

**Glasgow Kelvin College**

**Board of Management Meeting of 18 March 2026**

**Chair and Board Member Recruitment 2026/27 and Governance Update**

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

**1. Introduction and Purpose**

This report provides an update on Board membership as well as the Chair and Board Member recruitment and a Governance update including recent information received from the Office of Scottish Charity Regulator (OSCR).

**2. Membership Update**

Board Members Vacancy

The Board is currently running with one non-executive Board member vacancy since Marie Docherty resigned earlier in this session.

Support Staff Union Seat on the Board

The Board currently has one vacancy for the Support Staff Trade Union member. Appointments to both Support Staff and Teaching Trade Union seats are made directly by the relevant trade unions, not by the College.

Both support staff trade unions have notified the College, each nominating a different staff member of the College to fill the Support Staff Trade Union representative position on the Board. The Secretary to the Board of Management will write to the two support staff trade unions concerned and ask them to nominate one person as per their processes and advise the College accordingly. The Board will be kept updated on developments.

End of Tenure

Marion Allison's second 4-year term concludes on 31 July 2026, and she will depart from the Board at this juncture. We recognise Marion Allison's contribution to the Board of Management over, what will be, an 8-year period.

Both John McBride and Natalie Philips will conclude their first 4-year term on 31 July 2026. Both individuals do not wish to be considered for another term. We recognise their contribution to the Board of Management.

Chantell McCallum and Jon Craig, our student president representatives' tenures end on 30 June 2026. We recognise the commitment both individuals have made to the Board of Management. An election process will run in due course, and the Board of Management will be advised accordingly of successful candidates.

#### Support Staff Member of the Board of Management

Jennifer Lavery will end her 4-year term as support staff member of the Board of Management on 31 July 2026. We recognise the commitment Jennifer Lavery has made to the Board of Management.

An election process for a support staff member will run over the months ahead in order that a support staff member is in place for the next Academic Year.

#### Re-appointments

There are no other Board members whose tenure is due to be considered this session.

#### Vice Chair

As John McBride has confirmed he will not seek a further term when his tenure ends on 31 July 2026, the Board will need to appoint a new Vice Chair to succeed him.

Following discussion with the Interim Chair – Ian Patrick, Steven Caldwell, Senior Independent Member, has agreed to serve as Interim Vice Chair until the new Chair is appointed and settled, after which a permanent Vice Chair will be confirmed.

#### Board and Committee Membership

The Board and Committee Membership current structure is shown for member interest in **Annex 1** attached to this report so that members can see the various gaps when members depart. Once new members are appointed, they will be allocated accordingly to the various Standing Committees. It may be necessary to move existing non-executive directors to different committees, but this will not be until next Academic Year and members will receive notification of this well in advance. A full report will be included in the June Governance Report to the Board.

### **3. Chair Recruitment**

Ian Patrick, the Interim Chair of the Board of Management ends his tenure on 14 August 2026.

All Chairs of Scotland's colleges are Ministerial appointments and for this reason the recruitment of these roles is run by Scottish Government (SG) Public Appointments Unit.

Through the Secretary to the Board of Management, the College has been engaged to support SGs collation of relevant information by providing an updated Chair Recruitment Pack and various college strategic documents and information.

The Principal and CEO, Joanna Campbell, was involved in an early engagement meeting on 27 February 2026 with SG panel members along with the Principal and CEO of Ayrshire College, Angela Cox. Ayrshire College is also seeking a new Chair.

The early engagement meeting provided an opportunity for discussion on the skills each college seeks from their new Chair and SG shared an updated timeline which can be viewed below. It is worth noting, at this point, that the timeline is subject to change due to the approaching pre-election period that SG enters on 26 March 2026, in advance of the 7 May 2026 Scottish Election.

Stage in process	Dates
Confirmation of selection panel	w/c 15 Dec 2025
Early engagement meeting	27 Feb 2026
Advertising campaign opens	16 Mar 2026
College visit and tour	24 and 26 March 2026
Advertising campaign closes	17 Apr 2026
Shortlisting	1 May 2026
Interviews	13 May 2026 26 May 2026
Submission to Ministers	w/c 8 June 2026
Ministerial decision	By 12 June 2026
Candidates advised of outcome	By 12 June 2026
Pre-employment checks initiated	w/c 15 June 2026
Private Office issue appointment letters	13 July 2026
News release	By 21 July 2026
Appointment comes into effect	15 Aug 2026

The panel who interview candidates includes a representative from SG, a college Chair and an independent panel member.

When applications open, it will be essential that the College maximises the visibility of this recruitment campaign. A comprehensive plan is already in place to ensure that our marketing team promotes it widely across all College social media channels and on our website.

