



# Glasgow College Region

June/19

Ambitious, regional and collaborative

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Regional news and opportunities for  
college staff



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Hello and welcome to the second edition of our regional newsletter to Glasgow's college staff.

We have recently published our first **Annual Review video**, which highlighted the excellent collaborative work across our colleges, supporting our learners' ambitions, driving excellence in our colleges and responding to the region's social and skills needs.

Please do take the time to watch the video. It serves as a great reminder of the fantastic work that is going on across the Glasgow colleges region. With 2,300 staff across our three colleges in 2018-19, together we have delivered over 16,000,000 learning hours to 69,000 learners from a variety of backgrounds, with 130 different nationalities. We are one region and working collaboratively to teach more of Glasgow's people and help them to build their careers, develop their ambitions and strengthen the wider community and economy.

This newsletter aims to bring some of the news and views about collaborative work across the region, from our regional events to spotlights on some of our successful collaborative initiatives, with insight from staff who help to deliver them.

We are keen to continue building our ambitions as a region through working together and we would value your feedback, as well as any ideas for work or subjects that you'd like to see featured in future.

Thank you for your continued hard work, support and for contributing to enhancing our learners' futures.



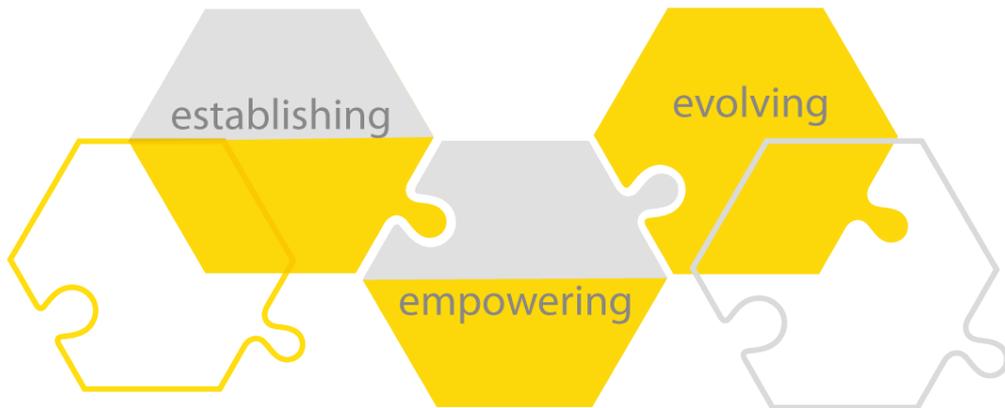
**Janie McCusker**  
**Chair, Glasgow Colleges' Regional Board**



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# Programme of Action



The **2019-20 Regional Programme of Action** highlights what we are committed to achieving in the forthcoming year. This next stage will unlock our collective potential and harness our combined strengths to realise our shared ambitions for Glasgow's learners, its colleges and for the city's future.

We have **established** the governance, structures and collaborative culture that the college region needs.

We are now entering a more **empowered** and progressive phase, so that more Glasgow region residents succeed, achieve qualification and improve their life chances.

Read our **Regional Programme of Action** [here](#).



**Sign up to our occasional e-bulletins**

# Regional CPD Opportunities

Taking an integrated regional approach means we can offer staff across the three colleges access to a new range of **Career and Personal Development opportunities**.

In the last issue of our regional newsletter we highlighted courses available to interested staff members.

Four CPD events have been successfully delivered across each of our colleges since then, open to staff from each site:

- **A Solution- focused coaching event was hosted at Kelvin College on 19 December 2018**
- **An introduction to Emotional Intelligence event was delivered at City of Glasgow College on 15 January 2019**
- **DISC Profiling and the GROW coaching model, hosted by Clyde College on 20 February 2019**
- **The Autism Resource Centre (ARC) attended Glasgow Kelvin College on 14 March 2019 to deliver an enhancing inclusive practice course around transitions and autism**



**What's next?**

The CPD programme will continue in 2019/20. We're keen to hear your ideas and views around the development opportunities you are interested in or of any courses that you could support in delivering. This will be help to shape the joint delivery sessions for next year.

We can offer training around any of the training courses delivered previously and mentioned above, as well as courses such as Working with Groups, Lean Working, An introduction to Myers Briggs, Organisational Resilience and Action Learning.

Courses are open to all staff members across the Glasgow college region and will be delivered in-house, where possible, and with expert partner organisations, such as ARC.

