CITY OF GLASGOW COLLEGE

Board of Management
Students, Staff and Equalities Committee

The 2nd meeting of the Students, Staff and Equalities Committee (Session 2022-23) will be held at 1500 hours on Wednesday 1 February 2023 via MS Teams.

Please note that items in the section 'For Noting' will be discussed only if a member requests discussion.

Agenda v2

			Paper	Lead
1.	Apologies for Absence			DM
2.	Declarations of Interest			Convener
3.	Identification of Items to be Discussed Privately			Convener
4.	**For Approval**			
4.1	Minute of the Students, Staff and Equalities Committee meeting held on 26 October 2022		SSEC2-A	Convener
4.2	Committee Terms of Reference Review		SSEC2-B	DM
5.	**For Discussion/Decision**			
5.1	Corporate Parenting & Support		Verbal	L Hardy
5.2	Learning & Teaching Academy Update		SSEC2-C	D Robertson
5.3	Students' Association Update	*(Standing Item)*	SSEC2-D	JT/LS
5.4	ED&I Current Priorities Update	*(Standing Item)*	Verbal	ND
5.5	Staff HR Metrics Report	*(Standing Item)*	SSEC2-E	JFG
5.6	Strategic Risk Review		SSEC2-F	DM
6.	**For Noting**			
6.1	Student Mental Health and Well Being Update (Dec 2022)		SSEC2-G	GP
6.2	Audited Student Funding Support AY 2021/22		SSEC2-H	GP
6.3	Student Recruitment 2022/23 (Full Time January Start Programmes)		SSEC2-I	GP
7.	Disclosability of Papers			
8.	Any Other Notified Business			
9.	Date of Next Meeting – Wednesday 17 May 2023			

TERMS OF REFERENCE

1. To regularly consider and request reports and performance information in relation to all matters relating to staffing, students and equalities, including employee relations, organisational culture, staff and student welfare and health and safety, student funding and admissions, which are not directly relevant to the work of other Committees and, where necessary, to periodically review, instigate review and to approve the College's policies and strategies in relation to such matters.

2. To make recommendations to the Board on any matters of significance which fallwithin the remit of this Committee.

3. To regularly consider and approve the College's staffing strategy and to maintain an overview of its organisational structure.

4. To receive regular performance reports on all relevant matters including health and safety, the staff resource, turnover, sickness and absence.

5. To consider and approve the College's staff development policy and to receive reportsin order to monitor performance.

6. To approve the parameters under which the Executive Leadership Team is authorisedto negotiate pay and conditions of service and to receive reports and provide advice on pay negotiations and agreements, including National Bargaining.

7. To monitor and review the effectiveness of the College's employee relations, of its arrangements for negotiation and consultation, of its processes for dealing with discipline and grievance, of its Recognition and Procedure Agreements, and of other aspects of employee relations.

8. To consider and review the College's HR Policies.

9. To receive reports in order to monitor and review the Learning Agreement with the recognised trades unions and the work of the College's Union learning representatives;

10. To regularly consider reports from and related to the Student Association and address any issues raised by the Association.

11. To regularly consider reports relating to student engagement, and to monitor and review performance

12. To consider and approve the College's equality statement and its equality and diversity policies relating to both staff and students, to ensure that they comply fully with statutory requirements and are reflected in the College's strategic and operational plans so that equality and diversity forms an integral part of decision-making in the College.

13. To monitor the implementation of the College's policies on equality and diversity, andto review regularly its performance on key indicators in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.