

## Nominations and Remuneration Committee

Date of Meeting	Thursday 28 May 2020
Paper Title	Climate Change Post: Priorities and Timing
Agenda Item	14
Paper Number	NRC4-F
Responsible Officer	Martin Boyle, Executive Director
Recommended Status	Disclosable
Action	For Decision

### 1. Report Purpose

- 1.1. To consider proposed changes to the timeline and governance of the Climate Change/Sustainability project.

### 2. Recommendations

- 2.1. The committee is invited to:

- **approve** the proposal to defer recruitment and inception of the Climate Change/Sustainability project for a six month period;
- **approve** a review in October/November 2020 prior to commencement;
- **agree** to seek delegated authority from the GCRB Board to progress the appointment and project after such a review has been undertaken.

### 3. Report

- 3.1. The 2020/2021 Regional Outcome Agreement includes within it the Regional Plan of Action. A new project strand identified and developed as part of this Plan of Action was the implementation of a Climate Change/Sustainability project to lead on a development and enhancement of a collaborative approach to the climate change emergency declared by the Scottish Government. In doing so, the project is designed to seek to support projects within individual colleges and throughout the Glasgow College Region to create a sustainable, effective Glasgow response to this regional, national and global issue.
- 3.2. A Glasgow Regional collaborative budget of £100,000 was allocated from the GCRB Plan of Action fund. This was to be employed in part to bid for additional external funding, via the appointment of a lead post holder with this specific agenda. The matter was considered by the Nominations and Remuneration Committee in March 2020, and had been approved for progress at both committee and board.
- 3.3. The GCRB Board meeting of 27 April 2020 requested that a pause on recruitment was implemented to ensure that the impact of Coronavirus crisis had been more fully

understood prior to appointment and the commencement of the project. To that end, it is proposed that a six-month moratorium is placed on the commencement of the project, and that the project is reviewed in October/November 2020, at which point an update paper with recommendations would be brought to committee.

- 3.4. In the meantime, we would seek approval for the GCRB board to defer approval of commencement of activity to the Nominations and Remuneration Committee, given that the project has already received board and committee approval.
- 3.5. This continued commitment to the project is no small part down to the key recommendation that climate change and sustainability remain major regional, national and global priorities, and it will be vitally important that the region is well placed to respond post-Coronavirus. Both the the UK and Scottish Governments have restated the importance of the climate change and their support of the COP26 climate summit which has been postponed from 2020 to 2021. In addition, UN Climate Change Executive Secretary Patricia Espinosa said: "Covid-19 is the most urgent threat facing humanity today, but we cannot forget that climate change is the biggest threat facing humanity over the long term. Soon, economies will restart. This is a chance for nations to recover better, to include the most vulnerable in those plans, and a chance to shape the 21st century economy in ways that are clean, green, healthy, just, safe and more resilient."
- 3.6. Deferment for six months, followed by review, will allow for a rebalance of the Programme of Action, in line with the Board request of 27 April 2020. This will ensure the ability to support programmes such as Action4Children in direct response to the Coronavirus challenge under the use of the Executive Director's delegated authority. In addition, the deferment will allow for an increased presence of a new strand to be developed which focuses on digital access, digital poverty and a broader digital learning agenda.

#### **4. Risk Analysis**

- 4.1 There are implications for the following risks:

*GCRB Risk 004: Opportunities are missed/not resourced appropriately and the potential to add value via the strategic plan is overlooked*

*GCRB Risk 009: Failure to achieve the targets set out in the Regional Outcome Agreement lessens our ability to meet regional needs*

#### **5. Legal Implications**

- 5.1. There are no identified legal implications

#### **6. Resource Implications**

- 6.1. Delay to the project may lead to underspend of initial allocated outcome. As per the the content of this paper, GCRB Executive will reallocate to other Plan of Action projects in direct response to Coronavirus issues, and to seek to develop digital strand and support its inception

#### **7. Equalities Implications**

- 7.1. There are no identified equalities implications

## **8. Strategic Implications**

- 8.1** There is a direct implication to strategic plans to lead on climate change/sustainability projects, which will face delay in delivery.

