

Useful Links

Glossary of Acronyms
Strategic Risk Register

AGENDA


Polite Reminder

Please take a 10 minute break every hour of meeting

Meeting: People and Culture Committee
Date: Monday 19 February 2024 at 3.30pm
Location: Microsoft Teams

Papers highlighted in purple font have not been published with the agenda as they are either due for future publication or are not in the public domain.

No	Item	Action	Lead	Pages
1	Welcome, Apologies and Declarations of Interests	Note	GD	N/A
2	Minutes of the Previous Meeting: 30 October 2023	Approve	GD	
3	Matters Arising / Actions Outstanding	Note	GD	2-2
Health, Safety and Welfare: Compliance				
4	Health and Safety Update: Accidents and Ill Health	Approve	JT	
Organisational Development and Human Resources: Transformational				
5	Review of HR Strategy and Workforce Plan 2018-2023	Approve	ZFH	
6	Update on the 'One Team Together' All Staff Event (Verbal Update)	Discuss	JT	N/A
Organisational Development and Human Resources: Compliance				
7	Key Performance Indicators Report	Note	ZFH	
8	Equal Pay and Gender Pay Gap Report - 2023	Approve	ZFH	
9	Staff Absences and Processes	Approve	JT	
10	Update on National Bargaining and Job Evaluation (Verbal Update)	Note	ZFH	N/A
11	OD and HR Policy and Procedure – New Format	Approve	ZFH	
Updates from Committees				
12	Update from Committees: <ul style="list-style-type: none"> Joint Consultative Committee – 27 October 2023 	Note	ZFH	N/A
Other Matters: Compliance				
13	Review of Meeting	Discuss	All	N/A
14	Date of Next Meeting Monday 20 May 2024 at 3.30pm	Note	GD	N/A



Key:	
	Outstanding and deadline passed
	Progressing and on target
	Complete

People and Culture Committee

Actions Outstanding / Progress Made

	Date of Meeting	Action	Responsibility	Deadline	Comments
1	30.10.23	To pass on the Committee’s sincere thanks to the staff whose heroic actions saved a student’s life.	Director: Governance and Compliance	30.11.23	Complete
2	30.10.23	To ensure that the Board’s responsibilities as detailed within the Health and Safety Policy are easily available, and check that they are aligned as appropriate to the remit of the Committee.	Director: Governance and Compliance	19.02.24	Complete. Health and Safety Policy added to the Board of Governors General section of Teams . All in alignment with remit of Committee
3	30.10.23	To approve the actions being proposed on addressing Functional Neurological Disorder.	Deputy Principal	19.02.24	Complete
4	30.10.23	To circulate the draft People Strategy 2023-28 for input and review by Committee members in due course.	Director: OD and HR	June 2024	
5	30.10.23	To email feedback on one thing that went well at the meeting and one thing that could have been done better to the Director: Governance and Compliance who will compile feedback and share with the Chair.	All	ASAP	Complete. No feedback received