

Emails:

**From:** Director of Advanced Learning and Science  
**Sent:** 18 September 2015 13:44  
**To:** Barclay McCrindle; {REDACTED}  
**Subject:** RE: press coverage and telephone conversation with journalist

Barclay

I am sorry that you have been distressed by recent press reports. I share your regret about this coverage.

It is a matter of public record that Ministers have powers to remove by Parliamentary order college board members in prescribed circumstances. Ministers have made no decisions about what action, if any, to take. But what I can certainly confirm is this: Ministers cannot remove someone from a board who is not on it. I am aware that you vacated office on 31 August 2015.

I note your other comments.

I hope all well with you.

All best wishes,

Aileen

**Aileen McKechnie | Director of Advanced Learning & Science | Scottish Government**

5 Atlantic Quay | Broomielaw | Glasgow | G2 8LU  
[directorofadvancedlearningandscience@scotland.gsi.gov.uk](mailto:directorofadvancedlearningandscience@scotland.gsi.gov.uk) |



**I AM AN ALLY**

**From:** Barclay McCrindle  
**Sent:** 18 September 2015 11:27  
**To:** McKechnie A (Aileen); Director of Advanced Learning and Science; {REDACTED}  
**Subject:** press coverage and telephone conversation with journalist

Aileen

I am mailing you in regard to some serious concerns I am having with regard to the press coverage etc. that we have seen this week and a telephone call I had from a journalist, to whom I made no comment, this morning.

Firstly i must say that i am now very worried that there will be legal challenge made against the Board of Management at GCC with regard to the telephone call i received and the information that was put to me and as being part of that board until 31st August i will have collective responsibility and may well end up in a court being accused, as a whole with the board, of something i was not part of.

The telephone conversation was hearsay so this is the reason I am writing to you in the first instance to ask if you can clarify what was put to me. I was asked by the journalist in question if I could name the person who resigned from the GCC board in June? when I said I did not wish to comment he then went on to provide me with the name of this person. I have since checked back board minutes and emails and there was no resignation in June or at anytime before my tenure ended, on the 31st August, as the board was not made aware of it, as the chair would legally have to inform board members and the GCRB. Now if there was then there has been a clear breach in governance yet again at GCC. And even more worrying is that if this person did resign in June then why is there apologies' from him at subsequent board meetings? The other very worrying part of this would be that this person was to sit on a disciplinary panel on the 21st July and if he had resigned then there was no meeting to replace him on that panel.

I am extremely worried by this and would seek clarification in the first instance if the government can provide it.

I would also like to mention the recent leaking of a highly confidential report provided to only a few people.. Now i am aware that when this type of thing goes into the public domain that there is always the risk that it may be leaked, but i would like to point out that this report was only given to GCC board members and GCRB board members and it is extremely worrying that public servants or a public servant has leaked this and i think with "the field narrowed down" surely our government can fully investigate this as it is unacceptable behaviour. When this document was released to board members it was clearly marked confidential.

Can i also take this opportunity to give you an update as to where we are with the student elections at GCC. I was contacted, one day before nominations closed, by the director of student services at GCC and asked if i could encourage anyone to stand for the position of President as no one had nominated for this position. I then contacted some folk and they were of a mind that they would stand but given that where i am currently, apparently untouchable in the sector, then they did not wish to give up there studies to take up this position as they think it can be detrimental to there future. I passed this information back to the team at Clyde and they , the director and the development officer, decided to speak to the three people i had contacted and have agreed that if they stand they can do this on a part time basis. This is not perfect and can only be detrimental to student representation at Clyde and the service to our students will not be of a level it should be but i have tried my best to make sure that students are represented in some form.

Could you advise to all of the above as soon as possible as this is causing me undue stress.

And could you please let the cabinet secretary know that i am doing all i can in order to have students represented in some form at Clyde.

Kind Regards

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**From:** Director of Advanced Learning and Science  
**Sent:** 23 June 2015 14:51  
**To:** Barclay McCrindle  
**Cc:** {REDACTED}  
**Subject:** RE: correspondence

Barclay

Thank you for taking the time to write again on this matter. I'm grateful for the further detail you provide. We too will want to reflect on the response from the Chair before we take any further action. We'll keep you in touch with progress.

All best,

Aileen

**Aileen McKechnie | Director of Advanced Learning & Science | Scottish Government**

5 Atlantic Quay | Broomielaw | Glasgow | G2 8LU  
[aileen.mckechnie@scotland.gsi.gov.uk](mailto:aileen.mckechnie@scotland.gsi.gov.uk) |



**From:** Barclay McCrindle  
**Sent:** 23 June 2015 10:27  
**To:** Director of Advanced Learning and Science  
**Cc:** {REDACTED}  
**Subject:** correspondence  
**Importance:** High

Aileen

Sorry to bother you again but I have just five minutes ago been sent a copy of the letter you sent to our chair on the 4<sup>th</sup> June and the reply from the chair on the 22<sup>nd</sup> June.

This correspondence from the chair on the 22<sup>nd</sup> June makes me uneasy and after just this minute speaking to Sally about the content I feel I must contact you to highlight the parts where I feel this letter is not a true reflection of the happening on the night.

In relation to the part where a question was raised by a Glasgow MSP is mentioned by {REDACTED} and where it is stated "it is extremely concerning if a board member who has concerns is not raising this with the board, and indeed it was not raised at the board meeting, but is then raising it externally with third parties".

In regard to the above statement this is actually factually untrue as both myself and Sally on the night were very vocal about this, Hence the reason that two board members abstained, in fact I have an email trail from the following days of that meeting with the lawyer that was present on the night highlighting my issues again and asking for information regarding the decision making process on the night. Also when I finally received some correspondence back from the lawyer I noted the date on the advice given by the lawyer was 14<sup>th</sup> May and asked in return whether she had sent this to our chair on 14<sup>th</sup> May and I am still awaiting a reply. Also I may add that the board secretary as I have previously indicated vacated the room after you left and there was indeed no minute taker present and it was then agreed that the lawyer would pass minutes back which I asked her for and was refused..

