

Board of Management

Date of Meeting	14 December 2022
Paper No.	BoM3-I
Agenda Item	6.1.2
Subject of Paper	Students, Staffing and Equalities Terms of Reference Amendment
FOISA Status	Disclosable
Primary Contact	Drew McGowan College Secretary
Date of production	6 December
Action	For Approval

1. Recommendations

To approve the minor amendment to the Terms of Reference of the Students, Staffing and Equalities Committee.

2. Purpose

To request the Board's approval for the minor amendment to the Terms of Reference of the Students, Staffing and Equalities Committee.

3. Consultation

Members of the Students, Staffing and Equalities Committee.

4. Context

At the Students, Staffing and Equalities Committee's meeting in November, members agreed to request the Board's approval for a minor amendment to Section 1 of their Terms of Reference. The small amendment aims to clarify that staff and student welfare, health and safety are part of its remit.

5. Impact and Implications

N/A.

CITY OF GLASGOW COLLEGE
Students, Staffing and Equalities Committee of the Board of Management

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 and student 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.