

## **University Management Board Summary**

### **Items for Discussion/Decisions**

**27 September 2022**

#### **Management Committees Review**

- The College Secretary and General Counsel provided an overview of the proposed University Management Board Committee structure and emphasised that reporting procedures for committees and sub committees were under review.
- The Board agreed that Terms of Reference and membership of the committees were important to agree clear reporting structures and agile decision-making rights.
- The Board agreed the rationale and principles of the new structure but clarified that the next steps were to review the total number of UMB committees and agree Terms of Reference, membership, schemes of delegation and escalation routes.

#### **Strategic Risk Review – Cyber Security**

- The Chief Information Officer provided an overview of the Cyber Security presentation for Council on Friday 30 September and noted that cyber security remains a significant risk for the College and across the higher education sector.
- It was noted that an ICT team was dedicated to mitigating the risk and the Board emphasised that a prominent area of vulnerability was user error, therefore additional awareness training was important for staff and students.

#### **Learning and Teaching Strategy Refresh**

- The Vice Provost (Education and Student Experience) shared that the Learning and Teaching Strategy was developed in 2017 for 10 years, therefore widespread consultation has taken place to ensure the priorities remained relevant.
- The Board were supportive of the focus areas including, discovery-based learning, seed funding for lifelong learning, investment in digital education and improvements to assessments and feedback.
- The Board suggested that assessment load could be reduced, and consistency provided across faculties, alongside an institutional mental health strategy to help support students.

#### **2022 Pay Review**

- The Director of Human Resources requested approval of the 2022 pay review spend and communication recommendations.
- The Board approved the spend recommendation for the achievement and equity awards.
- The Board suggested that when communicating the pay review outcomes, the Total Remuneration Package, further information on the College's financial position and the Equality Impact Assessment process should be shared with the community.

#### **Work Location Framework**

- The Director of Academic Services provided an overview of the Work Location Framework and highlighted that a review of the policy was due in early 2023 to inform the approach for April 2023 onwards.
- The Board discussed the range of review measures and noted that the impact of remote working on wellbeing, recruitment, building a sense of community, research collaborations and the student experience would be considered.
- The Board discussed the differences between job families, and it was confirmed that the framework would continue to apply to all job families over this initial period.

#### **EDI Strategy Group and Race Equality Charter Report**

- The Associate Provost (Equality, Diversity and Inclusion) shared that the paper included updates from the last Equality Diversity and Inclusion (EDI) Strategy Group meeting and the

EDI Strategy Report to Council on Friday 30 September.

- It was confirmed that the EDI Strategy was four years old and due for renewal, which provides an opportunity to integrate the benchmarking scheme action plans to align priorities and reduce duplication of effort.
- It was highlighted that senior level engagement with staff networks continues to be a priority.

**Next Meeting:** The next meeting of the University Management Board will be held on Tuesday 25 October 2022.

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