With regard as to who contacted the MSP I can categorically state that I did not contact him.

With regard to the student association correspondence or more to the point the correspondence of the association exec team the reason this letter was not sent to the chair was simply one of the exec team not recognising the chair and actually feeling that the board no longer listen to or take on board the concerns of the student association which I feel is self-evident from the happening of the last few months. Also another reason the exec team felt it was best not to send this to the chair is one of personal attack as they know that as president i will now be targeted by {REDACTED} again in a way that is simply unacceptable as has already started with calls being made by his PR person {REDACTED} making simply untrue allegations.

I am willing to let this pass for the good of the association and the reputation of our college as to be honest I cannot take much more of these lies and allegations that this chair is simply making and that Sally and the email correspondence I referred to will validate and confirm.

Thanks

B

**Barclay McCrindle**  
President & Chief Executive GCCSA

Phone:  
E-mail:  
Web: [Glasgow Clyde College](#)



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**From:** Barclay McCrindle  
**Sent:** Sunday, July 05, 2015 11:44 PM  
**To:** Director of Advanced Learning and Science  
**Subject:** FW: Class Rep Letter - 15 May 2015

Aileen

I have attached a letter and email I received from the class rep. who had called emergency class rep meetings with regard to the situation that was organic at Clyde college at that time.

For information there was 257 reps in attendance at all three meetings across all three campuses.

Many Thanks

B

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

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**From:** {REDACTED}  
**Sent:** 15 May 2015 09:40  
**To:** Barclay McCrindle  
**Subject:** Class Rep Letter - 15 May 2015

Hi Barclay

Please find attached document, I am really sorry to have to send this.

{REDACTED}

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**From:** Barclay McCrindle  
**Sent:** 10 August 2015 15:59  
**To:** {REDACTED}

**Cc:** {REDACTED}; Barclay McCrindle; {REDACTED}; Director of Advanced Learning and Science  
**Subject:** GCC BOM

Dear Chair

As you and my fellow board members are aware I was unable to attend the two board meeting in July due to holiday and family commitments. I would also like it to be noted that before these two board meetings I have never missed a board meeting in my tenure as elected President of GCCSA. This said I did call {REDACTED} for the detail of the meeting on the 30th July.

{REDACTED} made me aware of the changes to the minutes, or rather lack of in my case, and as I was not present at the meeting my minutes were not discussed and that I would need to note my decent at the next board meeting. I would like to make clear at this point that although this may be the way these things work it does confuse me on two points these being:

1. I fully laid out my proposed changes in my email of 6th July and as most of the board have been present at the said meetings I cannot understand why then the proposed changes could not have been discussed in my absence.

2. I recall at the board meeting of the 26th March in regard to the catering services that board members were allowed to vote even although they were absent for the discussion surrounding this matter and there for absent from the meeting.

I feel at this point that I must make the chair and my fellow board members aware that this email is a formal note of my decent.

I was also copied into the mail that {REDACTED} sent around board members on Friday 7th August copying the reply to Aileen Mckechnie in response to her letter of the 30th July. On this matter I must also make my views perfectly clear to my chair and fellow board members.

Over the last few months I, as the elected representative of the student body at Glasgow Clyde College and there for the elected representative of the student body on the GCC BOM, have in my view only challenged and questioned any actions and decisions taken by our board where I thought I should have in the best interest of the college, staff and student body. I would like it to be noted that at no point has anything I have done ever been personal although clearly there has been a personal agenda against me as is clearly evidenced.

I feel that in regard to the response to Aileen Mckechnie and the Scottish Government that our board should make every effort to provide the information requested wether it is priveliged or not. As is stated legal privelage is at the discretion of the client who asked for this and in thinking that client is our board then we as a body should waive this confidentiality and provide our government with any documentation requested at the earliest convenience. On to the matter of the internal audit now and I am sure you will agree that if BDO feel this cannot be shared for any reason we should adhere to this with the one exception, the government, im sure if

requested our government or their representatives would agree not to share this publicly. I think that by not sharing any information with our government, the people who fund us, then we can only expect to be scrutinised further and I feel this information should be shared in the first instance.

To finish up I would like it put on record that as student President and representative I have done only what I was elected to do, represent and challenge, to the best of my ability and nothing has ever been personal.

I have copied in the regional chair and the director of learning at the Scottish government as I feel it is important that I openly put my thoughts on record.

Kind Regards

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

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**From:** Barclay McCrindle  
**Sent:** 23 June 2015 00:34  
**To:** {REDACTED}  
**Subject:** ETHICAL STANDARDS  
**Importance:** High

{REDACTED}

I just picked up your email and will call you first thing, your mail has remembered me to send these on to you. I am sorry as this went utterly out my head, between getting everything tied up for this year and now having to plan next year {REDACTED}

I am really sorry about this.

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

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**From:** Barclay McCrindle  
**Sent:** 15 May 2015 11:50

**To:** Cabinet Secretary for Education and Lifelong Learning  
**Cc:** Director of Advanced Learning and Science; {REDACTED}; {REDACTED}  
**Subject:** FW: Class Rep Letter - 15 May 2015

Cabinet Secretary

I am sorry to send you another that I have been asked to deliver to you at our meeting of Wednesday 20<sup>th</sup> May.

This one is received on behalf of class reps and it is alarming that the feedback now coming from students that due to the unfortunate publicity surrounding events here at GCC that some of our students are now looking to gain places elsewhere.

Kind Regard

**Barclay McCrindle**  
President & Chief Executive GCCSA

Phone:

E-mail:

Web: [Glasgow Clyde College](#)



**From:** {REDACTED}  
**Sent:** 15 May 2015 09:40  
**To:** Barclay McCrindle  
**Subject:** Class Rep Letter - 15 May 2015

Hi Barclay

Please find attached document, I am really sorry to have to send this.

