



STAFF EXPERIENCE COMMITTEE

3 March 2020

Minute

Present: Sarah Smith (Convener)
David Argyle, Sarah Cunningham-Burley, Wendy Loretto, Gavin McLachlan, ,
Dorothy Miell, Mark Patrizio, Nicky Richards, Jeremy Robbins and James
Saville

In attendance: Gavin Donoghue, Frances Grebenc, Antony Maciocia and Jamie Tait

Apologies: David Gray, Hugh Edmiston, Lee Hamill, Theresa Merrick and Dave
Robertson

1 Welcome and introductions

The Convener welcomed everyone to the fourth meeting of the Staff Experience Committee (SEC). Gavin Donoghue, Deputy Director, Stakeholder Relations, was welcomed to his first meeting of the Committee in place of the Director of Communications and Marketing. Frances Grebenc was welcomed to the meeting for the agenda item on the Talent & Performance Development Task & Finish Group.

2 Minute

The minute of the meeting held on 17 December 2019 was approved.

3 Matters arising

There were no matters arising.

4 Task & Finish Group updates

The Head of the Business School and Head of the Royal (Dick) School of Veterinary Studies introduced the final report from the Task & Finish Group on Talent & Performance Development. Thanks were given to the Head of School of Biological Sciences who authored the report.

Committee members welcomed the detailed report and approved the recommendations. It was noted these would take time to implement and work was required on prioritisation. Areas discussed included; the need for clear behavioural expectations linked to a framework or charter; distinguishing between behaviour and performance; links to the values based Strategy 2030; drawing on good practice

across the institution for some of the recommendations e.g. on limiting number of direct reports; and the importance of consistent workload allocation.

It was also noted that discussions at the Task & Finish Group meetings would enable the core systems work to progress to the next stage.

The Head of the School of Literatures, Languages and Cultures updated the Committee on the work of the Engagement & Communications Task & Finish Group. It was noted their final meeting was next week and a set of recommendations had emerged from previous meetings. It was agreed this would be discussed at the next Committee meeting.

5 Purpose and approach

The Director of Human Resources gave an update on the proposed operation of the Committee over the next 12-24 months. It was noted there was some overlap and linkages between the previously identified five standing agenda items, and further Task & Finish Groups may not be the most appropriate approach. It was agreed a paper outlining next steps be presented at the next Committee meeting.

6 Future of the Senior Leaders Forum

The Director of Human Resources introduced a paper on the future of the Senior Leaders Forum. Members agreed it was a useful meeting to attend and felt privileged to be there, however felt the Forum itself had grown too big and clarity on membership was required. It was also suggested it would be helpful if the Forum had a substantial piece of work to be tasked with. It was agreed that further work on this was required before the Committee could approve any recommendations on the future of the Forum.

7 Equality, Diversity & Inclusion Committee

The University Lead for Equality, Diversity and Inclusion gave an update on the first meeting of the Equality, Diversity & Inclusion Committee. Common themes identified included a joined-up approach to EDI issues, better reporting mechanisms, developing clear priorities and strategies and sharing of best practice and responsibility. It was noted a number of subgroups would be set up such as Race Equality, Gender Equality and Disability Equality, and the Committee would report to University Executive. Further updates on the work of EDIC would be reported to future meetings of the Staff Experience Committee.

8 Any Other Business

The Head of College of Arts, Humanities & Social Sciences raised the work of Academic Careers Working Group, and in particular what is being proposed for titles

of staff being promoted. The Director of Human Resources agreed to look at what could be done in advance of College promotion committee meetings.

The Committee discussed initial business continuity arrangements as a result of the coronavirus outbreak. These included duty of care to staff and students, recruitment and admissions and travel. The need for a consistent approach was agreed, and the Convener agreed to feed back thoughts to the Senior Leadership Team.

9 Date of next meeting

The next meeting will take place on Tuesday 28 April, 09:30 – 11:30

Post meeting note: This meeting was cancelled. The next meeting will now take place on Monday 22 June, 10:00 – 12:00.