



PEOPLE, CULTURE, QUALITY AND STANDARDS COMMITTEE

Purpose

The People, Culture, Quality and Standards Committee is responsible to the Board of Governors for providing strategic oversight for the development of the University's culture, the diversity, engagement and wellbeing of its people, and the quality of the University's academic provision.

The Committee operates in line with the University Values: Ambitious, Inclusive, Innovative, Collaborative, Enterprising.

Terms of Reference

1. To monitor the implementation of the Strategy 2030 Purpose and People portfolios, providing assurance to the Board of Governors on progress, delivery and impact, considering the management of related risks and issues in the context of wider benchmark information and relevant national data.
2. To monitor the work of Academic Board and consider reports on the University's academic governance and quality assurance processes, enabling the Committee to provide assurance to the Board of Governors that the University is meeting or exceeding required thresholds and that its academic governance and quality assurance processes are fit for purpose, in line with the Office for Students' ongoing conditions of registration.
3. To consider reports that enable the Committee to confirm to the Board of Governors that the University meets or exceeds the requirements of the Concordat to Support Research Integrity.
4. To monitor and actively champion and challenge the University's equality and diversity work, to ensure the University is an inclusive organisation that successfully supports everyone to achieve their full potential and that discrimination is challenged at all levels.
5. To monitor the engagement, wellbeing and general welfare of students and staff, and the impact on organisational culture and performance, through consideration of relevant data and reports.
6. To monitor staff, student and alumni success, through consideration of relevant data and reports, including measuring the University's performance in areas such as: widening access and participation and attainment gaps.
7. To ensure the University has appropriate employment policies and procedures in place to support the agreed people strategy as appropriate, including corporate responsibility principles, and ethical practice.¹
8. To provide a forum for discussion and consideration of best practice reports, guidance and initiatives relating to workforce, education, organisational development and culture, to enable the University to continue its progress towards being an employer of choice, recognised for its values and as the place to make a positive difference to the future.

¹ Specific policies and procedures relating to the University's senior management population are considered through Remuneration Committee. This includes senior-level succession planning.

9. To ensure the Committee draw on a diversity of voices as appropriate in the consideration of recommendations.

Composition

Nine members comprising of:

- Six independent (including co-opted) Governors, including the Chair of the Board
- One Academic Board Nominee
- One Student Nominee
- Vice-Chancellor

The Chair of the Committee will not be a member of staff or a student of the University.

In attendance

Vice-Chancellor's Executive Members and other University Officers as required to assist with the business of the meeting, by invitation.

Minimum number of members that must be present to constitute a valid meeting (Quorum):

Five members, of whom at least three must be independent governors.

Frequency of meetings:

Three per year.

Approved by the Board of Governors at its meeting on 19 September 2023.