

# CONNECT:

THE NEWSLETTER OF AYRSHIRE COLLEGE

## AYRSHIRE COLLEGE HAS ARRIVED!

**THE OFFICIAL LAUNCH DAY, ATTENDED BY CABINET SECRETARY FOR EDUCATION AND LIFELONG LEARNING MIKE RUSSELL AND MORE THAN 800 STAFF AND STUDENT REPRESENTATIVES, TOOK PLACE ON 16 AUGUST, 2013.**

**Here, Willie Mackie, Chair of the Board of Management, explains why he is proud to be part of the new College and shares his vision for the way ahead.**

"16 August, 2013 was a truly historic day. It is a rare event to be part of the creation of a new College but for those who attended the launch at Ayr Racecourse, I am sure it will live long in the memory.

The aims of Ayrshire College - inspiring achievement, raising aspirations, increasing opportunities for all communities in Ayrshire - were proudly recorded on various images around the room. They succinctly capture what will be required to deliver a seven-star college and a true 'best-in-class' student experience.

At the first meeting of the Ayrshire College we talked about our key priorities and agreed to refresh the constitution and financial regulations and appointed



PICTURED LEFT TO RIGHT: WILLIE MACKIE - CHAIR OF THE BOARD OF MANAGEMENT, HEATHER DUNK - PRINCIPAL, MIKE RUSSELL - CABINET SECRETARY FOR LIFELONG LEARNING, WAIYIN HATTON - VICE CHAIR OF THE BOARD OF MANAGEMENT

Chairs and board members to the sub-committees.

My role, along with my fellow board members, is to support Heather and her senior management team as they provide the best possible learning experience for our students in the most efficient and cost effective way possible.

Another key priority is good governance. Get it right and you will free up your management teams to go out and deliver. Get it wrong and you will spend all your time fire-fighting and focusing on internal matters. I have been hugely impressed by the Vision, Values and Voice workshops which set out a standard of staff engagement I have rarely seen anywhere else in my career.

As a regional college, our profile will be high and we can provide a single point of contact for employers across the region.

Talking to employers, and ensuring the

curriculum is delivering the right people with the right skills to meet the needs of local businesses across a variety of sectors is a key part of Ayrshire College's strategy.

Ayrshire College will also play an active role as part of the wider Ayrshire economic agenda.

Both Heather and I are members of the Ayrshire Economic Partnership, which comprises public and private sector leaders. This means local stakeholders are up to speed with college developments and, crucially it puts the College at the centre of strategic decision-making for the region.

This is an exciting time for all of us. We have a fantastic opportunity to shape the college we all want to be part of.

I wish everyone good luck and I look forward to catching up with you individually over the months ahead."

# MEET OUR BOARD OF MANAGEMENT

The members who make up our Board of Management come from all walks of life, with a variety of skills, and diverse experience. What they have in common, however, is their passion for education for all, and the drive to provide the best opportunities for our students at Ayrshire College. Their skills and experience, drawn from both public and private sector industries, will help us to meet the needs of employers in Ayrshire and across Scotland. The Board of Management are committed to delivering the highest standards of corporate governance through continued leadership, direction and support in setting and achieving our strategic objectives. Here, we introduce our board members. Please feel free to stop and speak to them when you see them around the campuses.



**WILLIE MACKIE**  
CHAIR AND  
REGIONAL LEAD

Willie became a Fellow of the Chartered Institute of Bankers in Scotland in 2003 and for a period of 11 years, was responsible for Clydesdale Bank's corporate, agricultural

and private banking business across Ayrshire and Arran. In 2013, he established Willie Mackie Consulting Limited, providing business consultancy services to a wide range of clients predominantly based in Ayrshire.

He holds a variety of high profile positions within the Ayrshire community, including president of the Ayrshire Chamber of Commerce and Industry and chairman of Taste Ayrshire.

Willie is a member of the Ayrshire Economic Partnership and a board member on both East Ayrshire Community Planning Partnership and East Ayrshire Business Enterprise.



