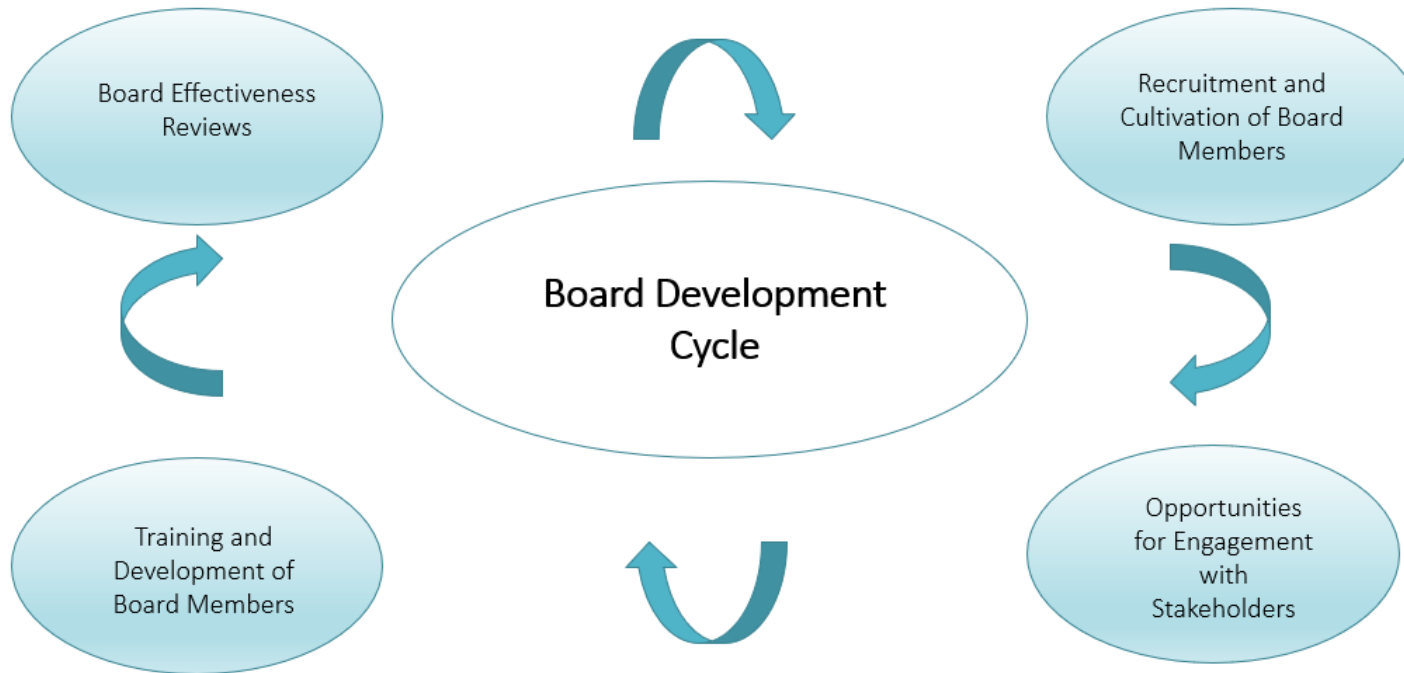


UHI | INVERNESS

**BOARD DEVELOPMENT CYCLE
ACADEMIC YEAR 2023-24**

In order to maintain and enhance our effectiveness and performance as a Board, we will adhere to a Board Development Cycle which will be a strategic ongoing process consisting of the following interconnected activities:



Recruitment and Cultivation of Board Members

- All new members will be provided with a robust induction process which will provide them with the necessary knowledge around College Governance.
- As part of the induction process new members will be provided with an introduction to each Committee as well as the Chair of the Board of Management and the Principal and EMT.
- At the end of each Committee and Board Meeting members will be encouraged to hold a short debrief session to discuss what went well, what did not go well and any improvements which are required. These sessions will be a relaxed discussion among colleagues rather than a formal meeting and will assist members to develop stronger working relationships with each other. Any important feedback or actions from these debriefs should be relayed back to the Chair of the Board of Management or the Governance Officer who will ensure that they are actioned.
- All existing members will be provided with a copy of the updated Board Member Handbook.

Engagement with Stakeholders

September 2023

- 05 September 2023 - Audit Committee – Closed Session with Internal Auditors 4.00-4.30 p.m.

