



Minutes

Meeting of the University Executive Board

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| Date: | 10 September 2024 |
| Present: | Professor K Lamberts (KL) and Professor R Mokaya (RM) in the Chair Professor A Blom (AB), Professor J Derrick (JD), Professor S Fitzmaurice (SF), J Jones (JJ), Professor J Litster (JL), R Sykes (RS), Professor G Valentine (GV), Professor M Vincent (MV), Professor C Watkins (CW), I Wright (IW) |
| In attendance: | J Strachan (JS), H Morgan (HM) (Item 2), R Gower (RG) (Item 3) |
| Apologies: | Professor S Hartley (SH), T Wray (TW) |
| Secretary: | D Swinn (DS), E Allan (EA) |

1. Closed Minute

2. Staff Survey

(HM in attendance for this item)

- 2.1 UEB considered the proposed Staff Survey timeline and planned access to data.
- 2.2 With respect to the wording of the questions, it was noted that some questions were the same as previous years while others had been updated to reflect subsequent developments, e.g. the EDI charter and action plans. The proposal for setting KPIs and targets based on the survey results, such as response rates and engagement scores, was discussed.
- 2.3 UEB agreed to proceed with the staff survey, as planned, to the proposed timescale and the proposed access arrangements, which would reflect UEB's collective responsibility for the survey results and any future institutional response. The importance of seeking to increase response rates from academic colleagues and to drive greater consistency in response rates across different grades were also noted.

3. Bullying, Harassment & Sexual Misconduct Policy

(RG in attendance for this item)

- 3.1 UEB considered and approved a new Staff Bullying, Harassment and Sexual Misconduct Policy. The new policy would replace the existing 'Dignity and Respect at Work' policy, and was an extension of the staff Code of Conduct in that it provided more detailed examples of bullying, harassment, sexual harassment, sexual misconduct and victimisation behaviour.

3.2 UEB welcomed the intention that the new policy would encourage reporting of bullying, harassment, and sexual misconduct, which was a recognised challenge across the sector. The policy would also address recommendations from an internal audit report. The policy had been developed in consultation with trade unions and was aligned with the Worker Protection Act 2023 and new OfS conditions of registration, with the development of the new policy also having taken into account freedom of speech issues.

4. Celebration of the Bicentenary of the Medical School in 2028

4.1 UEB discussed and approved the inclusion of the Medical School's Bicentenary project in annual action planning discussions as a priority project under the institutional strategic framework for public engagement. Members acknowledged the significance of the bicentenary in 2028 and agreed that this should be celebrated.

5. Agenda for 1 October 2024 UEB Strategic meeting

5.1 Members were asked to make suggestions for the agenda of the upcoming UEB Strategic meeting.

6. Round Table

(a) Pay award: IW: The pay award would be implemented this month, noting that this process was relatively complex due, and backdated to August 2024, with further uplifts applied later in the year.