People and Culture Committee

Thursday 29 February 2024, 10:00am

Confirmed Minutes

Present Members :
Donna Dalrymple (Chair), Ismail Ahmed, Aimie Chapple, Felipe Fouto, Megan Gerrie, Lesley Houfe, Fiona Naughton, Professor Stephanie Schorge, Dr Victoria Showunmi, Professor Jolene Skordis, Professor Anthony Smith, Professor Kimberley Trapp, Tania Trosini, Joanne Wilkes, Donna Williamson.

Apologies :
Sharron Alexander, Kate Brooks, Sara Collins, Professor Peter Fonagy, Marie Gallagher, Professor Alison Koslowski, Professor Paola Lettieri, Professor Ge.002 1a4Tw 0.2 -0.00

Kate Fernandes, Faculty
Helen Fisher, Director of
Shelley McPherson, HR
Vincent Preece, HR Emp
Lorren Rea, Head of Em
Catherine Stow, Director
Hannah Swallow, Comp
Emma Todd, Director of
Professor Michael Walls

Nick McGhee – Head of
Natalie Connor – Secret

Part I: Preliminary Business

1.   Minutes (6-01)

1.1.   People and Culture Committee approved the minutes of the meeting held on Friday 8 December 2024.

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Part II: Strategic Items for Discussion

2.   Updated Membership   (6-02)

2.1.   The Chair welcomed Dr Victoria Showunmi, Professor Stepanie Schorge, Lesley Houfe and Ahmed Ismail to their first meeting as new members of the People and Culture Committee.

3.   Employee Experience Survey 2024   (6-03)

3.1.   Catherine Stow, Director of Organisational Development, briefed the committee on the rationale and tiei ogrfes Tw T* -24.91/TT1 1 Tf 0.004tH2d (R2d (co -ed n

c.

7.1.   Lesley Houfe, Interim Director of EDI, introduced the paper setting out the draft Annual Equality, Diversity, and Inclusion (EDI) Review 2022-23 alongside the Key Priorities for 2023-24 and the EDI Data Monitoring Report for 2023. This was a requirement of the Equality Act (2010). The report related to institutional-level data and may not have captured specific work undertaken at faculty level.

A member requested a mechanism for specifically reporting EDI information for the UCL East campus. It was noted that specific EDI data held for each campus would feed into wider strategic planning and could support future funding opportunities.

7.2.   The People and Culture Committee endorsed the draft Annual EDI Review 2022-23, Key Priorities for 2023-24 and the EDI Data Monitoring report for 2023.

8.   Future of Work Dashboard (6   -08)

8.1.   The Chair introduced the paper that provided an update on the Future of Work dashboard for the Quarter ending December 2023. There had been no significant variation to the metrics over the last two year period, therefore it was proposed that the monitoring of Hybrid Working arrangements be treated as business as usual and incorporated into the People Dashboard.

Part III: Other Business for Approval or Information

9.   Key Legislative Policy Changes for 2024 (6-09)

9.1.   People and Culture Committee noted the report.

10.   Career Break Policy   (6-10)

10.1.   People and Culture Committee approved the report.

11.   Safeguarding Policy (6

13.1. People and Culture Committee noted the report.

14.   Mandatory Training Compliance Reports (6   -14)

14.1. People and Culture Committee noted the report.

15.   Health and Safety Activity Report (6-   15)

15.1. People and Culture Committee noted the report.

16.   Any Other Business

16.1. The Chair thanked Hannah Swallow on behalf of the People and Culture
       Committee for her support as Committee Secretary over the past two years
       and welcomed Natalie Connor in her new role as Committee Secretary.

Natalie Connor, Secretary to the People and Culture Committee.
February 2024