

- 12.2. The following points were raised in discussion:
- a. The time frame that is acceptable for completion of the training was queried and whether there is a relevant escalation period.
 - b. It was also raised whether those on long term leave would be excluded

- b. The purchase of annual leave is planned to be implemented from August 2022.

16.2.

- 18.1. Mr Mark Rice, Head of Reward & Pensions presented the proposed 2021-22 Gender and Ethnicity pay report. The following points were made during the presentation:
- a. The gender pay gap needs to be reported legally by UCL. This data reflects an increase in grade 6 staff due to an influx of PGTAs.
 - b. Ethnicity does not need to be legally reported but UCL report internally.
 - c. There is a higher proportion of BAME staff at lower grades and there is a lot of staff who ethnicity is unknown for in grade 6 roles. However, BAME staff have increased in grades 8, 9, and 10.
- 18.2. The following points were raised in discussion:
- a. It was raised whether there is a pay gap within grades. It was confirmed that this is not necessarily the case and that gaps show between the proportion of staff at different grades.
 - b. It was suggested that this work could align with the talent management work discussed in the paper 2-06.
 - c. It was noted that the career structures for researchers could be responsible for some of the data. Similarly, it was suggested that it could be helpful to investigate whether there is a difference between teaching and research roles and the rewards for these different roles. It could help to open up career pathways and look at the distribution of teaching loads. Mr Mark Rice will discuss with Dr Jolene Skordis separately.
 - d. It was asked what was considered a significant pay gap. This was confirmed to be over 3%.
 - e. It was suggested that this item could be raised again at another PCC meeting to continue the discussion.
- 18.3 People and Culture Committee noted and approved the report for publication.
- 19.1. Exempt from publication, please see confidential minutes.
- 19.2. Exempt from publication, please see confidential minutes.
- 19.3. Exempt from publication, please see confidential minutes.
- 20.1. Dr Matthew Blain announced that as he was leaving UCL, there would be a new chair for the People and Culture Committee.
- 20.2. The new chair for the next meeting would be Miss Donna Dalrymple.

Hannah Swallow
March 2022