

**Minute of the Business, Resources and Infrastructure Committee
Hybrid meeting held at Kilmarnock Campus and via Microsoft Teams on
Tuesday 11 March 2025**

Present:

Matthew Wilson	Chair
Michael Ross	Vice Chair
Tracey Dalling	Non-Executive Board Member
Michael Ross	Non-Executive Board Member
Angela Cox	Principal, Ex-Officio
Lisa Keggans	Elected Member, Service/Support Staff
Darcie Hamilton	Elected Student President
Janette Steel	Elected Member, Curriculum

In attendance:

Anne Campbell	Vice Principal – Skills and Enterprise
David Davidson	Vice Principal – People, Performance and Transformation
Alan Ritchie	Vice Principal – Finance and Infrastructure
Gillian Brown	Head of HR Services
Martin Hammond	Head of Health, Safety and Wellbeing
Charlotte Mitchell	Equality & Diversity Performance Lead
Liz Walker	Chief Financial Controller
Hilary Denholm	Board Governance Advisor
June Northcote	Executive Assistant (Minutes)

1. Welcome and Declarations of Interest

The Chair welcomed everyone to the meeting.

Norman Bone, Vice Chair of BRIC has now left the Board and the Chair gave thanks on behalf of the Committee for Norman's valuable contributions over the last few years. As Norman was the Vice Chair of this Committee, following discussion Michael Ross was appointed as the new Vice Chair.

In addition, it was noted that Faroque Hussain has been taken off the Committee listings as he has also now left the Board.

The Committee vacancies will be recruited for the next academic year - 2025-2026.

The meeting was confirmed as quorate.

There were no declarations of interest.

2. Apologies

Apologies were received from Non-Executive Board Member, Gordon Neil, Director of Digital Infrastructure, Brad Johnstone and Director of Enterprise Development, Alistair Rodgers.

3. Minutes of the Previous Meeting held on 3 December 2024 (Paper 1) (P)

The minute was approved as an accurate account.

Proposed: Tracey Dalling

Seconded: Angela Cox

Action & Decision Log (Paper 1a) (P)

The Committee noted all previous decisions and completed actions.

4. Matters Arising

There were no matters arising out with those detailed on the meeting agenda.

8. Mainstreaming Equality Outcomes 2021-25 and Proposed Equality Outcomes 2025-29 (Paper 5) (P)

David Davidson introduced paper 5 as presented. The Committee received the report, which summarised the College's progress and continued commitment to fostering an inclusive and diverse culture.

Charlotte Mitchell delivered a detailed presentation evidencing the measures being taken within the College in relation to the current College Equality Outcomes and the next steps in support of the proposed new Equality Outcomes 2025 – 2029.

The Committee noted that:

- The report is a legal requirement for public bodies, which is published every two years in accordance with the Public Sector Equality Duty (PSED).
- This report follows a progress review in April 2023 and an interim report in 2024, focusing on the Equality Outcomes that were set for the period 2021-2025. The report also proposes Equality Outcomes for the period 2025-2029.
- Significant equality and inclusion risks were highlighted within the report, which arise from the effects of intersectionality, the cost-of-living crisis and the impact of adverse childhood experiences, trauma and deprivation.

Tracey Dalling commended the College on their ongoing good efforts in continually striving to eliminate all forms of discrimination and to support an inclusive and innovative culture that extends beyond the College grounds into the local community.

The Committee considered and recommended the paper, as presented, to the Board for approval.

Decision BRIC31-D01: The Committee recommended the paper, as presented, to the Board for approval.

16. AOB

No other items of business were noted.

Date of Next Meeting: Tuesday, 03 June 2025 at 4.00 pm held in the Boardroom on Kilmarnock campus and available to join remotely via MS Teams.

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RESERVED ITEMS ON THE NEXT PAGE