

RESOURCES COMMITTEE MEETING

Date: Tuesday 22 March

Kate Flood

Tony Unsworth

In Attendance:

Garry Westwater (Executive Director of Finance)

Jane Marsh (Executive Director of HR)

Deborah Bradburn (Clerk)

Tim Openshaw (Asst. Vice Chancellor, UoB)

Jill Hebden (Minute Taker)

1. SECTION A - BUSINESS MATTERS FOR CONSIDERATION UNLESS INDICATED OTHERWISE

1.1 Welcome to Members

The Chair welcomed members to the meeting, which commenced at 5.03pm.

1 matters to be discussed.

1.4 Request for an item to be unstarred

No requests were made.

1.5 Minutes of the previous meeting held on 18 January 2022

The minutes of the meeting held 18 January 2022 had been previously circulated to members for consideration.

Agreed: that the minutes are approved as a correct record and authorised for publication.

MINUTES



1.7 Matters arising from the Minutes and Action Progress Log

The Clerk presented the action progress log and confirmed that all actions from the

MINUTES



Yes, provided that they were good qualified staff with the necessary qualifications. There was also the issue of finding additional teaching rooms within the current College footprint.

- Could more support staff allow for additional lectures to take place?

The College has support staff who support teaching staff in order to reduce the administrative load that enabled more

MINUTES



RESOLVED:

The Committee noted the update provided.

ACTION:

Annual Strategic Operating Plan and Statement of Focus to be presented at the June Board.

2.4 Gender Pay Annual Report

The Executive Director of HR presented the report and the following points were highlighted:

- It was a legal requirement for all companies with 250+ employees to report and publish their gender pay gap. The College had reported the data to the Government prior to the deadline of 31 March.
- The College pay gap was 8.55% that was below the national average and was a positive improvement on the previous year.
- There had been a slight shift in the quartiles that had reflected the different job roles and societal norms.
- The College had implemented all Government advice and guidance on making improvements to close the pay gap and continued to work further on this agenda.

RESOLVED:

The Committee noted the contents of the Gender Pay Annual Report.

ACTION:

Gender Pay Annual Report to be published on the website.

2.5 HR Strategy (People Strategy) 2021/23

The following update was provided by the Executive Director of HR:

- The report set out the direction and scope of the

MINUTES



was limited opposition to the return to working onsite. Back office staff are also back onsite as part of the organisational culture and College community.

- Has the demand for more flexible working arrangements had an impact on recruitment? No. There has always been an honest dialogue with applicants who are advised that working from home can take place on an ad hoc basis after discussion with colleagues. On the whole it is understood and respected that working from home does not lend itself to the College environment a2 (9 (2 (9 (0047c ac)144)12078 (r)7w (57268043-0163274c9(t(r)73