

HUMAN RESOURCES POLICY COMMITTEE

Wednesday 24 June 2015

MINUTES

Present:

Professor Michael Arthur (Chair)
Dame Nicola Brewer
Professor Nick Brook
Professor Mary Fulbrook
Professor Dame Hazel Genn
Mr Phil Harding
Professor Graham Hart
Professor Chris Husbands
Mr Rex Knight
Professor Alan Penn
Professor David Price
Professor Anthony Smith
Professor Jo Wolff

Apologies for absence were received from: Professor Anthony Finkelstein; Professor David Lomas;
Professor Geraint Rees; Professor Alan Thompson; and Professor Sir John Tooke.

In attendance: Mr Geoff Lang (Director of Policy and Planning HR);
Dr Marguerite Nolan (Secretary); and Mr Nigel Waugh (Director of Human Resources).

Key to abbreviations used in these Minutes:

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| HOD | Head of Department |
| HRPC | Human Resources Policy Committee |
| JNC | Joint Negotiating Committee |
| UCEA | Universities and Colleges Employers Association |

PRELIMINARY FORMAL BUSINESS

1.

ITEMS FOR CONSIDERATION

3. A proposal to place additional financial controls on reward processes, which link to increased salary costs HRPC 4-2 (14-15)

3.1 Considered: The Committee considered the proposal to place additional controls on reward

that Deans and Vice-Provosts should ensure that their equalities action plans took into account the need to achieve at least a 1% increase per annum in the proportion of women in grades 9 and 10 in each faculty and in Professional Services each year.

- 5.3 It was noted that the proportion of Black and Minority Ethnic (BME) staff employed by UCL stood at just under 18%, compared with a Russell Group average of 11%. However, UCL had a corporate equalities target of employing 31% BME staff in support posts at grades 1-8 (in line with the Greater London average) and at UCL this currently stood at just over 22%, which disappointingly showed a slight fall since last year. In the report, it was recommended that Deans and Vice-Provosts should be encouraged to ensure local action plans took into account the need to support a 1% increase per annum in the proportion of BME professional services and support staff in grades 1 to 8, in line with UCL's corporate equalities target.
- 5.4 It was proposed that workforce profile could be included as an item on the agenda of a future Council away day.
- 5.5 **Resolved:**
- a) Members noted the KWI Report, with particular reference to their own areas;
 - b) It was noted that KWI Reports were provided to monitor and assess performance in managing the UCL workforce;
 - c) The Committee endorsed the recommended action points included in the report.

9 March 2016 at 8.30 a.m.

22 June 2016 at 8.30 a.m.

9. Date of Next Meeting

9.1 It was noted that an additional meeting of the Human Resources Policy Committee would be held on Wednesday 1 July 2015 at 8.30 a.m.

10. Any other business

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