**DR WAIYIN HATTON**  
VICE CHAIR, CHAIR  
OF ESTATES AND  
NEW CAMPUS  
DEVELOPMENT  
COMMITTEE

Waiyin has extensive leadership experience across the public and not-for-profit sectors in health care in England, Scotland and Wales.

She spent 16 years as Chief Executive of Ayrshire & Arran before setting up her own consultancy.

Waiyin is a non-executive board member on several organisations, including British Swimming, Scottish Chamber of Commerce and the University of West of Scotland. She is vice-president of Ayrshire Chamber of Commerce and chair of its Business Forum.

A former karate internationalist, she is chair of Ayrshire Sportsability Trust, an organisation she co-founded to promote health and well-being through sports for children and young people with a disability.



**HEATHER DUNK**  
PRINCIPAL AND CHIEF  
EXECUTIVE

Heather was appointed Principal of Ayrshire College on 1 August, 2013 and brings a wealth of experience to the role. Prior to taking up her new appointment she was

Principal of Kilmarnock College, a position she held for five years. Heather is a board member of the Community Planning Partnerships (East, North and South) in Ayrshire and a member of the Ayrshire Economic Partnership Board.

She has held high profile roles in education and is a member of the Access and Inclusion Committee of the Scottish Funding Council. Heather has also held a number of key roles in the private sector including Director of Research and Education for an educational software company.



**CAROL KIRK**  
CHAIR OF LEARNING  
AND TEACHING  
COMMITTEE

Carol, a former board member of James Watt College, is Corporate Director (Education and Skills) of North Ayrshire Council. She taught in

Glasgow, Moray and Central regions before joining the Educational Development Service in Strathclyde. Following local government reorganisation, Carol worked in senior officer posts in North Lanarkshire and Stirling before joining North Ayrshire as Head of Service for Inclusion in 2005.

She chaired the National Partnership Review of Educational Leadership following the Donaldson Report and is currently the National Champion for Attainment of Looked After Children and a member of the ADES Executive.



**BARBARA GRAHAM**  
VICE CHAIR OF  
LEARNING AND  
TEACHING  
COMMITTEE

A life-long resident of Ayrshire, Barbara was educated at Kilmarnock Academy and Glasgow and Strathclyde

Universities. The former director of Strathclyde University's Careers Service now holds a diverse range of high profile positions within the local community.

Barbara is currently an adult education tutor at Strathclyde University's Centre for Lifelong Learning and a Community Ambassador for Marie Curie Cancer Care.

She is also training to become a Reader in the Church of Scotland.



**NICKI BEVERIDGE**  
CHAIR - HUMAN  
RESOURCES AND  
ORGANISATIONAL  
WELLBEING  
COMMITTEE

Nicki has a wealth of human resources and business experience, gained through a variety

of corporate and operational roles including her most recent position as head of HR for a large public sector organisation. She has set up her own business delivering independent HR consulting and coaching services.

Previously, she served as Vice Chair of Kilmarnock College Board of Management as well as Chair of the Organisational Development Committee and supported the development of Ayrshire College, through her work on the Ayrshire Partnership Board.



**TOM WALLACE**  
CHAIR OF FINANCE  
COMMITTEE

Kilmarnock born and bred, Tom brings many years of diverse experience to his role as Finance Chair.

After qualifying as a Chartered Accountant

from Glasgow University, he held a number of senior roles at blue chip companies within finance, business, compliance and IS sectors.

For most of his career, he has been based in Ayrshire, but he has also worked in Connecticut, USA.

Tom is now Business and Compliance Manager for Diageo Plc



**ALAN WALKER**  
CHAIR OF AUDIT  
COMMITTEE

Ayr-born Alan was educated at Belmont Academy and after completing his apprenticeship, spent 30 years working in the electronics,

software and power tool industries.

He spent five years in Boston, USA, as Director of Operations for Digital, and then joined the Black and Decker DeWalt Corporation as firstly, Vice President and Chief Information Officer, and then Operations Vice President.

He is now managing director of Maxiim Consumer Electronics Ltd, a position he has held for the last five years.



