

Glasgow Kelvin College

Board of Management Meeting of 18 March 2026

Terms of Reference

**Report by Secretary to the Board of Management and Assistant Principal Estates,
Corporate Planning and Governance**

1. Introduction

As members will be aware, and in line with the review schedule, the following Terms of Reference documents are due for review:

- Remuneration Committee
- Nominations Committee

2. Remuneration Committee Terms of Reference

At the Remuneration Committee meeting on 8 January 2026, slight amendments were suggested to the Terms of Reference which were approved by committee members.

It was also agreed at the aforementioned meeting that an additional sentence would be added to ensure that VS scheme and terms of reference were aligned. This has been added at point 6.4 in the Remuneration Committee Terms of Reference.

All changes are denoted in [blue](#) text.

The Remuneration Committee Terms of Reference are available in the portal area at [Appendix 1](#).

3. Nominations Committee Terms of Reference

There are no suggested changes to the Nominations Committee Terms of Reference. Review dates have been updated, and these are denoted in [blue](#) text.

The Nominations Committee Terms of Reference are available in the portal area at [Appendix 2](#).

4. Resource Implications

There are no real resource implications involved in terms of reviewing these governing documents.

5. Impact on Students

There are no negative impact on students identified as a consequence of anything within this report or the routine review of these policies.

6. Equalities

No adverse impacts on individuals with protected characteristics have been identified as a consequence of this report. Equality Impact Assessments for these policies have been refreshed and are available upon request.

7. Risk and Assurance

Risk to the College is mitigated by ensuring that appropriate governing documents are in place and that the Board of Management receive the necessary assurances that these are being reviewed within the governing framework.

8. Data Protection

There are no data protection implications arising as a consequence of this report.

9. Environmental and Sustainability

There are no new environmental and sustainability matters arising from the contents of this report.

10. Recommendations

It is recommended that members:

- i) note the contents of this report;
- ii) approve the Remuneration Committee Terms of Reference as per [Appendix 1](#); and
- iii) approve the Nominations Committee Terms of Reference as per [Appendix 2](#).

10. Further Information

Further information can be obtained from Secretary to the Board of Management, Michelle Brand at mbrand@glasgowkelvin.ac.uk and the Assistant Principal Estates, Corporate Planning and Governance, Lisa Clark at lisaclark@glasgowkelvin.ac.uk

Lisa Clark and Michelle Brand
March 2026