



Board of Management People & Culture Committee

The 2nd meeting of the People and Culture Committee (Session 2025-26) will be held at 1500 hours on Wednesday 18 February 2026 via MS Teams.

Agenda

		Paper	Lead
Opening Items			
1.	Apologies for Absence		Convener
2.	Declarations of Interest		Convener
3.	Identification of Items to be Discussed Privately		Convener
4. For Approval			
4.1	Minute of the People & Culture Committee meeting held on 29 October 2025	PCC2-A	Convener
4.2	Pay Gap Report	PCC2-B	JFG/SH
4.3	Recruitment and Selection Policy	PCC2-C	JFG
5. For Discussion			
5.1	Health & Safety		
	5.1.1. HSE Note of Contravention and College Response	PCC2-D	JFG
	5.1.2. Health & Safety Monthly Reports (<i>Standing Item</i>)	PCC2-E	JFG/DG
5.2	Human Resources		
	5.2.1. HR Metrics Report (<i>Standing Item</i>)	PCC2-F	JFG
	5.2.2. Staff Wellbeing & Engagement Survey Progress Report (<i>Standing Item</i>)	PCC2-G	JFG/SH
	5.2.3. Fair Work Audit	PCC2-H	JFG
5.3	Sustainability Action Plan	PCC2-I	JFG/AM
5.4	Digital Strategy Progress Report	PCC2-J	SR
5.5	Strategic Risk Review	PCC2-K	MW
6. For Noting			
6.1	IT Progress Report (<i>Standing Item</i>)	PCC2-L	SR
6.2	Estates and Facilities Management Report (<i>Standing Item</i>)	PCC2-M	JFG
6.3	Public Bodies Climate Change Duties Report 2024-25	PCC2-N	AM
Closing Items			
7.	Any Other Notified Business		
8.	Review of Meeting		
9.	Disclosability of Papers		
10.	Date of Next Meeting – Wednesday 13 May 2026		

CITY OF GLASGOW COLLEGE
People and Culture Committee of the Board of Management

REMIT

1. Review regular reports and performance information in relation to all matters relating to human resources, organisational development, health and safety, staff welfare and well-being, and equalities. Periodically review, instigate review and approve the College's policies and strategies concerning such matters.
2. Maintain an overview of the College's organisational structure.
3. Approve the parameters under which the Executive Leadership Team is authorised to negotiate pay and conditions of service. Members will receive reports and may provide advice on pay negotiations and agreements, including national bargaining.
4. Monitor and review the effectiveness of the College's employee relations, arrangements for negotiation and consultation, processes for dealing with discipline and grievance and Recognition and Procedure Agreements.
5. Review and approve the College's equality statement and its equality and diversity policies, 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 form an integral part of decision-making in the College.
6. Monitor the implementation of the College's policies on equality and diversity, and to review regularly its performance on key indicators in relation to protected characteristics.
7. Receive updates on the Continuous Professional Development for support and teaching staff.
8. Review regular reports and performance information concerning the business-as-usual management of the College's existing estates, facilities and IT functions and infrastructure.¹
9. Review the Strategic Risk Register and Management Action Plans for those risks that are directly related to the Committee's remit and recommend any changes to the Board of Management for final approval.
10. Recommend to the Board of Management any matters of significance that fall within the Committee's remit.

¹ The Committee's remit will include oversight of the College's existing, business-as-usual estate, facilities and IT infrastructure and functions. Proposals and plans for new developments to the College's campuses and property will be considered by the Development Committee. Decisions on of the expenditure for the College's capital plan will be tabled for the consideration of the Finance Committee.