Please contact GCRB's Regional Lead Audrey Miller at [amiller@glasgowkelvin.ac.uk](mailto:amiller@glasgowkelvin.ac.uk) with any suggestions or to note your interest in a course.



# Regional Lead for Student Data

**Brian Gallagher is the Head of Management Information Services (MIS) at Glasgow Clyde College and one of our Regional Leads. He is currently working on ways to improve data-sharing between the colleges, meeting with the Scottish Government and key stakeholders to support the development of our Digital Curriculum Maps.**



“I joined as a Regional Lead as a I felt I could help develop GCRB as well as making sure my colleagues in the Management Information Services teams at the three partner colleges were represented.

“MIS Leads in the Glasgow colleges have always worked closely together, supporting each other and sharing information and good practice, so I already knew most of the people involved. I also had links with organisations like Scottish Funding Council, Skills Development Scotland and the Scottish Qualifications Authority.

“We have an annual schedule of

“Glasgow colleges obviously have a key role to play there and there is cross-over with strategic plans – for example, regional working is making it easier for people to apply for college.

“We have been working with Admissions teams on this – applicants on the waiting list for one college near the start of term will get information about places still available at the other colleges. There’s work on aligning application forms so we can develop common advice for applicants, we’re identifying pathways across the curriculum so that students can continue in their chosen subject area

data reporting from the colleges to GCRB so I set that up and help make sure the data is all comparable and reliable as it comes in. I advise and represent GCRB on data issues; I've talked to Audit Scotland, Glasgow City Council, Scottish Funding Council and others in the last year as part of that work.

"Recently, I've been working on ways to improve more data-sharing between the colleges to help support regional strategic aims.

"I have been meeting with Scottish Government, along with and other people from Glasgow colleges, about what happens next with the Learner Journey Review, a Scottish Government project that reported last year. The project made seventeen recommendations about education for 15-24 year olds in Scotland.

even if the next level is only available at another Glasgow college and we're looking at ways to have certain groups of students applying between colleges treated as internal applicants, making it quicker and easier to progress in their subject area.

"The MIS databases hold years' worth of detailed information on student demographics, attainment and destinations. We can look for patterns in those data to help staff identify which students are at most risk of leaving or not achieving their qualifications. We can also use the data to work out what kinds of interventions are most effective for supporting students and helping them stay on track.



# Thoughts from our Regional Board Support Staff Member

Clare Ireland is a Library Facilitator, based at the Langside Campus Library of Glasgow Clyde College. She is one of our longest serving Regional Board Members and represents Support Staff.

Clare joined Langside College originally in 1994 and has worked in various roles, including the Glasgow Clyde College Merger Project team as a Project Coordinator.

Clare is also a student herself. She is enrolled in a BA in Politics through the Open University and starts her final honours year in October.

"I became involved with the GCRB in 2014. As a UNISON Steward I was nominated, through a union campaign, after which I was elected as support staff member.

"In the beginning the GCRB function was to devise, agree and implement governance procedures which was a good opportunity to get to know my fellow board colleagues and see what motivated them to join the Board.

"There was also a number of changes in board members, I think we had three new Chairs in as many years which impacted on progress as with each new Chair there was an understandable period of adjustment.

"However after achieving fundable

"Support staff have a crucial role in Glasgow's colleges, supporting students in a variety of ways to enhance and complete their overall learning experience. As the support staff member on the regional board I see my role as one that considers every aspect of GCRB function from the perspective of support staff, to ensure they are well represented and to highlight areas of concern and consider decisions and proposals specifically from a support staff level.

"For me, the best things about regional working are getting to meet staff and students from across Glasgow, which reminds me of what further education does and how important it is to local communities. I also enjoy being involved at the

body status, the board has made significant progress in terms of decision-making, identifying key roles and projects in the region and now seem firmly focused on regional outcomes and working collaboratively with the three member colleges to the benefit of Glasgow's college learners.

"I do think if the GCRB is going to be successful they have to make greater use of the experience they have within the Glasgow colleges, and not just at management or senior management level, it must be across all levels and all departments as that in itself will make it feel more like the regional board we all envisaged.

development stage of many exciting new initiatives that have the potential to transform lives, which is brilliant.

"Having a greater insight into what goes into delivering this crucial service has been really interesting."