**GORDON JAMES**  
VICE CHAIR OF AUDIT  
COMMITTEE

Gordon has more than 15 years' experience in purchasing, logistics and supply chain systems in both public and private sectors.

A former James Watt College board member, he was supply chain manager for a major UK electronics business, overseeing manufacturing, development, outsourcing, warehousing and transportation.

Gordon became Logistics Director for the National Health Service's National Procurement division in 2009, responsible for purchasing and supply chain for clinical, medical and janitorial products for NHS Scotland.

## BOARD OF MANAGEMENT – CONTINUED



**STEPHEN GREENWOOD**  
STAFF BOARD MEMBER

Stephen was born and brought up in Ayr. After leaving school, he worked his way up through the ranks to management at a local glazing company. For the next decade he managed a multi-million pound service station in the area.

As a mature student, he gained a Bachelor of Arts (Honours) in History from the University of Strathclyde,

and went on to complete a Master of Science degree in Information and Library Studies.

Stephen works in the Ayr Campus library.



**KATHRYN COLE**  
STAFF BOARD MEMBER

Lecturer Kathryn Cole has considerable experience of the Business, Accounting, Administration and Tourism curriculum areas having delivered many units within the sector throughout her career.

At Ayr College, she spent five years as Curriculum Leader, working extensively with the new provision for core skills, personal learning development and essential skills.

Her role also allowed her to develop her interest in and passion for helping people of all ages to progress at college, improving their life chances.



**SHARON RENNIE**  
STUDENT PRESIDENT BOARD MEMBER

Sharon, who twice held the position of Student President at James Watt College, has more than 10 years' experience of education from both sides.

She has qualification in social sciences, plumbing and construction and also worked as a vocational assistant, helping students experiencing difficulties to realise their full potential.

Sharon has also completed an NC in plumbing and an HNC in construction and was previously a part-time youth worker with South Ayrshire Council and self-defence teacher.



**STEVEN FEGAN**  
CO-OPTED BOARD MEMBER

In addition to his role as Student Vice President for Ayrshire College, Steven is Disabled Students Officer for the National Union of Students Scotland.

He has a wealth of experience in early years education, having previously worked in local authority nursery schools for six years.

He is passionate about the importance of education and the role it has in society.

## GO PURPLE AND SUPPORT THE AYRSHIRE HOSPICE AND OUR LOCAL COMMUNITY

We are delighted to announce that Ayrshire College will be supporting the Ayrshire Hospice "Go Purple" Day on Friday 11 October.

- Go Purple is a major annual fundraising event for the Hospice
- Go purple, wear purple, think purple, be purple!
- The College will hold a Wear it Purple day across the campuses and ask participants to donate £1

Let's support the hospice and help them make Go Purple on Friday 11th October even bigger and better this year! Bake purple cakes, have a purple quiz, dye your hair or beard purple, paint your nails purple, ask your friends to support you on a purple challenge... whatever you do, make it purple and have great fun raising money for your local hospice.

For a stock of Go Purple awareness wristbands, purple fundraising ideas, sponsor forms and other support materials contact:

Amanda, Ayrshire Hospice Fundraising Office, 29 Miller Rd, Ayr, KA7 2AX. Tel: 01292 288488.

email: purple@ayrshirehospice.org

To donate, text 'PURP02' followed by your donation to **70070**.

e.g For a donation of £10, text 'PURP02 £10'

All texts are free and Ayrshire Hospice will receive the full amount of your donation.

Young people under 16 please ask a parent or guardian before texting or send a donation to; Go Purple!, Ayrshire Hospice Fundraising Office, 29 Miller Road, Ayr KA7 2AX.

### SOME OF 2012'S GO PURPLE PARTICIPANTS:



# MAKING A DIFFERENCE



**Building a strong curriculum which reflects the needs of employers and supports**

**key industries in Ayrshire is the aim and, as Bernadette McGuire, Vice Principal of Learning and Teaching explains, Ayrshire College is already making great progress.**

"Making a difference to our community is at the heart of everything we do at Ayrshire College.

