

Aim	Action	Outcome	Owner	Timescale	TC Alignment <i>Visibility Recognition Career Development Sustainability</i>
Establish the Technician Commitment at GSA	Establish the TC steering group as a proactive, supportive forum for the technical voice.	A clear flow of information between the steering group and the staff body.	HoTSD/TCSG	Y1	V R CD S
	TC members are given support, time and resources to develop projects and engage with colleagues.		HoTSD	Y1	R CD
	Ensure information about the TC is included in the tech staff induction	All tech staff are aware of TC aims and progress.	TMs	Y1	C R
	Report on TC progress to the Education Committee	Academic staff are aware of TC aims and progress.	HoTSD	Y1	V
Renew focus on staff development and career development	Ensure the full staff team completes career reviews and engages in the GSA staff dev programme.	85+% completion rates for career reviews and mandatory training	TMs	By end of Y1	R CD S

	Explore professional memberships and accreditation	Schemes are visible and staff are supported in developing applications	HoTSD/TMs	Y2	R CD
	Promote and support application to a range of development programmes such as Herschel, in particular for underrepresented groups	Schemes are promoted and staff are supported to develop applications	HoTSD/TMs	Y2	R CD
	Explore and implement the HETT framework.	Explore and benchmark Spring 25 Map existing roles summer 25 Introduce to new roles 25/26 Fully implement framework 26/27	HoTSD/HR	Y1-2	CD S
	Develop support for study guidance to signpost how tech staff can access more in-depth study and development options while balancing working (e.g. Masters, PhD study).	GSA-wide guidance is available and promoted across the technical team.	HoTSD/HR/TCSG	Y2	CD S
	Develop a policy on using GSA facilities for	GSA-wide guidance is available and promoted	HoTSD/TMs/TCSG	Y2	CD

	developing /producing new creative work	across the technical team and across the school.			
Develop regular events celebrating and sharing the work of technical staff	Technician Exhibition – Build on the success of the Feb 24 exhibition and plan a biennial exhibition Explore joint exhibitions with other Scottish art schools.	Dates and venues for exhibition planned for next 2 years.	TMs/TCSG	Y2	V R CD
	TSD Spotlight Sessions – further develop events to increase visibility and attendance including students, academic and other staff	Dates and venues planned for the next two years. Time is protected in the academic timetable. Events included in GSA comms.	TMs	Y1	V R CD S
	Develop and maintain technical team social media channels	Students, staff and the public are aware of and able to engage with technical achievements.	TLs	Y1	V R
	Continue to nominate Tech staff for GSA People Awards, L&T Awards and external awards such as Times Higher Technician of the Year Award	Tech staff are celebrated internally and externally as high-achieving, supportive, technical and education professionals.	HoTSD/TMs/TCSG	Y1-2	V R

Develop initiatives to build team coherence across technical staff. Help staff to feel part of the wider team and students to navigate technical spaces and recognise the technical staff at GSA.	Continue TSD all-staff events. Protect time in the year for team development and formal/informal social/sharing events.	Dates and venues planned for the next two years. Time protected in the academic timetable.	HoTSD/TMs/TCSG	Y1-2	V CD
	Staff uniforms integrated into protective clothing - prototype with Studio Team, consult with wider team.	All staff are aware of the availability of the uniform option, and it is taken up by those that want it.	TM Studio/TCSG	Y1	V S
	Refresh TSD branding & signage to create a coherent visual approach to help students navigate technical spaces, and recognise technical staff at GSA.	Develop new signage and place in all workshops.	TMs/TCSG	Y2	V
	Develop cross-school events to allow tech staff to visit other workshops or work shadowing.	Events are planned and time is protected in the timetable.	TMs/TCSG	Y2	V CD S
	Establish workshop facility tour and	All staff are aware of the technical facilities	HoTSD/HR	Y2	V

	induction booking for all new staff.	available, how to access them and how to access support.			
	Include technical staff profiles on the GSA website.	Technical staff can manage their own profiles on the GSA website.	Marketing	Y1	V R
	Develop a campaign to highlight technical staff stories, showcasing their skills and career paths.	Refreshed workshop photography available for use. Campaign run.	Marketing	Y1	V R
Integrate technical staff into academic planning and research activity	TSD to attend Planning Subgroup	Technical and workshop space capacity considerations are included in target setting	HoTSD	Y1	R S
	Explore GSA's research environment to review how technical staff are involved in research, knowledge exchange and innovation, how they can best contribute.	Map ways that technical staff support the research environment or are otherwise involved in research. Explore Research Technical Professional role as part of HETT framework above.	HoTSD/ Research/ Deputy director	Y2	R CD S
	Develop skills mapping project to outline skills offer, identify gaps in provision, create	Findings from the skills mapping project inform technical workforce planning.	HoTSD	Y2	CD S

	opportunities for technical staff to develop new areas of delivery.				
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Owners:

HoTSD – Head of TSD

TMs – Technical Managers

HR – Human Resources

TC SG – Technician Commitment Steering Group

TLs – Team Leaders