



The
University
Of
Sheffield.

The Council, 22 February 2016

Report of the Human Resources Committee

Date: 12 November 2015

Chair: Ms Alison Legg

Secretary: Ms Steph O'Brien

1. Talent First Update by the Director of Human Resources

The Director of HR spoke to his report and highlighted the following areas.

The University has registered for the Sunday Times Top 100 Best Companies which has a reputation for helping employers to showcase their brand and attract and retain top talent. The process is extremely competitive and there are currently no other universities in the Top 100. The outcome of the process will be known over the coming weeks.

The Thirty30 Staff Development Festival is scheduled for the whole of November in recognition of the 30th anniversary of staff development at the University. The festival is an opportunity to highlight the diverse and varied development activities available to staff. Feedback has been very positive from events so far.

The Juice Health & Wellbeing programme is enhancing its offering to staff and has an improved website which provides additional features. The new design also enables staff to access the website using devices such as tablets and smartphones.

Members were advised that the review of the Universities Superannuation Scheme (USS) had concluded with a joint set of proposals approved by both sides of the Joint Negotiating Committee.

2. Overview of the Talent First People Strategy 2013-15

The Talent First People Strategy is due to come to an end in 2015.

The HR team has undertaken an evaluation on the impact of the strategy and this has been shared with the University Executive Board. These include but are not limited to, the development of a new employer brand which has received considerable positive feedback, including that individual perceptions of the University had been altered with the new brand; the development of a new induction portal to enable early engagement with future staff prior to their official start with the University, providing individuals with a sense of belonging; the Develop, MANAGE, Lead offering which had been awarded external recognition; an increased number of health and wellbeing activities with Juice along with a more proactive and preventative service from the Workplace Health & Wellbeing Service; the launch of The Deal recognition scheme along with the new reward strategy; a high response rate to the Staff Survey 2014 which was the highest response rate in the sector; international recognition of Sheffield Leader with Carleton University and an increased number of departments achieving Athena Swan recognition as well as a rise in ranking on the Stonewall Workplace Equality Index.

3. New Talent First People Strategy

The new People Strategy is under development and will link to, and support the new university Strategic Plan. The new People Strategy is expected to have similar themes to the previous strategy although will emphasise particular priorities including Engagement, International and Talent Attraction. The expectation is that the vision of 'Creating a remarkable place to work' will be continued.

4. Stress Management Policy

A Stress Management Policy has been developed and is available at <http://www.sheffield.ac.uk/hr/guidance/leave/sickness/stress>.

5. Workplace Information and Analysis

A Workforce Information visual has been created ([Appendix 1](#)) which provides headline Workforce Information data as at 31 July 2015.

Whilst in previous years the report has contained sizeable amounts of detailed analysis, the information provided had considerable limitations in terms of usefulness to the organisation. In order to enhance the use of the information, it has been recommended that the Workforce Information activities be segmented into two distinct areas to include the publication of headline Workforce Information figures, and the provision of in-year workforce analysis for Pro-Vice-Chancellors and Heads of Department. It is anticipated that the data can be tailored to respond to key people questions across the University within each area.

6. Fair City Employer Charter

The University has agreed to join the Sheffield Fair City Employer Charter. The University is already actively involved in the development and activities related to the Fair City campaign and the University Executive Board have agreed to signing up to the overarching Fairness Charter.

The Sheffield Fairness Charter provides no additional challenges and helps to support many of the issues and the notion of fairness that the University is already committed to.

Consideration will be given to identifying opportunities to demonstrate the University's commitment to the Employer Charter.

Further information can be found at <http://www.ourfaircity.co.uk/achieving-fairness/>

7. The 30% Club

The University has been invited to join the 30% Club which is a collaboration of board chairmen and women committed to achieving better gender balance at all levels of organisations. The collaboration was initially between corporate boards, starting with FTSE100 and FTSE250 companies, and is now expanding to form a collaboration between the corporate sector and higher education. Since the first quarter of 2015, 29 universities have become members of the 30% Club from all parts of the UK.