We work in partnership with many organisations and stakeholders, including our Community Planning Partners, to ensure our students get the best experience, increasing their life chances and those of their families and wider communities.

In addition, by providing learning that enriches their lives, they are able to contribute to the economic growth and development of Ayrshire and the wider Scottish economy.

Key sectors in Ayrshire include food and drink; tourism, renewables and manufacturing and engineering.

Ayrshire College has adopted Taste Ayrshire branding within its training restaurants at the Ayr and Kilmarnock campuses and we hope to develop opportunities in the future at the Kilwinning campus. We can see lots of

potential for new developments and partnerships within the important food and drink and hospitality and tourism sectors so we are looking forward to a great gastronomic future!

We are ambitious for our students and aim to provide the very best of industry standard resources. We are the first college in Scotland to have a Mazak CNC machine for our engineering students, giving them the highest quality learning experience and providing opportunities for upskilling the current and future workforce. We have also seen development and investment in the renewables sector and are active partners within the Energy Skills Partnership for Scotland.

In addition to these key sectors, Ayrshire College is ahead of the game with our vision for the care sector, recognising current and future need in our communities. We have identified that tele-medicine – the use of telecommunication and information technologies in order to provide clinical health care at a distance – is the way ahead, and will be working in partnership to develop a centre for excellence for dementia care.

We are working closely with partners to help students understand the importance of technology in independent living – enabling people to stay at home while remaining connected to health professionals.

Ayrshire College also plans to develop a centre of excellence for sport and fitness to improve the health and wellbeing of our community.

Building on our existing excellent reputation for sports and fitness, this is another sector which will continue to grow.

The links between fitness and improved health and wellbeing are well documented and by bringing sport, fitness and care under one director, we have enormous potential to provide a professional workforce who can collaborate to impact on the poor health of our communities.

Engaging with employers is central to everything we do and we are delighted that many have agreed to participate in our self-evaluation meetings and in the development of our curriculum plan for 2014 and 2015.

This is an innovative, exciting project, which puts local employers at the heart of our plans for the future and we have had an enthusiastic response from the business involved.

They can see that we are being proactive to meet their needs and prepared to be flexible to ensure that they receive a skilled and competent workforce.

In return, our employers and stakeholders can provide our students with 'real work' projects – opportunities to prove what they can do in workplace situations.

So far these have ranged from designing promotional materials and work placements to community projects and volunteering. In many cases, these opportunities have helped students secure apprenticeships and jobs or have helped them to progress to further study with a renewed confidence and understanding of the world of work."

## AYRSHIRE COLLEGE FRESHERS FAIR – A GREAT START TO A NEW SESSION!



# WORKING TOGETHER FOR A BETTER FUTURE



**THE TASK OF BRINGING MORE THAN 800 EMPLOYEES TOGETHER FROM ACROSS AYRSHIRE IS A CHALLENGING ONE.**

**Over the past few months, staff and managers have been working hard to create Ayrshire College's Staff Governance Standard. Jane McKie, Vice Principal HR and Organisational Wellbeing, explains:**

"For most of us, the idea of 'staff governance' can seem a little abstract. Talking to and engaging with staff regularly is an essential part of Ayrshire College's strategy.

The new standard will underpin the culture of Ayrshire College, ensuring fair and effective management of all staff."

The standard sets out the five main aims Ayrshire College will aspire to deliver, entitling staff to be well informed; appropriately

trained; involved in decisions; treated fairly and consistently, with dignity and respect, in an environment where diversity is valued; and provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, students and stakeholders.

Jane explains: "One of the strengths of the development of the standard is that staff have been involved from the early stages. They have taken part in development days where they outlined what they expected from the College, and also their responsibilities in upholding the standard once it is in place.

We have had some fantastic feedback about these sessions – staff really appreciate being consulted 'from the ground up'."

She adds: "Introducing the standard is not about the College telling us what to do, it is about all of us working together to set out how we want to be."