{REDACTED}

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**From:** Barclay McCrindle  
**Sent:** 29 June 2015 12:14  
**To:** {REDACTED}  
**Cc:** {REDACTED}; {REDACTED}; Director of Advanced Learning and Science  
**Subject:** TESS article  
**Importance:** High

Dear Chair

I am writing to you to express to you serious concerns that I have from the allegations you made at the Board of Management meeting on 25th June regarding the article that appeared in the TESS magazine dated Friday 12th June.

I really feel strongly that I need answers from you in regard to some of the allegations you made as these allegations are untrue and call my integrity into considerable question and, given that earlier this year you circulated a letter to our board based solely on hearsay, to which incidentally I answered all 19 hearsay allegations fully, I think that you have now crossed the line from professional to personal and at this meeting you for whatever reason, knowingly made untrue allegations in order to discredit me. The most worrying thing is that in misleading our board the decisions that are then made by our board are based on allegations instead of facts. This is simply unacceptable.

I will give an overview of the happenings last Thursday as witnessed by the board.

When the content of the TESS article was raised by another board member their initial question was, " who gave this story to TESS?" , at which point you intervened and said very clearly "Barclay". I stated at this point that it was not me who had given the story to TESS at which point you stated that "It was" and I was "quoted in it". I then had to go on and explain to the board that the first I had heard of the TESS article was when I received a phone call from TESS asking me for a statement regarding no exec team member or student putting themselves forward for election, as they were running an article, to which I said "no comment". I then explained to the board that I was in a meeting with {REDACTED} at the time of the call and when I came off the phone I explained to {REDACTED} the content of the call I

had just received and that maybe he should speak to your-self or {REDACTED} and advise that you also make no comment . If no one comments they may not run it was my opinion. At this point {REDACTED} left the room and when he came back I was already on a call to TESS who had called me back to state that there had been a comment made to them by a spokesman for {REDACTED}, to which {REDACTED} confirmed there had been, so I then decided to say I was "disappointed". {REDACTED} confirmed my story at the board meeting also.

This leads me on to the second allegation that you made this being that you were not "quoted" in the article. Your spokesman was speaking on your behalf . it says clearly ‘ a spokesman FOR {REDACTED} ‘ and so this is you speaking through another person. On four occasions I said that and you just plain dismissed this as untrue . As I had to repeatedly state on the night, your view was known.

Here is the exact text from the article. "A spokesman for {REDACTED} said: The college board of management approved the student associations’ proposals for new sabbatical posts some weeks ago. It is the responsibility of the students association to seek nominations from students for the election to the sabbatical posts for 2015-2016." This quote is made on your behalf and as you had stated at the first instance you had seen the article in question, I am more than a little confused as to why you openly misled our board as your spokesman has clearly commented on your behalf. Further, I wish to add that your quote is actually factually wrong as it is NOT the responsibility of the SA to seek nominations for election. I have stated at more than one board meeting it is NOT the SA or SA office bearers who seek nominations as this would be against all good practice and legalities for we could be seen to be favouring one candidate. It is absolutely the responsibility of the college to run and seek nominations. It is frightening that after months of legal debate regarding governance that our Chair does not yet seem aware of the procedures of our college or Student Association.

Now onto the third allegation. It was then asked by another board member, who had clearly been listening to only you in our exchanges and taking your comments as "the truth", "what do we do now about this article?" and you stated and I quote " that the TESS were retracting the article and apologising" you were then asked why and you stated because the article was "untrue" , I then stated that I did not think your last comment was true, You then ended the conversation on the article and moved on to the next agenda item. I have since made clarifying phone calls and I am assured that TESS will neither be apologising nor retracting the article. In fact there has not even been a complaint made to them about the article.

The above is a brief yet detailed summarising of the events at the board meeting of 25th June surrounding this issue. I now request that the following questions to be answered promptly by you:

1. You stated that I had given the content of the article to TESS, where did you get this information from and why did you make this comment?
2. You said you had made no comment and were not quoted in the TESS article, why did you tell our board this when clearly your spokesman means that you are?
3. You stated that TESS were retracting and apologising as the content of the article were, and I quote you, "untrue". Two questions on this, where did you get your information that TESS were retracting and apologising? And where did you get the information that it was because its content were "untrue"? When clearly the content is true as no one has nominated for the sabbatical positions and given the fact TESS have not even received an official complaint!

I must at this point make it clear to you that I will be expecting a prompt reply from you regarding this matter.

I have afforded you the dignity that you did not afford me when you sent a letter based solely on hearsay to me and all my fellow board members or making these untrue allegations in front of my fellow board members, of not copying in all board members to this correspondence. I have copied in Aileen McKechnie, {REDACTED} and {REDACTED} for the reason that I feel given the fact that a chair has deliberately misled a board in order to undermine another board member is of the utmost seriousness and given the issues and correspondence you have received from the mentioned parties in regard to your relationship and treatment of the student board members in recent months. I have also attached a copy of the letter you sent me and my reply.

As outlined above, your comments and allegations are riddled with factual inaccuracies, and your behaviour display absolutely none of the self-control, gravitas and stature that I, and many others, would expect in a Chair of a college.

I now expect you to promptly issue an apology to me, fully retracting allegations, making it clear that behaviour like this from a Chair to any Board member, least of all the student board members, is unacceptable and that you have allowed yourself to drop beneath the standards that we

should all expect for our College and our Board. That apology should also be shared with all our board members.

Barclay McCrindle

**Barclay McCrindle**  
President & Chief Executive GCCSA

Phone:  
E-mail:  
Web: [Glasgow Clyde College](http://www.glasgowclyde.ac.uk)



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**From:** Barclay McCrindle  
**Sent:** 15 May 2015 11:46  
**To:** Cabinet Secretary for Education and Lifelong Learning  
**Cc:** Director of Advanced Learning and Science; {REDACTED}; {REDACTED}

**Subject:** FW: Student sabbatical elections

**Importance:** High

Cabinet Secretary

I have been asked, on behalf of the GCCSA exec team, to pass this correspondence on to you personally when we meet on Wednesday 20<sup>th</sup> May. I thought it would be best to give you site of this before we meet.