October 2023

- 03 October 2023 – Board Surgery 2.00 – 3.30 p.m.
- 03 October 2023 – Meet the Finance Team
- 06 October 2023 – Graduation Ceremony

November 2023

- 08 November 2023 – CDN – The Student Experience and Engagement

December 2023

- 19 December 2023 – Audit Committee – Closed Session with External Auditors 4.00 – 4.30 p.m.

February 2024

- 13 February 2024 – Board Surgery 2.00 – 3.30 p.m.
- 13 February 2024 – Meet the Quality Team

April 2024

- 16 April 2024 – CDN – Policy and Funding, Scottish Government, SFC, Colleges Scotland

June 2024

- 25 June 2024 – Meet the HR Team

Creative Space Sessions

A draft schedule of Creative Space Sessions has been drawn up for the relevant committees – however these may be subject to change if and when any other pertinent presentations or discussions come up throughout the year.

Audit Committee

- September 2023 – Discussion and Learning from SSSC Audit.
- March 2024 – Risk Register – Presentation from UHI and drivers of success and risk.
- June 2024 – Managing Cyber Security

Learning, Teaching and Research Committee

- September 2023 – Quality Enhancement Planning and Curriculum Review
- December 2023 – Student Support – following good practice highlighted as part of the recent Student Support Audit.
- June 2024 – Update from HISA Executive Office

Board of Management

The focus of creative space sessions will be on the UHI 2024 Revitalisation Programme and the Curriculum Review.

Training and Development of Board Members

CDN

CDN Self Enrolment Modules:

Members who are interested in any of the following Modules can select the link below to register for a module.

- Introducing Action for Sustainability: [Sustainability \(collegedevelopmentnetwork.ac.uk\)](https://collegedevelopmentnetwork.ac.uk)
- Embedding Equality, Diversity and Inclusiveness in Learning and Teaching: [EDI \(collegedevelopmentnetwork.ac.uk\)](https://collegedevelopmentnetwork.ac.uk)
- Corporate Parenting in Colleges: [CPiC \(collegedevelopmentnetwork.ac.uk\)](https://collegedevelopmentnetwork.ac.uk)
- Safeguarding learners in College: [Safeguarding Learners in College \(collegedevelopmentnetwork.ac.uk\)](https://collegedevelopmentnetwork.ac.uk)
- Cultural Intelligence: [Cultural Intelligence \(collegedevelopmentnetwork.ac.uk\)](https://collegedevelopmentnetwork.ac.uk)
- Security Awareness Training: [Security \(collegedevelopmentnetwork.ac.uk\)](https://collegedevelopmentnetwork.ac.uk)

CDN Mandatory Modules:

Relevant Members will be booked onto the following modules:

- Remuneration Module
- Audit Committee Module
- Non-Executive and Co-opted Members Introductory Module.
- Staff Members Introductory Module
- Student Members Introductory Module

Other Training

- October/November 2023 (Date to be set) – Audit Training for all Board Members via On Board Training.
- January 24 or April 24 (Date to be set) – Corporate Parenting Training for all Board Members via Who Cares? Scotland
- 07 February 24 (as part of the Board Away Day) – Nine Principles of Public Life and Seven Nolan Principles Session via Candy Munro, CDN

CDN Governance Topics:

- 29 August 2023 – External Governance Reviews: Value and Impact
- 10 October 2023 – Understanding your Role in Regional Economic Engagement Workshop (Part 1)
- 24 October 2023 – Understanding your Role in Quality Assurance and Enhancement (Part 1)
- January 2024 (Date to be Confirmed) – Moving into Governance: the Real Work of the Board
- 06 February 2024 – All you need to know about College Funding
- 12 March 2024 – Understanding your Role in Regional Economic Engagement Workshop (Part 2)
- 23 April 2024 – Understanding your Role in Quality Assurance and Enhancement Workshop (Part 2)
- May 2024 (Date to be Confirmed) – Governance and Leadership Summit

Board Effectiveness Reviews

- June 2023 – Annual Committee and Chair Evaluations carried out.
- July – August 2023 – Board Member Self Evaluations carried out.
- September 2023 – Any training needs identified as part of the Board Member Self Evaluations will be included within this development plan.
- October 2023 – Feedback from the Committee Evaluations taken to the Board of Management.