Information and feedback from the staff development days is now being collated and the final framework for the Staff Governance Standard is expected in the next few months.



# ONGOING IMPROVEMENTS TO COLLEGE CAMPUSES

**AYRSHIRE College's campuses are changing, thanks to building improvement works which took place throughout the summer period.**



Here, Michael Breen, Vice Principal Corporate Services, explains what has been happening.

"Work is underway to improve the

campuses of Ayrshire College and significant improvements have already taken place over the summer months in Ayr, Kilmarnock and Kilwinning. Estates staff have worked hard to prepare the facilities for our new intake of students.

This is just the start and key successes to date have been the creation of a fantastic new café and adjacent office and student space in the Riverside Building at the Ayr campus. These improvements, the café in particular, will create a real buzz and are a great facility for staff and students.

A number of areas have been brightened up by replacing floor coverings and repainting. Feedback has been very positive and the Estates team is looking forward to working with staff and students to identify future priorities.

A gallery of photographs showing improvements across the campuses is available on the College website.

## NEW CAMPUS DEVELOPMENT

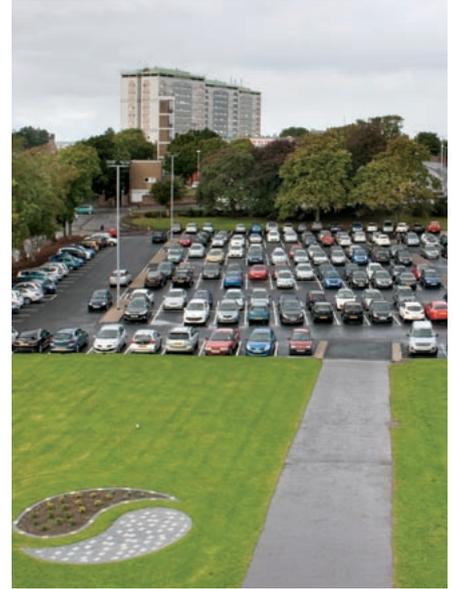
Final tenders for the new campus project in Kilmarnock were received on September 12, 2013 and these are currently being evaluated.

This is a significant and exciting milestone with construction work expected to start in early 2014.

The designs and proposals presented in the final tender submissions will be shared with staff and students over the next few weeks.

## SYSTEMS DEVELOPMENT

Considerable work has been carried out by the finance, MIS and ICT Teams to support the achievement of a successful Ayrshire College vesting day of 1 August 2013.



A number of merger objectives have already been achieved which support the establishment of a single Ayrshire College identity, including the successful introduction of Ayrshire College email addresses and the integration of communication links to ensure a robust network is operating between all the campuses.

Improvements to our campuses will also consider investment in specialised curriculum equipment which is critical to support students in developing skills relevant to industry.

It's an exciting start, and we will be keeping you all up to date with progress in the months ahead."



---

# AYRSHIRE COLLEGE STUDENTS' ASSOCIATION

---

From the fun of Freshers Week to the serious business of appointing the class reps, it has been a busy start to the academic term for Ayrshire College's Students' Association. Here, president Sharon Rennie and vice-presidents Steven Fegan, Mary Palmer and Mark McMillan, explain what has been happening.



**SHARON RENNIE,**  
STUDENT  
PRESIDENT

"It has been all go since the start of term and there is a great atmosphere across the three

campuses. There have been a few teething problems, which is to be expected, but we will learn from them as we go along. I hope new and returning students are settling in well. If any students require further support or have any ideas on how to improve life at Ayrshire College, contact your student VPs, who introduce themselves below.

Coming up, we will be recruiting for the Ayrshire College Students' Association (ACSA) Executive Committee Members over the next few weeks and plan to have officers in place when we return from the October break. There are eight positions available - secretary, LGBT, disability/equal opportunities, welfare, events/fundraising, women, mature students and young persons officer.

Any student who has background knowledge of these positions, is willing to learn and has a few hours a week to spare can apply.

Training will be given to all officers in their respective field, and it may be possible to incorporate this into their studies.

