continuous improvement.

Our focus is clear: to provide an exceptional learning and teaching experience, supported by inclusive systems, the very best resources, and technologies that enhance student success. By fostering a strong sense of community and belonging for both students and staff, we aim to create an environment where everyone can thrive.

Through meaningful student partnerships, inclusive assessments, and a flexible curriculum that meets regional needs, we will deliver a transformative impact. Together, we will ensure our learners are equipped to achieve their goals, inspire change, and shape a better future for all.

MAKING
**LEARNING
WORK**

Forth Valley College
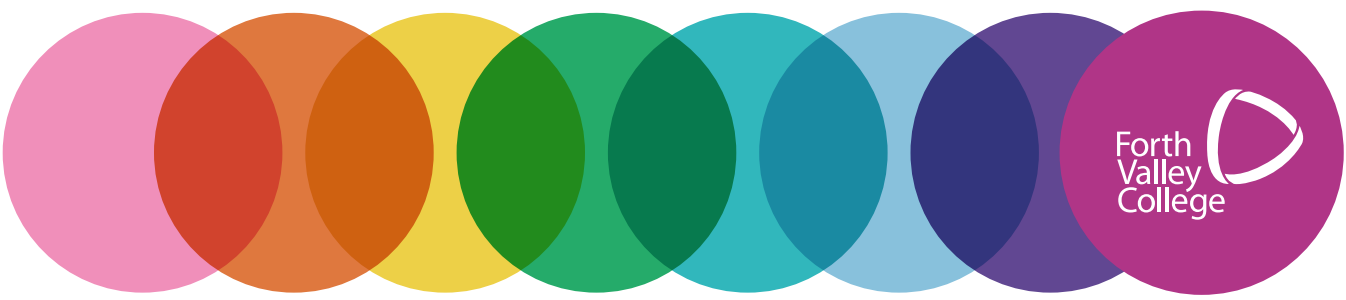
STUDENT LEARNING EXPERIENCE STRATEGY

1. We will deliver an excellent Learning and Teaching experience for all learners

1.1 By investing in ongoing professional development that equips teaching staff with the latest pedagogical techniques, digital skills, and innovative teaching practices

1.2 By delivering an inclusive learning experience that meets the needs of our diverse student community

1.3 By embedding the enhancement of digital skills development in learning and teaching approaches

1.4 By ensuring that all staff listen to the student voice and deliver a variety of teaching methods that cater to diverse learning preferences, promote active engagement and include practical application of knowledge

2. We will deliver an inclusive Assessment & Feedback system that drives improvement and student success

2.1 By delivering an assessment and constructive feedback system that recognises success and develops skills and knowledge

2.2 By providing a learning experience where assessments are purposeful, transparent, inclusive and contribute meaningfully to student development

2.3 By supporting teaching staff to use summative assessment data to reflect on approaches to teaching and learning and formative assessment

2.4 By evaluating approaches to assessment to improve accessibility, equality and diversity

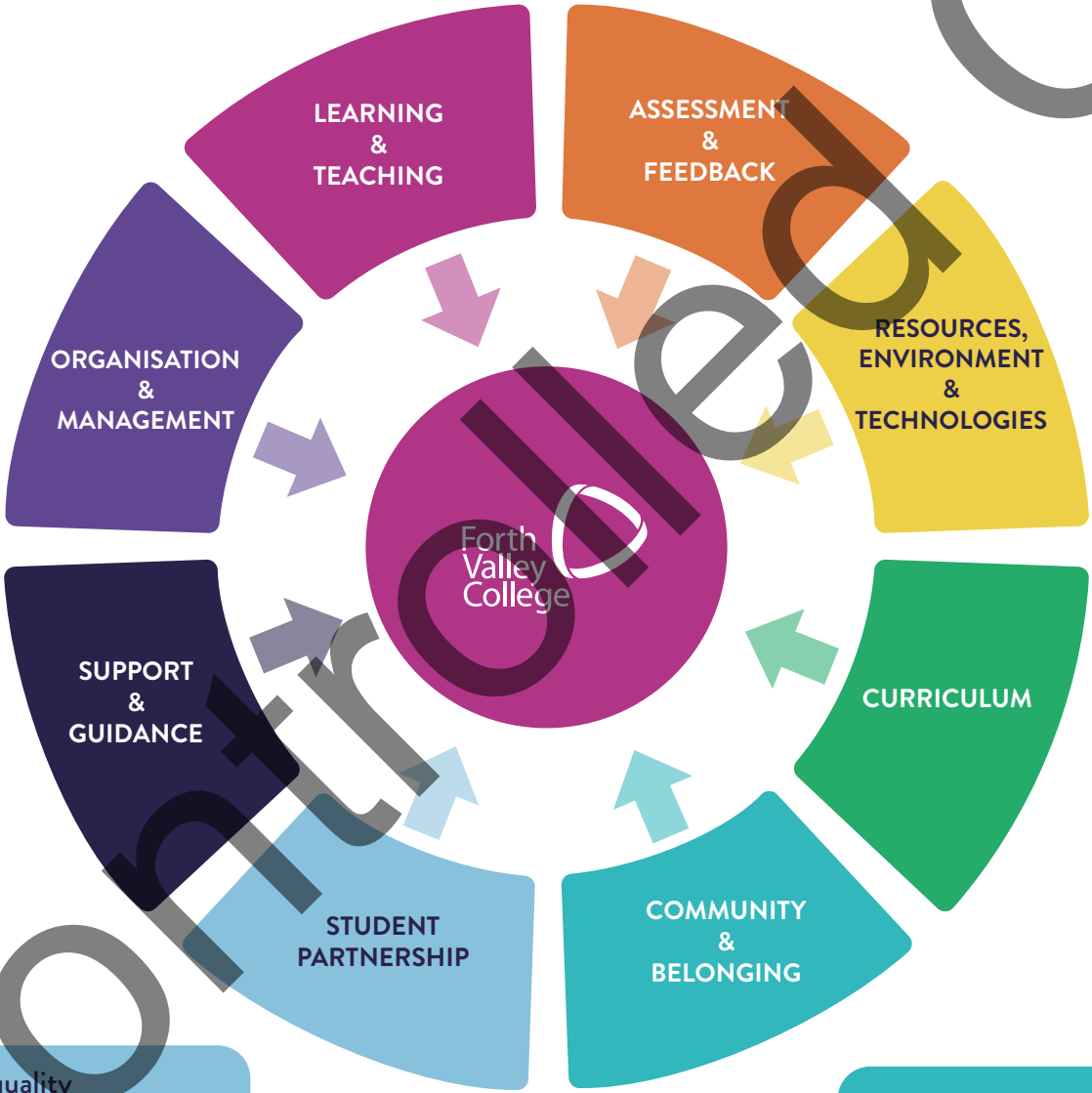**3. We will provide the best Resources, Environment and Technologies to enhance student experience**