Kind Regards

**Barclay McCrindle**

President & Chief Executive GCCSA

Phone:

E-mail:

Web: [Glasgow Clyde College](#)



**From:** {REDACTED}

**Sent:** 15 May 2015 09:38

**To:** Barclay McCrindle

**Cc:** {REDACTED}

**Subject:** Student sabbatical elections

Barclay,

Firstly I would like to thank you and {REDACTED} for the help and guidance you have both given to not only myself but to other class reps and members of the executive team at GCCSA.

As you are more than aware we have upcoming elections for student sabbatical officers coming up and with your encouragement this had the potential to be a highlight in the student year. It is my duty as development officer of the student executive team to inform you that due to ongoing hostility to the current sabbatical officers from the current chair of the board, no members of the executive team are willing to stand for election, furthermore, no member of the executive team are willing to encourage and / or second any student who wants to stand for these positions.

This decision has not been taken lightly, but the main point is that none of us feel we could work with an openly hostile chairman who seems to have his own agenda to push and punish students and the student body.

To that end, following a meeting of the student executive team, I have attached an open letter to the cabinet secretary, that we would like you to take forward in our name.

I will later today, e-mail you with my own personal reasons for not standing.

It is unfortunate that what should be a good time for the student association, having won our award from the NUS and been nominated for others, is ending on such a low. I honestly fear for the future of student representation at GCC and the effect this will have on a college that I was proud to be associated with.

{REDACTED}  
Class Rep & Exec Team Development Officer  
GCCSA Langside Campus  
{REDACTED}

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**From:** Barclay McCrindle  
**Sent:** Wednesday, July 29, 2015 08:34 AM  
**To:** {REDACTED}  
**Cc:** Director of Advanced Learning and Science; {REDACTED}; {REDACTED}; {REDACTED};  
{REDACTED}; {REDACTED}; {REDACTED}; {REDACTED}; {REDACTED}; {REDACTED};  
{REDACTED}; {REDACTED}; {REDACTED}  
**Subject:** TESS article comments

Dear Chair and fellow board members

It is with much regret that I have been put in a position to contact you again regarding the comments you made at a board meeting on 25th June. As you are aware I have contacted you on two occasions the first being the 30th June trying to find out why you made these remarks and as yet I have still had no reply in fact on the second occasion I contacted you I made it clear that this issue was causing me undue stress. The issue still is and I must urge you to reply to my previous email which I have attached to this mail. On this occasion I have decided I would copy in the other

board members of Glasgow Clyde College and urge them to treat this correspondence with confidentiality and also urge them to challenge the chair on this issue.

I would welcome a prompt reply to this mail.

Barclay McCrindle

President GCCSA

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**From:** Barclay McCrindle  
**Sent:** 01 September 2015 11:48  
**To:** McKechnie A (Aileen)  
**Subject:** Fwd: Emergency meetingg

Aileen

I have forwarded you an email I sent to the regional chair today or last night.

I have highlighted in this where there is clear evidence of a lack of governance procedures yet again at Clyde.

I am now trying to obtain a copy of the mins and will forward you mails I have sent in that respect.

This meeting tonight should be stopped as this will become a meeting where innocent folk who have been standing up for students and their views will be slaughtered and it is just not right.

also I believe that the sfc now have a copy of the bdo report? so why does the meeting have to go on?

are u free for a call?

B

----- Forwarded message -----

From: "Barclay McCrindle" <>  
Date: 1 Sep 2015 11:38  
Subject: Fwd: Emergency meetingg  
To: {REDACTED}  
Cc:

Sent from Samsung Mobile

----- Original message -----

From: Barclay McCrindle <>  
Date: 01/09/2015 00:21 (GMT+00:00)  
To: {REDACTED}  
Cc: {REDACTED}  
Subject: Emergency meeting

{REDACTED}

I am writing to you formally as a member, for a few minutes yet, of the GCRB and also as a member of the GCC BOM, regarding some concerns I have with the "informal" meeting that has been arranged for Tuesday 1st September.

This meeting I believe is for the GCRB board members to be briefed on matters which the Glasgow Clyde Board wishes to bring to the GCRB's attention. These matters are, according to the comments our chair made to GCRB members last week, relating to the withdrawal of legal advice to the GCC BOM by the SFC. And as I recall, and please correct me if I am wrong, these matters had been raised to our chair by the chairs of the committees at GCC and it was they who wanted to meet with the members of the GCRB to discuss. This is where I do start to get more than a little confused as I note from the list of attendees that {REDACTED} will be in attendance at this meeting and I also note that {REDACTED} is not a chair of any committee at GCC. I am there for concerned that at no point did the chair or the appropriate channels at Clyde have any correspondence on this matter with ordinary board members at GCC to invite them to or indeed notify them of this meeting and it must be questioned as to how Gordon, as an ordinary member, has been notified and invited to this meeting. I feel at this point I must quote from the email sent out to regional board members last week inviting and notifying them of this meeting,

" As you are aware, we have been trying to find a slot next week for members of the Board of Management of Glasgow Clyde College to meet the Board of GCRB. The purpose was for the Board of GCRB to be briefed on matters which the Glasgow Clyde board wishes to bring to GCRB's attention. "

I have highlighted the above part as it clearly states Glasgow Clyde board, how can this be when board members know nothing about this meeting. There has been no correspondence regarding this meeting with ordinary board members at GCC. The only reason I know about this is in my capacity of a Regional board member.

I will now move onto some other concerns I have regarding this "meeting".

I am concerned that some members of the GCRB and others who will be in attendance may ultimately end up in a position of being conflicted depending on the scope of the discussion and as no paper has been provided I feel it may be appropriate to remind all attendees of this and I would suggest that it may be useful to ask all attendees before the meeting begins if they contributed to:

- 1.the investigation into the Principal.
- 2.The SFC/DLA piper report.
- 3.The BDO internal audit.

This would be recorded for the record and if the discussion does stray into any of these three strands then the obvious conflict would be recognised and the person/persons could be asked to remove them self's from the meeting.

