



The
University
Of
Sheffield.

The Council, 25 April 2016

Report of the Human Resources Committee

Date: 10 March 2016

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 been ranked 32nd in the Sunday Times Top 100 Best Not-For-Profit organisations to work for. In addition to receiving such a high ranking, the University received a Special Award for Wellbeing in recognition of the creative approach to positively improving all aspects of employee's health. The University has also received a two star accreditation for outstanding employee engagement.

Interviews for the position of Pro-Vice-Chancellor for Science have been scheduled for 23 March 2016. The Pro-Vice-Chancellor for Research and Innovation has announced that he will be stepping down from the role in September 2016 and a role review will be undertaken prior to any recruitment. In addition the Director of Corporate Communications position is underway with the longlist of candidates showing a very competitive field across all sectors.

In January, Juice launched a new platform for staff with access to new features, advice and activities. Juice was named winner at the HR Distinction Awards 2016 under the category of "Distinction in Occupational Health and Wellbeing".

The provision of Occupational Health Services has been outsourced to provide sustainable and effective services for the future. The University has been able to access a framework agreement already in operation in Sheffield to work in partnership with Health Management Limited (HML). Work has progressed and the transition to the new service took place on 22 February 2016.

It has been decided to undertake a Staff Survey in 2016 with a launch date in w/c 18 April. A communications plan is in place to commence mid-March encouraging staff to participate.

2. University Equal Pay Review

The results of the fifth University Equal Pay Review are available in the Council BoardPad Reading Room.

The results indicate a positive move towards halving the overall pay gap since the University's first review in 2008. There are a number of areas which were highlighted where further consideration may be needed including the 2.9% pay gap in favour of non-MEO staff and a 12.4% gap in favour of non-disabled staff. Work continues to encourage

staff to disclose disabilities as it is suggested that the small numbers of staff declaring a disability may be a contributing factor to this trend. There is also a more prominent pay gap in the clinical academic pay grades which may be linked to length of service.

There has been a diverse range of activities which have been impactful including all 23 STEM departments holding an Athena Swan Gender Equality Award; a comprehensive programme of unconscious bias training; the commission of the University's first portrait of a woman; mentoring programmes for women academics; the establishment of the Female Professors' Network; the launch of the University's Women's Academic Returners' Programme and a core module of the University's MANAGE offering covering equality and diversity.