

## Board of Management Students, Staff & Equalities Committee

<b>Date of Meeting</b>	<b>Wednesday 27 October 2021</b>
<b>Paper No.</b>	<b>SSEC1-C</b>
<b>Agenda Item</b>	<b>4.3</b>
<b>Subject of Paper</b>	<b>Committee Programme of Work 2021-22</b>
<b>FOISA Status</b>	<b>Disclosable</b>
<b>Primary Contact</b>	<b>Paul Clark, College Secretary/Planning</b>
<b>Date of production</b>	<b>October 2021</b>
<b>Action</b>	<b>For Approval</b>

### 1. Recommendations

That the Committee reviews and approves the attached Programme of Work draft subject to ongoing development.

## **2. Purpose**

The purpose of this report is to provide the Committee with a draft schedule of approvals and other work for 2021-22, for discussion and further development.

## **3. Key Insights**

3.1 The Programme of Work is intended to ensure that the Committee plans essential work and approvals to ensure that these key responsibilities are not overlooked, and that they are visible in the interests of good governance practice, transparency, and communication.

3.2 The attached draft Programme of Work includes the terms of reference for the Committee, together with the required approvals as recorded in the Board Schedule of Approvals, and will also include any additional report submissions, performance information, and other assurances required by each Committee on behalf of the Board of Management.

## **4. Impact and implications**

4.1 In adopting the Programmes, the responsibilities and requirements of each Committee is made clear. This enables effective work planning and timetabling to be undertaken, as well as providing a transparent indication to all of the work being done by the Board and its Committees.

4.2 This also provides clear information, relating to their responsibilities, to other Board members, prospective Committee members and conveners, as well as new Board and Committee members.

## **Appendices:**

**Appendix 1: Students, Staff & Equalities Committee Programme of Work 2021-22**

**BOARD OF MANAGEMENT – STUDENTS, STAFF & EQUALITIES COMMITTEE**

**CONVENER:** Alisdair Barron

**VICE CONVENER:** May Miller\*

**MEMBERS:** David Cullen, Paul Hillard, Zahra Khan, Paul Little, Bernie Savage, Audrey Sullivan

**TERMS OF REFERENCE**

1. To regularly consider and request reports and performance information in relation to all matters relating to staffing, students and equalities, including employee relations, organisational culture, staff welfare and health and safety, student funding and admissions, which are not directly relevant to the work of other Committees and, where necessary, to periodically review, instigate review and to approve the College's policies and strategies in relation to such matters.
2. To make recommendations to the Board on any matters of significance which fall within the remit of this Committee.
3. To regularly consider and approve the College's staffing strategy and to maintain an overview of its organisational structure.
4. To receive regular performance reports on all relevant matters including health and safety, the staff resource, turnover, sickness and absence.
5. To consider and approve the College's staff development policy and to receive reports in order to monitor performance.
6. To approve the parameters under which the Executive Leadership Team is authorised to negotiate pay and conditions of service and to receive reports and provide advice on pay negotiations and agreements, including National Bargaining.
7. To monitor and review the effectiveness of the College's employee relations, of its arrangements for negotiation and consultation, of its processes for dealing with discipline and grievance, of its Recognition and Procedure Agreements, and of other aspects of employee relations.
8. To consider and review the College's HR Policies.
9. To receive reports in order to monitor and review the Learning Agreement with the recognised trades unions and the work of the College's Union learning representatives;
10. To regularly consider reports from and related to the Student Association and address any issues raised by the Association.

11. To regularly consider reports relating to student engagement, and to monitor and review performance
12. To consider and approve the College's equality statement and its equality and diversity policies relating to both staff and students, to ensure that they comply fully with statutory requirements and are reflected in the College's strategic and operational plans so that equality and diversity forms an integral part of decision-making in the College.
13. To monitor the implementation of the College's policies on equality and diversity, and to review regularly its performance on key indicators in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

\* Co opted Board Member

<b>PROGRAMME OF WORK</b>			
<b>Task</b>	<b>Presented for Consideration</b>	<b>Task Completed</b>	<b>Commentary</b>
<b>STANDING ITEMS</b>			
Strategic Risk Review (minimum every 2 <sup>nd</sup> meeting)			
Students' Association Update			
Equality, Diversity & Inclusion Current Priorities & Initiatives Update			
Staff HR Metrics Quarterly Report			
Champion Topics (to be suggested by relevant staff member)			
Committee Self Evaluation (once per year)			
<b>SCHEDULED ITEMS</b>			
<b>27 October 2021</b>			
People & Culture Strategy			
Committee Annual Report			
Programme of Work			
Strategic Risk Review			
Student Recruitment & Admissions Review			
Corporate Caring Duties Update			
<b>2 February 2022</b>			
Committee Terms of Reference			
Student Support Funding and Finance Report			
Admissions Update - January Intake			
Organisational Development Update			
Learning & Teaching Academy Update			
Equality Mainstreaming, Equality Outcomes Reports and Equality Outcome Framework			

<b>18 May 2022</b>			
City SA Impact Report			
Strategic Risk Review			
Student Services Annual Review			