

UEB People Sub-Group

Terms of Reference:

In respect of all grades of staff:

1. To provide insight, steer development, and make recommendations to UEB on the University's approach to people management and employment related practices.
2. To provide a steer on organisational programmes and proposals that aim to improve and enhance overall performance and effectiveness. These may include; staff engagement initiatives, staff feedback mechanisms, and other programmes that have an impact on organisational performance.
3. To act as a forum for staff engagement by discussing ideas on people related initiatives, to help shape thinking, ensuring wide ranging areas of the University and staff views are represented.
4. To review reports, monitor, debate, and input into University responses to key employment issues, both local and national.
5. To ensure the University has appropriate employment policies and procedures in place to support the agreed people strategy and Section 6 of Statutes, as appropriate. Consider and recommend relevant policies and procedures to UEB for approval, as appropriate.
6. To receive and consider reports from Human Resources including from the Joint Union Campus Committee, and other committees related to it, (e.g. related matters from the Council Equality, Diversity and Inclusion Committee, UEB Health and Safety Committee), or sub-groups, as appropriate.
7. To monitor and evaluate effectiveness, financial impact, and value for money of the University's activities which support the people strategy and enhance the HR service. Consider and provide a steer on the management of related risks and issues. Consider impact of activity on any approved performance indicators and against overall University performance.

Reports to: University Executive Board.

Membership:

<i>Chair:</i>	
<i>Executive Director of Corporate Services</i>	Mrs Heidi Fraser-Krauss
<i>Ex-officio members:</i>	
<i>Provost & Deputy Vice-Chancellor</i>	Professor Gill Valentine
<i>Director of Corporate Communications & External Relations</i>	Ms Tracy Wray
<i>Director of Human Resources</i>	Mr Ian Wright
<i>Associate Director of Human Resources</i>	Mr Rob Gower
<i>Deputy Vice-President for Education</i>	Professor Mary Vincent
<i>Head of Campus Services</i>	Mrs Lisa Woods
<i>Director of Student Support Services</i>	Ms Susan Bridgeford
<i>Representative members:</i>	
<i>Faculty Director of Learning & Teaching (Arts & Humanities)</i>	Dr David Forrest
<i>Faculty Director of Research & Innovation (Social Sciences)</i>	Professor John Flint
<i>Faculty Director of Operations (Medicine, Dentistry &</i>	Mrs Michelle Nuttall

<i>Health)</i>	
<i>Head of Department of Chemical & Biological Engineering (Faculty of Engineering)</i>	Professor Jim Litster
<i>Head of Department of Psychology (Faculty of Science)</i>	Professor Glenn Waller
<i>Vice-President & Head of Faculty (Social Sciences)</i>	Professor Craig Watkins
<i>AMRC Representative</i>	TBC
<i>Faculty Director of Equality, Diversity & Inclusion (Science)</i>	Professor Katherine Linehan
<i>External Adviser</i>	Mr Gurpreet Duhra

<i>In attendance (ex-officio):</i>	
N/A	

<i>Secretary</i>	Dr Edward Smith (University Secretary's Office)
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