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Wednesday 10 November 2021, 2pm - 4pm

Minutes

Present Members:
Dr Matthew Blain (Chair); Dr Tim Beasley-Murray; Ms Sara Collins; Ms Anna Cornelius; Professor Peter Fonagy; Mr Felipe Fouto; Professor Jennifer Hudson; Professor Martin Oliver; Professor Sasha Roseneil; Ms Fiona Ryland; Dr Jolene Skordis; Professor Anthony Smith; Professor Nigel Titchener-Hooker; Ms Tania Trosini; Ms Suzanne Tyrrell; Mr Martin Wedlake; Ms Donna Williamson; Professor Steve Wilson.

Apologies:
Ms Beth Beasant; Professor Adam Dennett; Professor Deborah Gill; Professor Paola Lettieri; Professor David Price; Professor Steven Vaughan

In attendance:
Dr Marion Atkinson; Mr Michael D Brown; Dr Sian Christina; Miss Donna Dalrymple; Mrs Kate Faxen; Mr Gearoid Garvey; Mrs Megan L Gerrie; Professor Graham Hart; Professor Charles M Marson; Ms Chloe Milano; Ms Lola Odusanya; Ms Lorren Rea; Professor Peter Scully; Ms Chen Zhong.

Officer(s):
Ms Hannah Swallow (Secretary)

Part I: Preliminary Business

1.   Minutes (1-01)

1.1.   People and Culture Committee approved the minutes of the meeting held by the former Human Resources Policy Committee

Part II: Strategic Items for Discussion

3.   Confidential: Future of Work at UCL Listening Exercise (1-03)

3.1.   Exempt from publication, please see confidential minutes.

3.2.   Exempt from publication, please see confidential minutes.

3.3.   Exempt from publication, please see confidential minutes.

4.   Early Insights from the People Pulse Survey (1-04)

4.1.   Mrs Kate Faxen, Head of Employee Experience provided an update a brief overview of the early insights from the People pulse survey. The following points were made during the presentation:
   a. The survey was launched in June 2020 at the height of the pandemic to capture the immediate move to remote working. In August 2021, the survey was adapted to reflect the move to hybrid working. The full results are available to all staff via Tableau.
   b. Key findings reported recently show that wellbeing has dropped, and lower mental health/wellbeing is being reported from disabled and academic/research staff.
   c. The response rates for the survey have declined in recent months. In recent weeks, the survey has been completed by roughly 1000 staff members per week which is only 7% of UCL staff.
   d. Mrs Kate Faxen asked the group to approve the following recommendations:
       i.   The need to improve response rates
       ii.   The planning team to take responsibility for interrogating the data
       iii. A termly update to be provided to People and Culture Committee
       iv.   To work with policy teams to provide better guidance and better support for disabled staff at UCL
   e. It was also noted that bullying is still being reported in the survey, in particular from disabled and academic staff.

4.2.   The following points were raised in discussion:
   a. Professor Sasha Roseneil advised that the EDI team are working towards updating the questions available about disability in the survey.
   b. Ms Fiona Ryland endorsed more support for disabled staff. It was also raised that it may be beneficial to include more information with the survey on what is being done with the data. In addition, the reports of bullying need to be investigated and cannot be ignored.
   c. Professor Sasha Roseneil asked if the disabled staff survey results could be fed into the disabled steering group as it needs to be ensured that action is taken from the findings.

d.   Professor Jennifer Hudson, Professor Peter Fonagy and Professor Martin Oliver all raised the question of whether the data could be considered to come from a representative sample and the need for more responses from a wider cross section of UCL. The possibility of completing a panel study was also raised by the committee.

4.3.   People and Culture Committee approved the recommendations.

5.   UCL Mandatory Training compliance (1-05)

5.1.   Dr Sian Christina, Director of Organisational Development presented the paper which outlined a two-phase approach to driving higher completion rates for UCL Mandatory training. The following points were made during the presentation:
a.

    c.   In 2019, a paper was presented to HRPC outlining the risks for failing to recruit and retain technical staff. From this, funding was approved to support a project manager on the project. The project aims to understand the technical workforce, technical pathways, career structure, develop communities of practice and how UCL can put in place measures to stabilise the technical teams.

    d.   Support was requested from the People and Culture Committee for the sustainable technical support strategy.

8.2.   The following points were raised in discussion:

    a.   Dr Matthew Blain advised that although the group could endorse the request for funding, it cannot approve the funding itself.

8.3.   People and Culture Committee approved the plan and endorsed the funding request.

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