

Human Resources Committee

Terms of Reference:

In respect of all grades of staff:

1. To provide insight, steer development, and make recommendations to Council on the University's people and employment related mission and strategy, ensuring alignment with the University strategy, mission and plan.
2. To provide a steer on organisational programmes and proposals that aim to improve and enhance overall performance and effectiveness.
3. To monitor University progress relating to staff engagement and impact on organisational performance, for example, by reviewing impact measured through the Staff Survey.
4. To review reports, monitor, debate, and advise on the University response 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.
6. To receive and consider reports from the Director of Human Resources and Corporate Communications, including from the Joint Union Campus Committee, and other committees, bodies (e.g. related matters from the Equality, Diversity and Inclusion Committee, 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: Council.

Membership:

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| <i>Chair</i> | Mr Richard Mayson (2017-20) |
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| <i>Ex-Officio members:</i> | |
| <i>The Chair of the Council</i> | Mr Tony Pedder |
| <i>The President & Vice-Chancellor</i> | Professor Sir Keith Burnett |
| <i>The Provost & Deputy Vice-Chancellor and member of Council</i> | Professor Gill Valentine |
| <i>The Chair of the Equality, Diversity & Inclusion Committee and member of Council</i> | Professor Gill Valentine |
| <i>The Chief Operating Officer</i> | Mr Andrew Dodman |
| <i>The Director of Human Resources & Communications</i> | Ms Tracy Wray |
| <i>Associate Director of Human Resources</i> | Ms Gill Tait |

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| <i>Four lay representatives as approved by Council:</i> | |
| Ms Mandy Coalter | 2016-19 |
| Ms Judith Hardy | 2011-16, 2016-19 |
| Mr Stephen Sly | 2017-20 |
| <i>Vacancy</i> | |

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| <i>Five senior representatives from the Faculties (nominated by the Provost & Deputy Vice-Chancellor and/or the Chief Operating Officer):</i> | |
| Professor Harm Askes (Faculty of Engineering) | 2014-19 |
| Professor Patricia Cowell (Faculty of Medicine, Dentistry & | 2017-20 |

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| Health) | |
| Professor Philip Withington (Faculty of Arts & Humanities) | 2017-20 |
| Professor Craig Watkins (Faculty of Social Sciences) | 2017-20 |
| Professor Glenn Waller (Faculty of Science) | 2017-20 |

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| <i>Two senior representatives of Professional Services:</i> | |
| Mr Keith Lilley | 2015-18, 2018-21 |
| Ms Caryn Masters | 2016-19 |

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| <i>Secretary</i> | Miss Gayle McKeachie (Human Resources) |
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Quorum: Six members of the Committee, of whom not more than four may be members of staff of the University.