

**THE GLASGOW
SCHOOL OF ART**

**TECHNICIAN
COMMITMENT
ACTION PLAN
2025-2027**



The Technician Commitment is a university and research institution initiative, led by a steering board of sector bodies, hosted by the UK Institute for Technical Skills & Strategy.

INTRODUCTION

The Commitment aims to ensure visibility, recognition, career development and sustainability for Technicians working in higher education and research, across all disciplines. Universities and research institutes are invited to become signatories of the Technician Commitment and pledge action to tackle the key challenges affecting their technical staff.

Since its inception in 2017, the Technician Commitment has grown to a global community of 140 signatory and supporter organisations championing technicians and their contributions to higher education and research.

The Commitment includes 4 key areas:

Visibility

Ensure all technicians within the organisation are identifiable and that the contribution of technicians is visible within and beyond the institution.

Recognition

Support technicians to gain recognition through professional registration and external awards schemes.

Career Development

Enable career progression opportunities for technicians through the provision of clear, documented career pathways.

Sustainability

Ensure the future sustainability of technical skills across the organisation and that technical expertise is fully utilised.



At GSA we are incredibly proud of our community of technicians, whose skills, dedication and passion make an enormous contribution to the life of the School and play an essential part in our students learning.

JOHN AYERS HEAD OF TECHNICAL SUPPORT

Our technical team is at the very heart of the student experience, bringing ideas to life ensuring that our studios and workshops are places where students feel safe to explore their creativity and innovation can flourish. Their work enables students to push boundaries, investigate new possibilities and gain the hands-on knowledge they need for their future careers as creative practitioners.

By signing up to the Technician Commitment, GSA is strengthening its support and recognition of the vital role technicians play in creative education. The accompanying Action Plan has been developed through close consultation with the technical team alongside input from stakeholders and students. It sets out steps we are taking to enhance opportunities for personal development, career progression, team building and the celebration of achievement. By embedding the principles of the Technician Commitment, we look forward to further strengthening our technical provision and fostering an environment where all colleagues can thrive.



“Our technical team is at the very heart of the student experience, bringing ideas to life.”

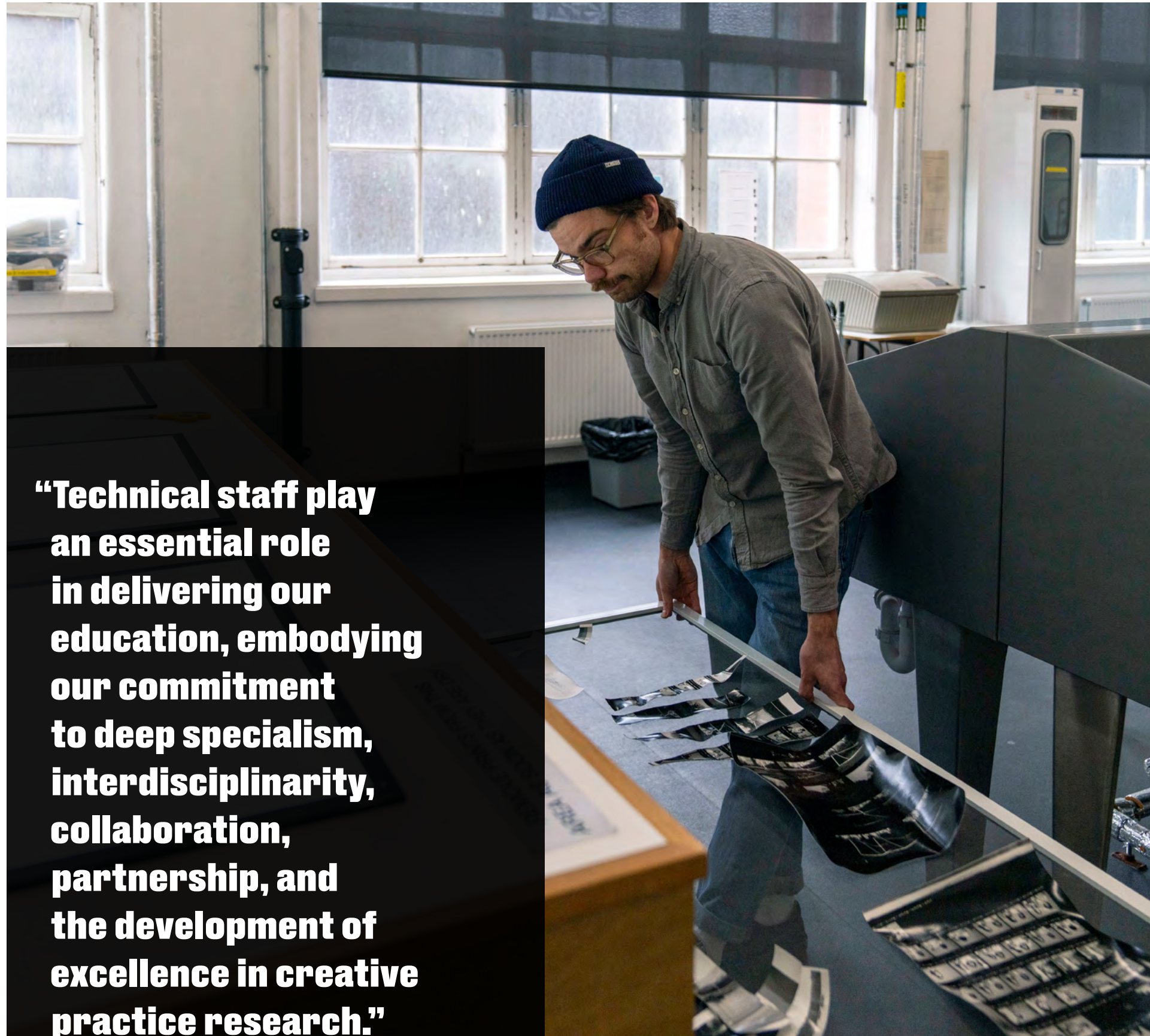
Technical excellence has been at the heart of The Glasgow School of Art (GSA) since the School's inception in 1845.