There are no costs associated with membership to the 30% Club. As a member, the University would be expected to note its commitment by putting its name to the 30% Club, and thereby to the objective of greater diversity on boards and through the talent pipeline: it would then be up to the University to decide how involved it wishes to be in the initiatives and events on offer. In return, the 30% Club would include the University in its published list of supporting names, in their initiatives as they evolve, and invite the University to events.

8. Workplace Health & Wellbeing Service

A review of the Workplace Health & Wellbeing service has taken place. The review highlighted a number of clinical governance challenges as well as raising the issue of service capability and capacity for the future. A number of options have been considered with a soft market test commencing with an external provider, HML. HML already hold a framework agreement with Sheffield City Council and there would be an opportunity to join the framework agreement. An assessment of HML's delivery and service are currently under way.

Discussions have been taking place with the Trade Unions and work is underway in relation to a potential transition plan of the service with effect from February 2016.



6,432
FTE



7,802
Staff



We employ 1,366
academic staff,
including 481
professors of which
23.6% are women

Academic Appointments: 141

Research Appointments: 427

Teaching Appointments: 142



49.9%

50.1%

Total staff costs to total income



51.6%*

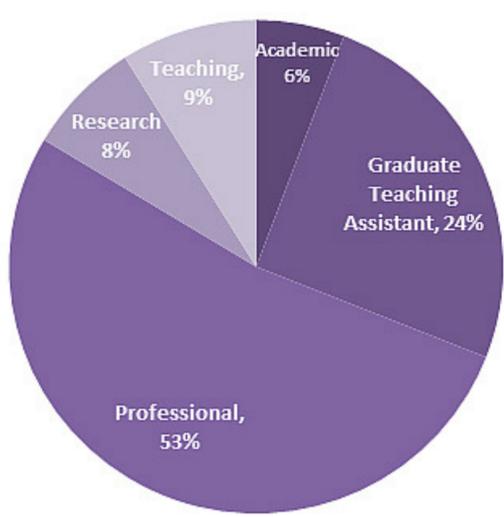
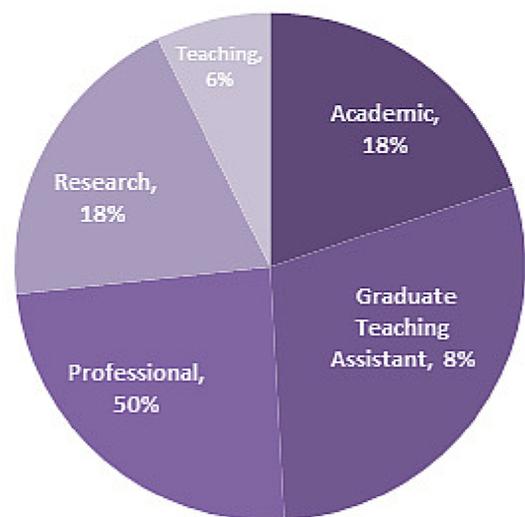
*Data as at January 2014.

Staff Profiles

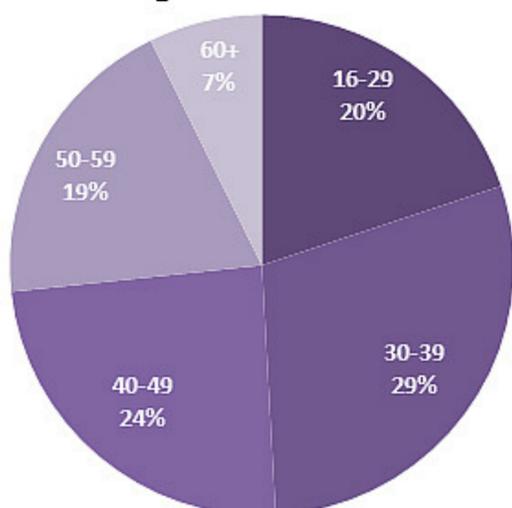


Staff Groups
Breakdown

Part-Time
Staff



Age
Breakdown



Equality and Diversity

Non UK Staff
18.9%



4% of our staff
have a declared
disability



We employ
10.3% of staff
from a minority
ethnic origin