Appendix 2

Board Development Plan (BDP) 2026-27 DRAFT

Principles	Development recommendations	Source	Action Plan	Impact	Lead	Priority	Strategic Ambition Objective	Timeline	Status
A: Leadership and Strategy 1. Conduct in Public Life 2. Vision and Strategy 3. Performance 4. Corporate Social Responsibility	Strategic visits to be relaunched	BDP 25-26	Relaunch Board member visits to specific departments/areas for development – alter from Leading for Learning to Strategic Visits.	Increase understanding of the role of the board, increases presence and visibility and may support external relationships such as new Board members. Board members understand, support & demonstrate the College values, ambition, mission, objectives and promote the Ayrshire Way culture	BGA VP- People	2	Outstanding Experiences Enabling the Future Partner of Choice	Relaunch by Q2 for 26-27	
	Refresh Strategy for strategic ambition 2024-2027	Principal	Refresh Strategy session to be organised	Board members help shape the Ayrshire College Strategy	Principal Chair	1	Enabling The Future	By June 2027	1st Sept 26 session
B: Quality of the Student Experience 1. Student Engagement 2. Relevant and High-Quality Learning 3. Quality Monitoring and Oversight	More student engagement at Board level	BDP 25-26	Involve Elected Student President & Vice President participation in Board recruitment, development sessions	Student perspective and input at Board level. Increased two-way communications, information sharing and understanding Maximise new member input	BGA SIM/Mentor	1	Outstanding Experiences	By June 2027	
C: Accountability 1. Accountability and Delegation 2. Risk Management 3. Audit Committee 4. Remuneration Committee 5. Financial and Institutional Sustainability 6. Staff Governance	Delegation review	BDP 25-26	Workshop session on the Role of the Board – Feb 2026 To review the Scheme of Delegation which was last reviewed Sept 2000 – take to Board for approval. Clarify SAI reporting	Board members, especially new members, understand fully their role. Assurance re appropriate delegation is in place	BGA ELT	2	Enabling The Future	Dec 2026	
	Risk Management – further development & training	BDP 25-26	Develop Risk Wizard for register and assurance mapping, ensure Board member understanding and risk appetite agreement	Improved sustainability, risk oversight, wider understanding, enhanced assurance, active register, dynamic response to emerging risks	BGA, Auditors ARC	1	Outstanding Experiences	March 2027	
	ARC – new member input	ARC Other board members	New member mentoring/coaching	Maximise new member input	BGA ELT	1	Outstanding Experiences	March 2027	

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	RemCo – new member input	BDP 25-26	New member mentoring/coaching	Maximise new member input	Committee Chairs	1	Enabling The Future	June 2027	
	Maximise Board knowledge. re Finance & Sustainability	BDP 25-26	Specific training/presentations to Board training on Financials for Non-Financials How is the Board using AI? Advantages? Risks?	Maximise new member understanding & input. Demonstrate The Ayrshire Way	BGA ELT	2	Enabling The Future	June 2027	
	Staff Governance enhancements	BGA	Fair Work training, presentations, discussions with Board	The College can evidence adherence to the current mandatory Fair Work First criteria and substantial alignment with the five additional criteria.	BGA ELT	2	Outstanding Experiences	June 2027	
D: Effectiveness	The Board Chair	BGA	Support & Development for new Chair	Maximise Chair effectiveness. Demonstrate The Ayrshire Way	BGA ELT	2	Outstanding Experiences	June 2027	
	Senior Independent Member (SIM)	BGA	Support & Development for new SIM.	Maximise SIM effectiveness. Demonstrate The Ayrshire Way	Chair ELT BGA	1	Outstanding Experiences	Feb 2027	
	Board Members	BDP 25-26	Demonstrate The Ayrshire Way Teambuilding/Teamworking Mentors for new members **From 121s:** Learning how to challenge appropriately Knowledge sharing between members Board blogs	Improved attendance rates with In Person majority attendance Timely decisions Effective interaction, challenge, critical thinking and decision making. Demonstrate The Ayrshire Way	Chair BGA Chairs & Vice Chairs ELT	1	Outstanding Experiences	Jan 2027	
	Governance Professional	BGA	Improve information management and archiving Develop use of Co-pilot Investigate Board meeting transcription best practice	Adhere to records keeping timelines and data protection principles Maximise efficiency and time management	BGA	1	Enabling The Future	Jan 2027	
	Board Member Appointment, Induction and Training	BDP 25-26	Maximise new member input.	Key meetings planned Increased efficiency of resources & teambuilding	BGA	1	Partner of Choice	Jan 2027	

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	Board Evaluation	BGA	Condense/shorten annual Board questionnaire Plan External Effectiveness Review for 2028	Independent feedback and recommendations	BGA	3	Enabling The Future	June 2027	
E: Relationships and Collaboration	Demonstrate Partnership Working	BDP 25-26	Stakeholder map reviewed annually. Newsletter issued to Board Members	Demonstration of range of stakeholder relationships & College contributions Demonstrate 'The Ayrshire Way' Board updated regarding major developments with our partners	ELT Chair BGA ELT	3	Partner of Choice	June 2027	