If this doesn't quite suit, there is always the option of becoming a class rep. His or her job is to be the voice of the students, to present the views of their class as a whole, and to ensure their classmates are all receiving quality learning and teaching to enable them to be successful in their chosen careers. It's important that every class has one, so let us know if you'd like to get involved. Dates for the first class reps meeting will be issued soon and will

be advertised on Facebook, plasma screens and notice boards.

Freshers week has taken place across all campuses and there were lots of freebies, fun and free advice out there, from agencies as diverse as the Community Housing Trust, Samaritans, Sexual Health, NHS and more.

A real highlight for staff and students was the Giggle Pod, a portable photo booth where you could dress up and get fun photos taken and have them printed there and then. Domino's provided free pizza and drinks over the three days and Sharon from Herbalife made sure we all had access to their health drinks. Big thanks to all who attended.

The three VPs and I are working on the new constitution and hope to have it finalised by the end of September. We will keep students up to date with our progress and in the meantime if you want to get in touch, you can email me at [sharon.rennie@ayrshire.ac.uk](mailto:sharon.rennie@ayrshire.ac.uk)



**STEVEN FEGAN,**  
VP AYR AND  
CUMNOCK  
CAMPUSES

"I'd like to welcome everyone to Ayrshire College

and look forward to hearing your ideas and suggestions for improving your course or college experience.

You will be able to find me in the Students' Association office which is in room G15 at Ayr, or in the Learning Development Advisors room at Cumnock every Wednesday. You can also email me at [steven.fegan@ayrshire.ac.uk](mailto:steven.fegan@ayrshire.ac.uk)

You'll also see me out and about, so please free to stop me for a chat!

The Students' Association is there for you so make the most of it."



**MARY PALMER,**  
STUDENT VP,  
KILMARNOCK  
CAMPUS

"I am a returning officer so I have considerable experience

of representing students at a local and national level.

I look forward to working with my colleagues over the next year. We will work together to listen to what you have to say and to act on your behalf to make sure that your time at Ayrshire College is not only educational but enjoyable and fun.

Contact me at:  
[mary.palmer@ayrshire.ac.uk](mailto:mary.palmer@ayrshire.ac.uk)



**MARK MCMILLAN,**  
STUDENT VP,  
KILWINNING  
CAMPUS

"I'll be working alongside the Student President and my colleagues

at Ayr and Kilmarnock to help students get the most from their time at Ayrshire College.

I've been a student myself for the last three years, so I know many of the issues that matter to you, and I will make sure your voice is heard.

I'll be based in the Students' Association office in Kilwinning, so if you need to get in touch, then please drop in, or contact me by e-mail at [mark.mcmillan@ayrshire.ac.uk](mailto:mark.mcmillan@ayrshire.ac.uk)

---

# VISION, MISSION AND VALUES

## VISION OF AYRSHIRE COLLEGE

Raising Aspirations, Inspiring Achievement

## MISSION OF AYRSHIRE COLLEGE

To inspire learners to achieve their full potential by playing a lead role in the development of skills, the economy and community life.

## VALUES OF AYRSHIRE COLLEGE

**These values underpin the ethos of the College and promote its culture:**

- To show respect for, and commitment to, the needs of all individuals - students, staff and partners - and to the communities served by the College
- To communicate in an open and transparent way at all times
- To support and embrace equality, diversity and inclusiveness
- To inspire and empower learners to reach their full potential and achieve their ambitions
- To strive for excellence, integrity and quality in everything the College does
- To promote creativity, innovation and enterprise
- To work with key stakeholders to make a social and economic difference through collaboration and partnership

### AYR CAMPUS

Dam Park,  
Ayr, KA8 0EU  
Tel: 01292 265184

### KILMARNOCK CAMPUS

Holehouse Road,  
Kilmarnock, KA3 7AT  
Tel: 01563 523501

### KILWINNING CAMPUS

Lauchlan Way,  
Kilwinning, KA13 6DE  
Tel: 01294 559000

/ RAISING ASPIRATIONS  
/ INSPIRING ACHIEVEMENT