## Teaching takes a Regional Approach

The Foundation Apprenticeship in Creative and Digital Media launched two years ago, with Glasgow's three colleges working together to offer students the best collaborative approach to learning with expertise in key subjects and access to work placements with the industry's leading employers in Scotland.

Glasgow Kelvin College offered the Sound and Radio element of the course, City of Glasgow College focused on the Design and Animation part and

Glasgow Clyde College on the Video and Journalism segment, with a strong focus on industry work placements in the second year of the course.

**John Clarke is the Senior Curriculum Manager for Business and Creative Industries at Glasgow Kelvin College and the Lead for the Foundation Apprenticeship project.**

John explained: “Delivery of the Foundation Apprenticeship in Creative & Digital Media is shared between Glasgow Kelvin, Clyde and City colleges in an innovative partnership that, while not without its challenges, gives learners a taste of all three of Glasgow’s colleges and access to a wide range of facilities, experiences and learning & teaching styles to enrich their learner journey and aid their choices for progression.

“The learners spend a teaching block at each of the campuses, working on a different project in each. The projects are designed through integration of the units that make up the qualification to create a project-based, holistic and practical course that helps learners prepare for the workplace.

“Part of this is the Industry Challenge where, this year, Creative and Digital Media students are working a brief for STV. Presented to the group by STV’s Creative Director Stephen O’Donnell, the brief charges the Foundation Apprentice with creating a cross-platform digital media campaign to encourage young people to engage with STV’s platforms and services.

“Authentic projects with real clients are a key part of the value of the Foundation Apprenticeship.

“Though learners have choices in the media platforms they use for each project, Glasgow Kelvin College leads on the sound and radio elements and, using their high-end sound studios and equipment, the FAs have made podcasts on everything from their favourite band, to cyber-bullying, to what you need to know to work in the Creative Industries.

“A wide range of employers are on board with the Foundation Apprenticeships, offering a variety of work placements for year 2 of the programme. This includes creative industries organisations such as DF Concerts, Trinity Mirror, The Big Issue and Production Attic, and media roles at non-media companies, from McTaggart Construction to Scottish Enterprise. Each placement offers different types of opportunities and rewards.”



**Jamie Johnson, Lecturer – Creative Industries, City of Glasgow College, said:**

“The benefits of collaborative working were clear. The course worked well and gave the students a broad overview of what is available to them studying in Glasgow.

“I am aware that DF Concerts and various other media businesses were involved in the placements and overall it has been a success, with some students being offered jobs after their placement.”

**Anne McMullen, Head of Curriculum, Media and Performing Arts, at Glasgow Clyde College, said:**

“The idea of moving between three colleges allowed the students to experience a range of environments and learning and teaching skills, as well as helping develop social and life skills. One of the most attractive aspects of the Foundation Apprenticeship in Creative Design Media is that it offers a range of experiences, within media organisations, which would normally be difficult to access. The opportunity of employment with these organisations is the icing on the cake!”

**Student Max Carnie said:**

“The Creative and Digital Media course was a real stepping stone for me, helping me to progress and decide what career path I wanted to take.

“The first year was mainly theory based, where we learned something different from each college, while the second year allowed us to gain practical

experience with work placements. I was based at Scottish Enterprise, learning about marketing and gaining experience and skills, like photoshop and working with graphics.

"Next year, I will be studying a HNC and then move onto a HND at City of Glasgow College in Film and Television studies before hopefully moving into third year at Edinburgh Napier University."



## Regional Conversation on Mental Health

Glasgow Colleges' Regional Board hosted *A Regional Conversation on Mental Health and Well-being*, initiating a progressive discussion around how we can support a joined-up, high quality mental health and well-being service for students and staff.

The event was hosted at City of Glasgow College and featured four expert guest speakers including Gareth Allen from the Scottish Government, NHS Clinical Director for Psychology in Greater Glasgow and Clyde, Liam McCabe from the National Union of Students and Fiona Robertson from the Glasgow Colleges' Student Executive.

Janie McCusker, Chair of the Glasgow Colleges' Regional Board said: "This was an excellent Regional Conversation event and our experts helped to shape a very progressive discussion. Our participants came from a variety of backgrounds and we all worked together, discussing how we as a region can combine our resources and knowledge to help improve mental health services across our colleges for students and staff.

“Mental health is one of our key priority areas and we are committed to supporting a joined up and high quality Mental Health and Well-being service for students and staff across the region.”

Each of the colleges highlighted successful initiatives in driving mental health awareness and what is in place for students.

