

## People Board

### 1. Constitution

- 1.1 The Vice-Chancellor has established a Committee known as the People Board, which reports to the Vice Chancellor's Executive (VCE) and the Strategy Programme Board (SPB).
- 1.2 The People Board works in conjunction with the Equality, Diversity and Inclusivity (EDI) Committee which oversees implementation of the EDI aspects of the enabling strategy.

### 2. Scope

- 2.1 The People Board is responsible for the development and implementation of the University's People Enabling Strategy.
- 2.2 The People Board oversees the development of regulations, policies and procedures related to the employment of the academic and professional services staff.

### 3. Membership

- 3.1 The membership shall be as follows:

#### **Ex Officio**

- Vice-Chancellor (Chair)
- Deputy Vice-Chancellor and Provost (Vice-Chair) & Chair of the Equality, Diversity and Inclusivity (EDI) Committee
- Executive Director of People
- Deputy Vice-Chancellor (Research & Knowledge Exchange)
- Chief Operating Officer
- Director of EDI

#### **Other Members**

- 1x Pro Vice-Chancellor
- 1x Deputy Dean
- 1x Head of School
- 1x Faculty Operating Officer
- 1 x Deputy Director, People Directorate
- 1 x Associate Director, Talent, Development and Reward

- 3.2 The Other Members of the Board shall normally be appointed to the Board by the Chair for one year. The Pro Vice-Chancellor, Deputy Dean, Head of School and Faculty Operating Officer will rotate annually among the other holders of these positions.

### 4. Attendance at meetings

- 4.1 At the discretion of the Chair, other staff who are not members of the Board may be invited to attend on an ad hoc basis for specific items where their attendance can inform and support the Board.

## **5. Frequency of meetings**

- 5.1 The People Board will normally meet five times in an academic year.
- 5.2 The Chair may call additional meetings if necessary.

## **6. Delegated Authority**

The Board is authorised by the Vice-Chancellor to approve:

- 6.1 Plans and Projects relating to the People Enabling Strategy;
- 6.2 Regularly review the risk register for the People Enabling Strategy. Develop and approve action plans to take advantage of opportunities and mitigate risk;
- 6.3 Action plans to address the risks and issues where projects exceed their agreed tolerances as to time, cost, quality and benefits realisation;
- 6.4 Regulations, policies, procedures and good practice relating to People as related to the People Enabling Strategy.

## **7. Other Duties**

The other duties of the Board shall be to:

- 7.1 Develop and review the University's People Enabling Strategy for approval by the VCE and the Governing Body. Champion and promote reflection, excellence and innovation across all areas covered by the enabling strategy;
- 7.2 Plan, monitor and audit implementation of the People Enabling Strategy including the review of key performance indicators and metrics and risk registers. Ensure delivery of projects as to time, cost, quality and the realisation of planned benefits. Report to the Strategy Programme Board on the implementation of the enabling strategy;
- 7.3 Review and oversee the development of regulations, policies and procedures related to the employment of the academic and professional services staff. Ensure adherence to legal and regulatory requirements and best practice;
- 7.4 Review annually a number of prioritised people processes each year and make recommendations to VCE;
- 7.5 Review people-related challenges and opportunities. Consider how the challenges may be addressed and the opportunities supported;
- 7.6 Regularly scan the higher education sector and other organisations for best practice and innovation worth considering for implementation;
- 7.7 Monitor the staff culture of the University including the arrangements for staff surveys. Review the arrangements for hearing the staff voice and make recommendations to VCE;
- 7.8 Co-ordinate effectively with the EDI Committee and receive reports from the EDI Committee on progress on the University's EDI objectives; and
- 7.9 Ensure active consideration of equality, diversity, inclusion and sustainability in the conduct of its business.

7.10 Have particular regard to the importance of freedom of speech and academic freedom in the committee's business, acting in accordance with the commitments in the University's [Freedom of Speech Code of Practice](#).

## **8. Standing Orders**

8.1 The Board must adhere to the [Standing Orders](#) for Academic and Executive Committees.

Amended February 2026

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Approved by Vice-Chancellor February 2026