

## Annual Report from the People & Values Subcommittee

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### **Meetings & Membership**

Meetings were held in October, March and June and the members were: Annabel Tonge (Chair), Kate Croucher, Solat Chaudhry, Zoë Mitton, Kathy Scott, Charlotte Morton, Carolina Hall-Rodriguez, Lucy Murphy, Laila Fletcher, Emily Webb and Roland Maposa.

### **Terms of Reference**

The People & Values Committee considers matters which affect the employees and volunteers at LUU. It takes responsibility for overseeing work relating to the HR strategy, oversees changes to employee policies and practices and receives reports on key People measures. It also gives scrutiny to learning and engagement plans.

### **Strategic Risks**

Through an annual review the committee maintains oversight of the following relevant risks from our Strategic Risk Register:

**SR5:** Failure to recruit the right people with the right skills and

retaining/supporting existing staff leads to poor delivery of the strategy

**SR6:** Our culture is not aligned to our values and strategy

**SR10:** Lack of robust health and safety procedures leads to rise in accidents and reduced confidence around our activities

**SR14:** Major incident involving staff or student welfare such as critical accident on student activity or student suicide; leading to legal case and/or reputational damage with key stakeholders

### **Key areas of work**

#### ***Diversity & Inclusion***

A significant focus for the committee this year has been Diversity and Inclusion. This has included oversight of the process to develop an Anti-Racism steering group in order to guide LUU towards the goal of becoming an Anti-Racist organisation. Alongside this, LUU has embarked upon the Leaders in Diversity accreditation, and continued significant work to support and enhance a diverse work culture through a wide range of staff engagement activity and training.

#### ***Volunteer Management***

The committee continues to govern the support for volunteer management, and received a number of items throughout the year proposing a change in structure to centralise support for volunteers and ensure that their experience of processes within LUU is consistent and cohesive.

#### ***Policy & HR administration***

The committee reviewed proposals around changes to performance management documentation and updates to the LUU Staff Handbook, as well as reviewing the Equality & Diversity policy, and receiving annual reviews of casework, staff diversity, and absence.