

**Minutes of the meeting of the Strategy and People Committee
held on Wednesday 4 September 2024, 4:00 PM — 6:00 PM BST
MS Teams**

Present

Shona Brown (*Independent Governor - Chair*)
Charlotte Adams (*Student Governor*)
Danny Clegg (*Academic Staff Governor*)

Apologies

Helen Coleman (*Independent Governor*)
David Phoenix (*Vice Chancellor*)

In attendance

Alex Bush (*Chief People Officer*)
Samuel Curtis (*Company Secretary*)
Tara Dean (*Provost*)
Ola Dejo-Ojomo (*Governance Officer*)
Deborah Johnston (*Deputy Vice Chancellor, Academic Framework*)
Areej Mansuri (*Student Governor – observer*)

1. Welcome and apologies

The Chair welcomed everyone to the meeting, including Areej Mansuri as an observer. The apologies were noted as above.

2. Declarations of interest

No interests were declared on any item on the agenda.

**3. Minutes of the previous Strategy and People Committee meeting
- minutes from the 2 July 2024 meeting**

The committee approved the minutes of the meeting of 2 July 2024 and their publication.

4. Matters arising from the previous meeting

Review of committee work programme

The committee noted that the work programme review for all committees is due to be complete by December 2024.

Annual education report

The committee noted that future Annual Education reports would include progress against required actions.

5. Review of terms of reference

The Committee considered proposed minor amendments to its terms of reference and noted the following:

- Progress against financial KPIs would be reviewed by the Finance and Investment Committee whilst the Board reviewed all KPIs
- People-related KPIs for SBC and SBA are currently reported locally; however, the SBC and LSBU HR teams have been integrated and are working on a comprehensive suite of KPIs which would be presented to the committee at its March 2025 meeting.

The Chair reiterated that the committee afforded time for thorough discussions of significant people and strategic matters that would not have sufficient time for debate at Board meetings.

A copy of the proposed amendments with tracked changes was available by request. As the meeting was not quorate, the Committee **agreed** that members would forward any further comments on the proposed amendments to the Governance Office within the next week.

Strategy and performance items

6. NSS results and action planning

The committee considered a paper outlining the approach being taken to respond to the results of the National Student Survey (NSS) 2023-24 results.

The committee noted a three-year improvement in experience across all domains of the NSS survey; however, there were still areas that remained below the benchmark, and there continues to be a significant difference between the experience of apprenticeships and other undergraduates.

The committee noted the targeted action being taken to improve apprenticeship NSS results in 2024-25, including work being done with the Student Union.

The committee **noted** that a future meeting would consider a paper providing a summary of the targeted actions. The committee also **noted** that a paper providing an update of actions to be undertaken to improve NSS results, and target actions from the NSS/PTES taskforce would be provided at its next meeting.

7. Capturing student voice

The committee considered a paper outlining the existing mechanisms that capture the student voice, and enhancements for 2024/25.

The committee noted that LSBU has a number of well-established systems and processes for ensuring that students feel encouraged to share their view on all areas of their experience at the university, including their view on the

content and delivery of their course, as well as other experiences outside their immediate academic interactions.

The committee noted the Student Union issue tracker allowed students to log concerns anonymously, which could help eliminate unintentional bias. The committee was also mindful that students did not want to feel overburden with too many ways to air their concerns. In addition, the committee noted that 'You Said, We Did' was one of the ways LSBU demonstrated that raised issues had been addressed and benefitting current and future students.

In light of the EDI issues raised in the paper, the Group CPO **agreed** to work with the governance office to review and clarify the guidance provided to paper authors regarding equality and diversity assessment of committee papers.

8. **Graduate outcomes**

The committee considered an update on Graduate Outcomes (B3 Progression Indicator) incorporating the final results for the 21/22 graduating cohort published by the OfS in July 2024.

The committee noted LSBU had exceeded the OfS B3 minimum thresholds for progressing to graduate level employment for the second consecutive year; more than 70% for full-time first degrees and more than 80% for full-time postgraduate masters.

The committee observed that a number of subjects had not met the OfS threshold, and noted that these included subjects with fewer students where the outcome of one or two students could affect the outcome of the entire cohort. As such, classes with small sizes needed to be considered. The committee also noted work being done by the graduate task force, and part of the employability strategy would incorporate key interventions as part of the core aspects of courses to ensure long term career success and real world impact.

The committee **noted** the report.

9.. **OfS condition of registration: sexual harassment**

The committee considered a paper outlining LSBU's proposed approach towards to meet the new OfS E6 condition of registration when it comes into effect in August 2025, including establishing a short-term task force led by senior managers from student services and HR and including other stakeholders including the Student Union.

The committee noted that:

- the E6 condition introduces the requirement to protect students from harassment and sexual misconduct.
- part of the requirement was to publish and maintain policies and procedures setting out how incidents of harassment and sexual misconduct would be dealt with, and that this must form a single 'comprehensive source of information'.
- amendments to the Equality Act 2010 were due to take effect from October 2024, which included an enhanced duty on employers to take reasonable steps to prevent harassment and protect employees from workplace harassment.
- further guidance and support should be considered for managers on matters relating to harassment grievances, as well as a review of LSBU's EDI training.
- the governance office is exploring options to provide board oversight of this area.
- safeguarding measures are also in place for SBC and SBA.

The committee also **noted** that it would continue to monitor and oversee the work toward meeting the E6 condition of registration.

Date of next meeting

4:00 pm on Tuesday, 28 of October 2024

Confirmed as a true record

..... (Chair)