**PENNY MACBETH
DIRECTOR
AND PRINCIPAL**



Our technical teams are an intrinsic part of our continuing success as a global, internationally significant centre for creative education with their expertise playing a vital role in our distinct studio culture. Technical staff play an essential role in delivering our education, embodying our commitment to deep specialism, interdisciplinarity, collaboration, partnership, and the development of excellence in creative practice research. They are makers, artists, designers, innovators, essential to the teaching and development of our students, creating safe learning environments where they can experiment, question and test the boundaries of their disciplines.

The Technician Commitment and Action Plan, underpinned by both our Education Strategy and People Strategy, demonstrates the importance that we place on the support and ongoing development of our Technical teams, setting our ambitions for meaningful career development, celebrating talent and the coherent integration of our technical staff's expertise in our academic and research activity. It affirms our commitment to our technical staff and the role that they play in making the GSA a socially and environmentally conscious institution that champions creativity and innovation.



“Technical staff play an essential role in delivering our education, embodying our commitment to deep specialism, interdisciplinarity, collaboration, partnership, and the development of excellence in creative practice research.”

IMAGES (L TO R): CASEROOM, FASHION WORKSHOP, DARKROOMS & PRINT ROOM
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AIM	ACTION	OUTCOME	OWNER	TIMESCALE	TC ALIGNMENT
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

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AIM	ACTION	OUTCOME	OWNER	TIMESCALE	TC ALIGNMENT
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 developing /producing new creative work	GSA-wide guidance is available and promoted across the technical team and across the school	HoTSD/TMs/TCSG	Y2	CD

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AIM	ACTION	OUTCOME	OWNER	TIMESCALE	TC ALIGNMENT
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	Y R

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AIM	ACTION	OUTCOME	OWNER	TIMESCALE	TC ALIGNMENT
<p>Develop initiatives to build team coherence across technical staff</p> <p>Help staff to feel part of the wider team and students to navigate technical spaces and recognise the technical staff at GSA</p>	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 induction booking for all new staff	All staff are aware of the technical facilities available, how to access them and how to access support	HoTSD/HR	Y2	V
	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

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AIM	ACTION	OUTCOME	OWNER	TIMESCALE	TC ALIGNMENT
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 opportunities for technical staff to develop new areas of delivery	Findings from the skills mapping project inform technical workforce planning	HoTSD	Y2	CD S

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FOR FURTHER
INFORMATION
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