3.1 By ensuring staff utilise a range of resources and approaches to support excellence in learning and teaching to maximise student success

3.2 By improving sustainable practices, minimising our environmental footprint, fostering a sense of responsibility, and preparing students to contribute to a global society that values environmental citizenship

3.3 By integrating emerging technologies into the learning experience, to equip students with the competencies required for industry

3.4 By creating an inclusive and dynamic learning environment that drives digital and meta skills development

4. We will deliver a flexible, inclusive Curriculum that meets regional needs

4.1 By co-creating course design with curriculum teams, employers, student feedback and regional stakeholders; working in partnership to enhance and futureproof the curriculum

4.2 By designing curriculum with smooth transitions and clear progression onto employment or further study

4.3 By using data and stakeholder feedback to ensure curriculum is relevant, flexible and meets regional and national skills drivers

4.4 By embedding the priorities of sustainability, inclusivity and digital skills development in Learning and Teaching Enhancement practices

5. We will focus on promoting a strong sense of Community & Belonging for students and staff

5.1 By creating a vibrant and inclusive learning community where students feel a sense of belonging and purpose

5.2 By promoting a healthy work and study environment where well-being is integral to the college experience

5.3 By creating a culture that promotes integrity and empowers our staff and students to be successful

5.4 By recognising, celebrating and sharing the success of staff and students

6. We will drive meaningful Student Partnership and representation in quality enhancement

6.1 By including students as active collaborators in shaping their educational experience

6.2 By working with student representatives to cultivate an effective and inclusive representation system that empowers students to voice their opinions and concerns at all levels of the institution.

6.3 By strengthening the FVSA as a vital platform for student advocacy, community-building, and collaborative initiatives

6.4 By including students in the quality assurance processes, making them partners in evaluating and enhancing the overall quality of education

7. We will deliver Support & Guidance services that support students to achieve

7.1 By delivering support services that develop skills and capacity to achieve success for all students

7.2 By effectively working with partners and agencies to access the best support for students

7.3 By delivering support services that are accessible, visible and meet the needs of the student

7.4 By delivering targeted support to enhance transitions and progression into college, ensuring successful pathways to positive destinations

8. We will assure a system of Organisation & Management that is data driven, inclusive and committed to improvement

8.1 By leveraging data and evidence to enhance student outcomes and drive continuous improvement

8.2 By designing policies and processes to create an environment where all individuals, regardless of background, feel valued and included

8.3 By driving improvement in organisational culture to empower high performing diverse teams who are student centred

8.4 By implementing a robust organisational self-evaluation and improvement process that enhances effectiveness, identifies opportunities for growth and leads a culture of continuous improvement

Central diagram: Forth Valley College — LEARNING & TEACHING, ASSESSMENT & FEEDBACK, RESOURCES, ENVIRONMENT & TECHNOLOGIES, CURRICULUM, COMMUNITY & BELONGING, STUDENT PARTNERSHIP, SUPPORT & GUIDANCE, ORGANISATION & MANAGEMENT

MAKING
LEARNING
WORK

www.forthvalley.ac.uk