In addition to this, it is vital that all Board members actively support the campaign by helping to raise its profile. Your engagement is a key part of reaching a wider audience, demonstrating the Board's commitment to attracting high-quality candidates, and strengthening the credibility and reach of the recruitment process.

#### 4. New Board Member Recruitment

On 16 March 2026 we commenced a new Board member recruitment campaign with a view to successfully recruiting four new Board members.

The timetable for this recruitment campaign is set out in the table below:

Stages in process	Dates
Applications open	Monday 16 March 2026
Candidate information session	Monday 23 March 2026
Applications close	Sunday 12 April 2026
Candidates notified of interview	w/c 20 April 2026
Interview	Friday 1 May 2026
Recommendation(s) made to Nominations Committee	w/c 4 May 2026
Recommendation(s) made to Minister	w/c 11 May 2026
Appointments come into effect	1 August 2026

The interview panel will be made up of:

- Ian Patrick (panel Chair)
- Maria Bradshaw (Board member)
- Dermot Grenham (Board member)
- Carole McCarthy (independent member)

The panel will be supported by Fiona Fitzpartick, HR Business Partner from Glasgow Kelvin College and Michelle Brand, Interim Secretary to the Board of Management.

As noted above, and in relation to the recruitment of a new Chair, the College has a plan to promote the Board member recruitment. We also request that Board members support this Board member recruitment and promote and share with their wider audiences.

## **5. Secretary to the Board of Management**

Following the resignation and departure of Heather Jackson, Secretary to the Board of Management in January 2026, Michelle Brand has taken up the role on an interim basis.

Discussions are underway with the Chair to agree to the next steps to ensure the Board is adequately supported.

Board of Management members will be kept apprised accordingly.

## **6. Governance Update**

### Governance Professionals Steering Group

The Assistant Principal Estates, Corporate Planning and Governance attended the Governance Professionals Steering Group meeting. This was a very useful meeting which gave an overview of recent publications and future developments. The slides from this meeting are available via the document portal area as listed below.

#### **Link 1 – CDN Governance Update – GPSG Meeting February 2026**

CDN offers various Board Workshops, and these are being reviewed by the Secretary to the Board of Management for possible inclusion in a future Board of Management Development Programme.

CDN also advised that there were revised documents; these are available via the document portal for member review:

#### **Link 2 - Revised Guide for Board Members**

#### **Link 3 - Revised Jargon Buster**

CDN have produced a new guide to reading college Annual Report and Accounts documents. This has been developed with the support of college finance directors and is intended to be a non-specialist guide for board members without financial expertise. This document is available via the portal for member review:

#### **Link 4 - CDN Guide to Reading Scottish College Accounts**

### Office of Scottish Charities Regulator (OSCR)

From 9 March 2026, OSCR introduced important changes to the information they publish about charities as the Scottish Charity Regulator.

OSCR have confirmed this will be the final set of changes resulting from the Charities (Regulation and Administration) (Scotland) Act 2024, which aims to strengthen oversight and public trust in the charity sector.

From 9 March 2026 the following information will be published:

- The **first and last name** of charity trustees will be displayed on the charity's Register entry.
- **Every accounts document** submitted to OSCR from 9 March 2026 as part of a charity's online annual return will be published in full, without any redactions, on the Scottish Charity Register

Glasgow Kelvin College's entry has been updated to include the full names of our trustees. It is worth noting that, although OSCR collects a range of information about trustees for regulatory purposes, only the names of each will be published on the Register. To provide comfort for the Board, no other personal information will be published.

Reference to this information being published has been incorporated into the update Board member and Chair recruitment packs.

Unlike the previous approach taken by OSCR, when some accounts were published and personal details were redacted, OSCR will no longer redact any information on these documents. This new legislation requires OSCR to publish the information in an unredacted form. Charities must always provide all information that is legally required in their accounts. Previous GKC accounts had no redactions, therefore this is not a change for the College or trustees.

As well as the above changes, OSCR will also begin to publish the following additional information on the Register:

- A description of what the charity is set up to do and how it does this, in the charity's own words
- The number of staff
- The number of charity trustees
- The number of volunteers

The above information is already collected as part of the online annual return but will now be published. As mentioned, these changes are designed to improve transparency across the charity sector in Scotland.

## **7. Resource Implications**

There are no additional resource implications because of this report.

## **8. Equalities**

No adverse impacts on individuals with protected characteristics have been identified as a consequence of this report.

## **9. Impact on Students**

No impact on students have arisen from this report.