Also I must highlight that after the GCC BOM members have made there representation then they must be asked to leave the room while the GCRB members discuss the matter and this would include the GCC BOM chair as he is part of the representation on behalf of the GCC board.

I also must highlight to the regional chair that {REDACTED} was part of the disciplinary panel that is to hear and decide the outcome of the Principles disciplinary hearing and clearly should not be present at this meeting for this reason also.

I feel I have to , in the interest of good governance, highlight the above. As you are aware there are on-going complaints of poor governance already raised against the chair of the GCC board and the GCC board and i believe that by not notifying certain ordinary members of the GCC BOM formally that this is another breach in good governance.

I am sorry to have to send an email of this nature in my final act as a member of the GCRB but i feel i must raise my concerns.

Regards

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

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**From:** Barclay McCrindle  
**Sent:** Tuesday, September 01, 2015 10:16 PM  
**To:** McKechnie A (Aileen)  
**Subject:** Fwd: FW: minutes 30th July BOM meeting

Aileen

this is the response to my request for mins.

B

----- Forwarded message -----

From: "Barclay McCrindle" <>

Date: 1 Sep 2015 21:25

Subject: FW: minutes 30th July BOM meeting

To: {REDACTED}

Cc:

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

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**From:** {REDACTED}

**Sent:** 01 September 2015 16:24

**To:** Barclay McCrindle

**Cc:** {REDACTED}

**Subject:** RE: minutes 30th July BOM meeting

Hi Barclay,

Sorry for delay in responding. The minutes are currently still in draft until they are reviewed and approved at the Board meeting on the 10<sup>th</sup> September. We would not normally be sending these draft minutes out other than through Board papers for approval. Following this , we should be able to release the minute in line with the normal access to /publication of Board minutes. Could you contact me again following the Board meeting and I will arrange access as appropriate

Best wishes

{REDACTED}

**From:** Barclay McCrindle

**Sent:** 31 August 2015 16:14

**To:** {REDACTED}; {REDACTED}

**Subject:** Fwd: minutes 30th July BOM meeting

**Importance:** High

Hello

With regard to the email below I was unsure who to ask for these minutes and did actually send with the intention of copying you in {REDACTED}.

Thanks in advance.

B

Sent from Samsung Mobile

----- Original message -----

From: Barclay McCrindle <>

Date: 31/08/2015 10:35 (GMT+00:00)

To: {REDACTED}

Subject: minutes 30th July BOM meeting

{REDACTED}

I hope you are well, I am mailing to ask if I could have sight of the draft minute for the board meeting on the 30th July. I contacted {REDACTED} for this and he has confirmed that he has already furnished the college with a copy of these minutes. Could I please view these for my own record?

B

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

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**From:** Barclay McCrindle  
**Sent:** Monday, August 31, 2015 10:03 AM  
**To:** McKechnie A (Aileen)  
**Subject:** Fwd: minutes 30th July BOM meeting [BRO-D.FID3179973]

Aileen

reply to my request for mins of 30th July.

B

----- Forwarded message -----

**From:** "Barclay McCrindle" <>  
**Date:** 31 Aug 2015 09:59  
**Subject:** Fwd: minutes 30th July BOM meeting [BRO-D.FID3179973]  
**To:** {REDACTED}  
**Cc:**

Sent from Samsung Mobile

----- Original message -----

**From:** {REDACTED}  
**Date:** 31/08/2015 09:30 (GMT+00:00)  
**To:** Barclay McCrindle <>  
**Subject:** RE: minutes 30th July BOM meeting [BRO-D.FID3179973]

**CONFIDENTIAL MESSAGE - INTENDED RECIPIENT ONLY**

Barclay

Thanks for your email.

I will pass your request to the College so that they can deal with it in the normal way when a Board member requests minutes. I expect someone will be in touch in due course.

Best regards

{REDACTED}

**From:** Barclay McCrindle  
**Sent:** 30 August 2015 12:49  
**To:** {REDACTED}  
**Subject:** minutes 30th July BOM meeting  
**Importance:** High

{REDACTED}

I hope you are well.

Firstly thank you for your verbal update via phone call of the above meeting. I am writing to you to ask as the minute taker for that meeting if it would be possible to gain site of your draft minutes for this meeting. As you will be aware my tenure on the GCC BOM comes to an end at midnight on the 31st August and given the unfortunate circumstances that have occurred over the last few months at Clyde it is vital I have site of these minutes for my own records.

I look forward to receipt.

Many Thanks

Barclay

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

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**From:** Barclay McCrindle  
**Sent:** 10 July 2015 11:16  
**To:** McKechnie A (Aileen); Director of Advanced Learning and Science  
**Subject:** correspondence

Aileen

As you are aware I mailed the chair of our board with regard to two seperate parts of correspondence.

The first was regarding the letter from our exec team to the cabinet secretary. Has he given you a response? And if so could I ask for sight of that? If not for any reason then I trust your judgement on that and agree to it.

Next I the mail I copied you into regarding the TESS article and the mail I sent the chair one week later regarding any form of reply.  
I have as yet recieved no form of correspondence from the chair regarding this.

What will I do now about this as this is causing me a level of anxiety as I indicated to the chair in my second email.

Should I now circulate this to the whole board?

Or could you ask him for a reply?

Thanks

Sent from Samsung Mobile

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**From:** Barclay McCrindle  
**Sent:** Friday, September 11, 2015 09:39 AM  
**To:** McKechnie A (Aileen)  
**Subject:** Fwd: minutes

Aileen

As you can see I am still not being furnished with these minutes as they had promised in previous correspondence I had sent on to you.

B

----- Forwarded message -----

**From:** {REDACTED}  
**Date:** Fri, Sep 11, 2015 at 9:27 AM  
**Subject:** RE: minutes  
**To:** {REDACTED}

Barclay,

There were amendments agreed to the minute which will need to be made and captured in the minute of last night, so we will need to wait till the secretary for the meeting has completed these and they are ready for publication .

