

Board of Management Students, Staff & Equalities Committee

Date of Meeting	Wednesday 26 October 2022
Paper No.	SSEC1-B
Agenda Item	4.2
Subject of Paper	Committee Programme of Work 2022-23
FOISA Status	Disclosable
Primary Contact	Michael Cross, Interim College Secretary
Date of production	October 2022
Action	For Approval

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 2022-23, 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 2022-23

BOARD OF MANAGEMENT – STUDENTS, STAFF & EQUALITIES COMMITTEE

CONVENER: Alisdair Barron

VICE CONVENER: May Miller*

MEMBERS: David Cullen, Zara Grew, Paul Hillard, Paul Little, Leo Subido, 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

PROGRAMME OF WORK	
Task	Commentary
STANDING ITEMS	
Strategic Risk Review (minimum every 2 nd 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)	
SCHEDULED ITEMS	
26 October 2022	
Committee Annual Report	
Programme of Work	
Review of People & Culture Strategy – Outturn Report	
Student Recruitment and Admissions Review	
Strategic Risk Review	
Corporate Care Duties Update	
1 February 2023	
Committee Terms of Reference	
Student Funding Support Report	
Student Recruitment Update	
Learning & Teaching Academy Update	
Equality Mainstreaming, Equality Outcomes Reports and Equality Outcome Framework	

17 May 2023	
City SA Impact Report	
Student Services Annual Review	
Strategic Risk Review	