## **10. Risk and Assurance**

Risk to the College is mitigated by ensuring appropriate Board membership and this update provides assurance with regards to the recruitment of both the Chair and Board member recruitment arrangements are underway.

This report provides assurance that governance meetings in the sector are being attended and due cognisance is taken of refreshed documents and offers of Board training.

## **11. Data Protection**

No data protection issues are identified arising from this report.

## **12. Environmental and Sustainability**

No environmental and sustainability issues are identified from this report.

## **13. Recommendation**

Board members are invited to:

- i) note the OSCR update provided in this report;
- ii) note the Chair recruitment process and timeline and actively support by helping to raise the profile;
- iii) note the Board member recruitment process and timeline and actively support by helping to raise the profile;
- iv) note the various documents detailed under the governance update section in this report and request the Secretary to the Board of Management review these in full and attends to any resulting associated action ensuring that these are captured on the Governance Action Plan; and
- v) to note that effective from 1 August 2026, Steven Caldwell will take on the role as Interim Vice Chair until the new Chair is appointed and settled, after which a permanent Vice Chair will be confirmed.

## **14. Further Information**

Members can obtain further information on the contents of this report from Michelle Brand, Interim Secretary to the Board – [mbrand@glasgowkelvin.ac.uk](mailto:mbrand@glasgowkelvin.ac.uk) or from Lisa Clark

Assistant Principal Estates, Corporate Planning and Governance –  
[lisaclark@glasgowkelvin.ac.uk](mailto:lisaclark@glasgowkelvin.ac.uk).

**Michelle Brand/Lisa Clark**  
**March 2026**

### Glasgow Kelvin College Board and Committee Membership

The below summary shows what the position will be of each Committee as existing members tenures expire.

#### **Board**

Chair - Ian Patrick (tenure ends 14/08/26)  
Joanna Campbell  
Dr Marion Allison  
Senior Independent Member – Steven Caldwell  
Colm Breathnach  
Jennifer Lavery  
Dermot Grenham  
Dr Elaine Clafferty  
Natalie Phillips  
Vice Chair - John McBride (tenure ends 31/07/26)  
Martin Booth  
Maria Bradshaw  
Moir MacDonald  
Lesley Quinn  
Jacquelyn Stewart  
Chantell McCallum  
Jon Craig  
Carol Goodwin  
Support TU - TBC

Secretary to the Board (interim) – Michelle Brand

#### **Audit and Risk Committee**

Dermot Grenham (Chair)  
Natalie Phillips (Vice Chair) (tenure ends 31/07/26)  
Elaine Clafferty  
Jennifer Lavery (tenure ends 31/07/26 eligible to stand for re-election)  
Moir MacDonald  
Lesley Quinn

#### **Finance and Resources Committee**

John McBride (Chair) (tenure ends 31/07/2026)  
Steven Caldwell (Vice Chair)  
Marion Allison (tenure ends 31/07/26)  
Martin Booth  
Maria Bradshaw  
Joanna Campbell  
Ian Patrick (tenure ends 14/08/26)  
Jacquelyn Stewart

#### **Learning and Teaching Committee**

Elaine Clafferty (Chair)  
Marion Allison (Vice Chair) (tenure ends 31/07/26)  
Colm Breathnach  
Joanna Campbell  
Carol Goodwin



Dermot Grenham  
Moir MacDonal  
John McBride (tenure ends 31/07/26)  
Ian Patrick (tenure ends 14/08/26)  
Chantell McCallum (tenure ends 30/06/26)  
Jon Craig (tenure ends 30/06/26)

#### **Executive Committee**

Ian Patrick (Chair) (tenure ends 14/08/26)  
John McBride (Vice Chair) (tenure ends 31/07/26)  
Dermot Grenham  
Elaine Clafferty  
Martin Booth  
Joanna Campbell

1 Staff board member or Trade Union board member

#### **Remuneration Committee**

John McBride (Chair) (tenure ends 31/07/26)  
Dermot Grenham (Vice Chair)  
Marion Allison (tenure ends 31/07/26)  
Elaine Clafferty  
Ian Patrick (tenure ends 14/08/26)

#### **Nominations Committee**

Ian Patrick (Chair) (tenure ends 14/08/26)  
John McBride (Vice Chair) (tenure ends 31/07/26)  
Colm Breathnach  
Elaine Clafferty  
Dermot Grenham  
Natalie Phillips (tenure ends 31/07/26)  
1 student member – either Chantell McCallum or Jon Craig (tenures end on 30/06/26)

(Note: when acting as appointments panel there must also be an independent person; separate arrangements operate for both the appointment of the Chair and Principal)