I will let you know as soon as they are available

{REDACTED}

{REDACTED}



**From:** Barclay McCrindle  
**Sent:** 11 September 2015 00:36  
**To:** {REDACTED}  
**Subject:** minutes

Hello {REDACTED}

Would it be possible to view site of the minutes from the board meeting of 30th July. I beileve they would have been viewed and passed at the board meeting yesterday.

Many Thanks

B

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**From:** Barclay McCrindle  
**Sent:** 18 September 2015 11:27  
**To:** McKechnie A (Aileen); Director of Advanced Learning and Science; {REDACTED}  
**Subject:** press coverage and telephone conversation with journalist

Aileen

I am mailing you in regard to some serious concerns I am having with regard to the press coverage etc. that we have seen this week and a telephone call I had from a journalist, to whom I made no comment, this morning.

Firstly i must say that i am now very worried that there will be legal challenge made against the Board of Management at GCC with regard to the telephone call i received and the information that was put to me and as being part of that board until 31st August i will have collective responsibility and may well end up in a court being accused, as a whole with the board, of something i was not part of.

The telephone conversation was hearsay so this is the reason I am writing to you in the first instance to ask if you can clarify what was put to me. I was asked by the journalist in question if I could name the person who resigned from the GCC board in June? when I said I did not wish to comment he then went on to provide me with the name of this person. I have since checked back board minutes and emails and there was no resignation in June or at anytime before my tenure ended, on the 31st August, as the board was not made aware of it, as the chair would legally have to inform board members and the GCRB. Now if there was then there has been a clear breach in governance yet again at GCC. And even more worrying is that if this person did resign in June then why is there apologies' from him at subsequent board meetings? The other very worrying part of this would be that this person was to sit on a disciplinary panel on the 21st July and if he had resigned then there was no meeting to replace him on that panel.

I am extremely worried by this and would seek clarification in the first instance if the government can provide it.

I would also like to mention the recent leaking of a highly confidential report provided to only a few people.. Now i am aware that when this type of thing goes into the public domain that there is always the risk that it may be leaked, but i would like to point out that this report was only given to GCC board members and GCRB board members and it is extremely worrying that public servants or a public servant has leaked this and i think with "the field narrowed down" surely our government can fully investigate this as it is unacceptable behaviour. When this document was released to board members it was clearly marked confidential.

Can i also take this opportunity to give you an update as to where we are with the student elections at GCC. I was contacted, one day before nominations closed, by the director of student services at GCC and asked if i could encourage anyone to stand for the position of President as no one had nominated for this position. I then contacted some folk and they were of a mind that they would stand but given that where i am currently, apparently untouchable in the sector, then they did not wish to give up there studies to take up this position as they think it can be detrimental to there future. I passed this information back to the team at Clyde and they , the director and the development officer, decided to speak to the three people i had contacted and have agreed that if they stand they can do this on a part time basis. This is not perfect and can only be detrimental to student representation at Clyde and the service to our students will not be of a level it should be but i have tried my best to make sure that students are represented in some form.

Could you advise to all of the above as soon as possible as this is causing me undue stress.

And could you please let the cabinet secretary know that i am doing all i can in order to have students represented in some form at Clyde.

Kind Regards

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**From:** Barclay McCrindle

**Sent:** 09 June 2015 08:50

**To:** Cabinet Secretary for Education and Lifelong Learning

**Cc:** Director of Advanced Learning and Science; {REDACTED}; {REDACTED}; {REDACTED}

**Subject:** GCCSA

Dear Cabinet Secretary,

Just further to the meeting we had recently, and the letters I presented you with at that meeting (from the Glasgow Clyde College Students' Association executive committee and class representatives.), I just wanted to get in touch with a quick update on the situation here at Clyde.

As you will be aware, we recently had our nomination period, for students wanting to stand for election to the GCCSA executive 2015/16. We had to open (and close) nominations twice before, as a result of no one putting themselves forward each time. On Friday, we finally closed nominations for a third time and with still no one putting themselves forward.

Unfortunately, given the timescales involved, and time simply having run out, this means that as things stand there will be no executive officers elected for 2015/16 and, as such, essentially no students' association. This will remain the case until at least the next academic year, until such time we can open nominations and, hopefully, see students willing to put their names successfully forward for election.

As you will be aware, from the previous letters you have received on the Clyde situation, from my executive committee, class reps and I, many students, were extremely concerned about putting themselves forward for election under the current Board leadership, atmosphere and circumstances. All of the current Clyde executive committee took a collective decision not to re-stand for election, owing to the pressures and difficulties they have been placed under, as a result of no confidence in the current chair of Board and the situation they have seen unfold here. And clearly the student body as a whole has taken the same decision.

I would like to stress that this is not a situation we take lightly, or would have wanted to see. We have all worked extremely hard this to build up a much stronger and successful students' association – helped in no small part by the support and will from Scottish Government and SFC – including winning 'college students' association of the year' award at NUS Scotland's awards in March this year, SPARQS education engagement award for our ELATE group and also shortlisted for the NUS UK awards in two categories, SA of the year UK and officer team of the year UK.

As I look ahead to leaving office at the end of July, I am devastated by this outcome. As things stand, the students' association that Glasgow Clyde students have worked so hard to build up, and all the successes that we have seen go with that, will cease to exist come the end of July. I wish that weren't to be the case but, given where we are, I see no way out or positive end point for the students' association here at Glasgow Clyde.

Kind regards, Barclay

**Barclay McCrindle**

President & Chief Executive GCCSA

Phone:

E-mail:

Web: [Glasgow Clyde College](#)



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**From:** Barclay McCrindle  
**Sent:** 30 June 2015 11:25  
**To:** {REDACTED}  
**Cc:** {REDACTED}; Director of Advanced Learning and Science  
**Subject:** Letter  
**Importance:** High

Dear Chair

Following on from the conversation at the board meeting of 25<sup>th</sup> June. Regarding the letter that you received and replied to from Aileen you had stated that you could not comment on the letter sent by the GCCSA exec team to the cabinet secretary as you had not viewed it. I have taken it upon myself in the best interests of all concerned to contact the exec team to ask if it was ok for me to forward this to you and I have now agreed with the team that I can forward the letter to you. Only three members of the team are happy for their names to be viewed so I have blacked out the others.