A progressive discussion was held around improving supportive services for college staff as well as students at each of the colleges.

Further common themes from the conversation included:

- The college region should take a proactive approach which focuses on prevention and building resilience, developing the skills of staff and learners to effectively tackle mental health issues.
- We need a mapping exercise of mental health and well-being services for both students and staff. This will give a greater understanding of current services available and to support more coherent and collaborative future delivery/development.
- Counselling alone is not the answer and we need to develop services and approaches that are multi-dimensional. We need a whole systems approach, not just across the colleges, but with partners such as the NHS to deliver a coherent, joined up and efficient service.
- Lack of resources is an issue and this often leads to insufficient time for college staff to support students. There are also concerns regarding expectations on the role and expertise of college staff in this area, and how to improve the link with health professionals.
- There can be cultural challenges for young males, BME groups or specific religions about accessing counselling so we need to work with external organisations to better understand these areas.

The Glasgow Colleges' Regional Board has committed to developing professionally-qualified Mental Health Services leadership capacity across the region, which is expected to be complemented by additional Scottish Funding Council funding for counsellors.



## Regional Clean Campus Week

Our college campuses were left gleaming recently, thanks to student and staff volunteers.

The Glasgow Colleges' Regional Student Executive hosted Clean Campus Week in March across all of our colleges, aiming to clear the grounds, raise awareness of recycling facilities and keeping campuses tidy on an ongoing basis.

The collaborative initiative saw groups of students and staff giving up their lunchtime to roll up their sleeves and pick up litter around campus and college students hosted a dedicated information session with advice on recycling and waste management.

Milea Leone from Glasgow Colleges' Regional Student Executive:

"The students and staff braved storms, wild weather and wind to get our campuses looking cleaner and it made a real difference.

"Some of our senior staff and college principals got involved and GCRB staff gave a helping hand, so it was a real team effort.

"Through our information stalls and litter picks, we hope students and staff are

more aware of recycling and less likely to litter. It shows what can be achieved and if everyone helps out we can keep our campuses clean all year round."

Well done to everyone who got involved and keep up the good work!



# Board Member Profile



**Jackie Russell is a GCRB Board Member and Chair of the Nominations and Remuneration Committee. She is the Director of Human Resources at the Royal Conservatoire of Scotland and a co-opted member of the Remuneration Committee of the music charity Sistema Scotland.**

**Jackie has extensive experience in Human Resources and management in the Higher Education and Health sectors. She also has a keen interest in sports and has helped to run a martial arts class for over 20 years.**

“I joined GCRB as a Board member in 2016.

“I had decided that I was interested in a role as a Board member as I felt that I could contribute due to my previous experience in HR and Higher Education. I also saw it as a development opportunity for me as I have been in my current role for some time and it is good to gain knowledge and experience of how other organisations work.

“I graduated in English and Medieval History from Glasgow University in the late 70s. I had also worked each summer and was, in the classic phrase, “interested in people”. I then completed a post-graduate qualification in Personnel Management, as was the title then.

“I worked for 12 years in the NHS as a Personnel Officer/Manager/Head and dealt with a wide range of issues and then moved to Higher Education at the University of the West of Scotland as there was a very rare opportunity (at that time) to work on a job share basis as Personnel Office, the top HR post. My job share partner and I were the first job sharers in that type of role in Higher Education. I worked on that job share basis for 12 years whilst my sons were growing up and really appreciated the ability to spend some family time with them whilst maintaining my professional career.

“I moved to the Royal Conservatoire of Scotland in 2005 as a Director of HR and have seen many changes in that time. I enjoy the small, specialist nature of the RCS.

"My previous experience has given me good understanding of the education sector and of people. All of these are very useful in my role as a Board member and I think I bring a slightly different perspective to Board discussions.

"I am a Trustee of Sparqs (Student partnerships in Quality Scotland) and am also a co-opted member of a Board Committee of Sistema, the music charity for young people.

“It’s important to provide the best and most effective college education for the whole of Glasgow. GCRB’s role is to have a strategic role, to act in the best interest of the current and future students in Glasgow and to use resources most effectively to achieve that aim. In future, I’d like to see our success being recognised and celebrated by all.”



**Already working on Regional projects with  
staff from  
across Glasgow?  
We’d like to support you.**

**[breaa.keenan@gcrb.ac.uk](mailto:breaa.keenan@gcrb.ac.uk)**