

Coast to Capital

Meeting: Skills 360 Board Meeting
Date: Tuesday 20 April 2021
Report Title: Board Champions
Report by: Kirsten Trussell
Item No: 5
Part: A

Recommendation:

The Board is asked to:

- note the update on progress on each Board Champion area

1. Context

The Board Champion roles are opportunities for Board members to use their area of expertise. There are a mix of roles which have been identified as key to the success of the Board and delivery of its Skills Strategy and Action Plan.

Champion Role	Board member
Equality, Diversity and Inclusion	Tim Walder
Stakeholder Conversations	Jenny Andersson
Digital skills	Simon Pringle
Green skills	Jenny Andersson
Communities	Kevin Delf
Horticulture/Viticulture	Vacancy
Tourism	Simon Bland / Alison Addy
Advanced Manufacturing and Engineering	Winston Mahaffy
Health and Care	Mark Power
Construction	Tim Walder / Liane Richardson
Financial and Professional Services	Christina Dennis

2. Equality, Diversity and Inclusion Statement

Work to improve our processes to ensure best practice with regards to equality, diversity and inclusion is outlined in the ED&I Board Champion update.

3. Board Champion updates

Construction

Tim and Liane continue to provide expertise and guidance to the Construction Spotlight Project. The working group meets twice monthly to take forward the action plan.

In addition, Tim and Liane have been proactively engaged in the Home Decarbonisation Academy pilot meetings including the inaugural Partners Meeting and the Skills and Learning Factories workshop recently held with partners. Their sectorial expertise is proving invaluable.

Digital Skills

Simon will be delivering a Digital Sector Spotlight presentation at the April Board meeting and has suggestions for how businesses and the education sector can work closer together delivering skills training for people looking to get into the digital industry.

In the first instance, Fran and Simon are exploring the potential for a pilot involving NEScot and the digital sector.

Equality, Diversity and Inclusion (ED&I)

We are making progress on the revised recruitment process with ED&I considerations throughout and hope to launch the recruitment for the Horticulture/Viticulture representative vacancy towards the end of April. This work includes:

- Review of the Skills 360 Board recruitment pack with more of a focus on transferrable skills and knowledge, which includes our ED&I statement and values, and conveys information on the committee and role in various ways, including a Board Member Insight section by Winston Mahaffy giving his experience of being a Skills 360 Board member.
- Review of the Coast to Capital committee recruitment policy which applies to the Skills 360 Board. This policy includes a dedicated ED&I checklist including:
 - Considerations such as the anonymisation of applications before sifting, composition of the interview panel, and type and framing of interview questions have been included.
 - Consideration of how the opportunity will be communicated inclusively so that different groups of people can access the information and apply.

We are also working on a set of measurable outcomes for the Action Plan which include both general outcomes and a separate set of outcomes for ED&I for each priority.

Tim will lead an inclusion moment at the meeting, and these will be on the agenda for future meetings to ensure we maintain focus on ED&I when discussing items.

There is potential for more substantial sessions at future meetings with an ED&I focus which we will work with Tim to identify.

Stakeholder Conversations

Further to the publication of the Skills 360 Board Comms Strategy we have:

- developed a key messages document for 2021 to support members when representing the Skills 360 Board at meetings and events – see Annex A
- increased our weekly social media activity highlighting the key events and offering opportunities for stakeholders to engage
- begun planning for the first 'Question Time' event in late June with another to follow in late September
- begun mapping and rating our existing relationships with key partners and developed a plan of engagement

4. Legal Statement

There are no legal considerations associated with this paper.

5. Financial Statement

There are no financial implications for consideration regarding the recommendations set out in this paper.

6. Annexes

Annex A – Skills 360 Board Key Messages 2021