I hope this helps you in responding to Aileen.

I must make it very clear at this point that this letter is from the GCCSA exec team and not myself or {REDACTED}. And I must also ask that there will be no recriminations made to the exec team, as I am very sure there will not be hence the reason they have agreed to me sending the letter on, as they are only exercising their democratic will. It must be remembered that these students give of their time with the association on a voluntary basis and they all give a minimum of 10 hours per week to our students and college and if it was not for these guys the GCCSA would not be in any position to even function properly.

Barclay McCrindle

**Barclay McCrindle**

President & Chief Executive GCCSA

Phone:

E-mail:

Web: [Glasgow Clyde College](#)



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Attachments:

Hi Barclay

Further to serious issues that were raised at the recent class rep meetings this week, the feedback received from other class reps is that some students and their families are now questioning the future of Glasgow Clyde and are now seeking to continue their education at different establishments due to the unrest and unreliability of the situation here at Glasgow Clyde College, they have just lost faith. My own son has been offered a place at both Glasgow Clyde and South Lanarkshire and I am sorry to say, I have encouraged him to go to South Lanarkshire as I do not have much confidence in Glasgow Clyde College.

I am really sorry to send this to you as yourself and {REDACTED} have done a fantastic job at motivating and interacting with class reps and the wider student body this year and I have really enjoyed my time as a rep this year. You have both given me more confidence, both in my course work and at rep meetings, especially the meeting with the Senior Lecturers the heads of the different departments regarding the Mary Stuart Building (from which was extremely successful in the facilities requested being put into place).

I was hoping this year to run for President of the GCCSA but after the way I have seen and heard the treatment the student association reps and the dismissal of the student views by the chair of the Board I am now in two minds whether to do this or not unless there is a major change in the running of the College.

I really do wish you both could stay on as President and Vice President but I know this is not possible. I just hope the next elected are as fantastic as you both have been.

Kind regards

{REDACTED}, on behalf of class reps.

**From:** Barclay McCrindle

**Sent:** 06 July 2015 14:46

**To:** {REDACTED}

**Cc:** Director of Advanced Learning and Science; {REDACTED}; {REDACTED}

**Subject:** TESS article

**Importance:** High

Dear Chair

I refer to my email of 30th June regarding the TESS article. The comments and allegations you made at the Board of Management meeting on 25th June have caused me undue stress and this has not been alleviated by your lack of any form of response to my correspondence.

I do understand that you do have a day job and the amount of time the issues at Clyde are taking up, for all of us, is unprecedented. But in saying this and given the serious nature of the correspondence I sent regarding the issues I had with your comments, can I kindly ask could you please take the time to respond to me.

I have copied in the original recipients.

Kind Regards

Barclay McCrindle

Student President

Barclay McCrindle  
President & Chief Executive GCCSA

Glasgow Clyde College  
Tel.:  
E-Mail:

Sent via Microsoft Outlook Web Application (OWA)

Dear Chair,

I received your letter dated the 20<sup>th</sup> March, which I note has been sent to all the members of the Board of Glasgow Clyde College.

Let me be clear, the accusations in this letter are not true and I deny them entirely for they are without foundation. Indeed they seem to be based on entirely inaccurate hearsay and rumour.

I can only conclude that this is an attempt by you to damage my reputation in the eyes of the Board. This reveals a strange attitude toward those of us who represent the students of this college and it would be appropriate to withdraw this letter on the basis of its inaccuracy and to apologise for it being sent in the first place. It is my intention to speak to the board on this letter and my response at the Glasgow Clyde College Board meeting on Thursday (26<sup>th</sup> March 2015).

You make 19 points in your letter and I have attached a point by point response. Given that fellow board members received your letter I am also copying them into this response.

Yours sincerely,

Barclay McCrindle  
President GCCSA

**Point 1 – heard making comments**

I am sure that you will agree that this is hearsay, and I have not made the comments described by you. This is a factual inaccuracy.

**Point 2 – I accused you of cancelling the Access to Humanities course I hoped to join**

I am very confused. I was accepted on to an Access to Humanities course two years ago, long before you had your role, and I had my current role. Why would I possibly say this to anyone? To be clear, I assure you I did not. This seems to be another factual inaccuracy.

**Point 3 – bullied the board into suspending the principal**

This is not my view, and I have not made comments as you describe. For the record, I take no view on the decision itself to suspend the Principal, I take a very strong view that the process was not correct, and the exclusion of the student board members counter to The Code and the Post-16 Education (Scotland) Act.

**Point 4 – your letter states “On the first allegation, I don’t know what you are talking about”**

I am afraid, neither do I.

**Point 5 – A proposal for the new student co-ordinator of the student association**

Again I am confused. What new co-ordinator? This has been in the structure for the two years the students’ association has been operating, predating you being Chair and me being president or board member. This is another factual inaccuracy.

**Point 6 – had discussions with the Principal and the CEO of the funding council in relation to the Student Co-ordinator**

Again the role has been in place for two years. Therefore I had no need, and did not, discuss this with the Principal (other than in terms of potential new structures in general) or CEO of the SFC.

To clarify to the Board, I have personally had two meetings with the CEO of the SFC and these meetings were solely to talk about students' associations and students, at no time did I discuss, or the CEO of the SFC discuss, anything other than students' associations and students.

**Point 7 – “when the proposal came to my attention last month I asked for the proposal to be put on hold for further information”**

This is yet another factual inaccuracy. You knew and agreed to GCC SA's request to defer the decision on structures to the OD committee in December, not last month. I am happy to remind you and inform the Board of the processes and timelines that led to you demanding that the proposal be put on hold in mid-February, coincidentally the week leading up to the exclusion of the student board members.

On 5<sup>th</sup> December I emailed and asked you as acting Chair if the GCC SA could defer bringing their proposed structure for 15/16 to the Board and instead bring the proposals to the OD committee in early February, as our executive team had not agreed the structure as yet. You agreed to this. I emailed you back thanking you and wishing you luck with your interview with the regional chair. You replied to thank me and to say you would let me know how it goes.

**Point 8 – The recent no-confidence motion was “based on inaccurate and misleading information”**

This is not the case. The basis of the motion was that the student board members were wrongly excluded from a key decision of the college and that this was counter to the spirit of putting learners at the centre, and equally counter to provisions within the Post-16 Education (Scotland) Act, and the Code of Good Governance for Scottish Colleges which supersede the College's constitution. Furthermore, even if the College's constitution was not out of date, it is my belief that in not outlining clearly to the Board that it was up to them whether we were included or not (as opposed to the impression that the constitution left no room at all for the student members to be retained) even the College's out of date constitution was not adhered to.

**Point 9 – as a board member and student leader at the college , I believe, you had a responsibility to advise the SA and NUS Scotland about the facts of the suspension**

Firstly, the issue the students' association has with the Chair is not and has never been about the suspension of the Principal as you will see from all correspondence. It is the principle of students being at the centre of our governance that is our concern. It is alarming that at this point you still do not seem to know what the complaint of the students' association is.

Furthermore, I think you are more than aware that we were asked to leave the meeting where this issue was discussed so the idea that we should update people of the facts of the suspension makes no sense, and is infuriating given the fact that we did not wish to be excluded.

**Point 10 – you have been a college Board member for almost two years**

I have not, I have been a board member for one year.

**Point 11 – It is clear in paragraph 15.3 that student on the board are excluded from voting on certain staff matters, including the suspension of a member of staff**

I have outlined a number of times, including at Point 7 above, as to how this point is irrelevant. The College's constitution is out of date. It has been superseded. Furthermore, even if it had not been, I do not believe that the Board was given an accurate impression of the fact that it was up to them whether we stayed in the room for this key decision, rather than as cut and dried as you have wished to outline repeatedly, including in your most recent letter.

**Point 12 – no time did you raise this with the other board members**

This is not the case. I asked you outside if I could come back in and address the Board. You said yes and I did. If you recall when we re-entered the room you told other members that I would address the Board and you passed over to {REDACTED} to act as Chair and you left the room. I then told the board that I believed they had been misled as the constitution said that we could stay if agreed by the board members present and this part of the constitution had not been read out to them. Again, the constitution is out of date, and has been superseded by the Post-16 Education (Scotland) Act and the Code of Good Governance for Scottish Colleges.

**Point 13 – the main worry expressed by you and {REDACTED} was that of child care expenses**

This is also inaccurate. This was absolutely a key worry, but it was among a number of others. On this point we asked why we could not have been emailed sooner to let us know about the meeting, as {REDACTED} had to organise childcare.

**Point 14 – when you both came back in you were involved with other board members in what would be said in the press statement**

This is inaccurate again. When we came back in, at our request, I told the board five times I would not be putting my name to any statement in relation to a decision that I had no involvement in or in the actions taken in order to produce a statement. On the sixth time of saying this I believe another board member suggested to you to read it out, which you did. You were clearly aware that we did not wish to put our names to any statement as we were not involved in the discussion, and had nothing to do with the decision. As you are more than aware {REDACTED} had become very upset at this point and we left.

**Point 15 – you never mentioned the code of good governance**

At this point I begin to despair, if I had not already. Is your position that the student member somehow has the main responsibility for keeping the whole college in line with its governance requirements which after all are set out in legislation? This is

clearly a strange position if so. I would argue it is your responsibility to ensure the College is well governed and is meeting its governance obligations. Ignorance of the law is no defence. And ignorance of the Code of Good Governance is absolutely unimaginable given the work put in to develop it, and the large number of times it was highlighted by sector organisations, including Colleges Scotland, and government and government agencies.

**Point 16 – supplementary guidance**

Guidance is just that – guidance. The Code was published, and has been in place, since December. Therefore the Board had a responsibility to implement the code since December.

**Point 17 – Glasgow Clyde College, along with other colleges in Scotland, will have to review their constitution in the light of the new code**

Finally, a point where we agree. I am very grateful to you for admitting that the constitution may well have been superseded and may well be out of date, and that this may well have been the case since at least the publication of the new Code in December. Looking ahead, I look forward to working with the Board, and regional Board, to ensure the constitution is brought up to date. Looking back, this seems to make my point for me as outlined above.

**Point 18 – The new code is on the boards agenda. Thursday’s board meeting will be the first opportunity since its publication.**

The Code is not something that needs to be agreed to or ratified by the Board. It is something that needed, and seemingly needs, to be highlighted to this Board, and adhered to by this Board. It has been in place since December. With key decisions having been made by this Board since its publication, I will leave it to you and to the rest of the Board to decide whether it was an example of good governance to wait until almost April to take the opportunity to highlight a key governance document to the Board. I hope it is clear, that in my opinion, not ensuring that Glasgow Clyde College Board kept to one of the key governance documents governing the sector, in taking a key decision, is a clear and significant failure of governance.

**Point 19 – Your call for me to fully retract the comments you allege I make and apologise unconditionally. Otherwise you will “have to consider taking further action”.**

I would like to ask whether you took legal advice before sending this letter. As I hope I have outlined, it is a letter riddled with factual inaccuracies, and displaying absolutely none of the self-control, gravitas and stature that I, and many others, would expect in a Chair of a college. I was stunned to receive a letter of this kind from you, particularly given the mistakes that run throughout it.

I am concerned that in responding to your allegations I am giving them credence, and dignifying them. However, in making it clear that I am not, I believe my response could not be clearer or more substantial.

I have addressed your points systematically and shown the factual inaccuracies peppered throughout your letter. I expect that you will promptly issue an apology to me, fully retracting the letter and allegation, making it clear that behaviour like this from a Chair to any Board member, least of all the student board members, is unacceptable and that you have allowed yourself to drop beneath the standards that we should all expect for our College and our Board. I look forward to receiving your prompt apology.