

People Committee
Terms of Reference, Composition, Quorum and Membership
2025/26

To consider and report to Court on:

1. The development, endorsement, implementation and monitoring of the Strategy 2030 A Great Place to Work Enabling Plan and the Equality, Diversity and Inclusion Enabling Plan, together with staff policies that support these Plans and legislative/regulatory requirements.
2. Proposals concerning the above.
3. Staff consultative processes.
4. Performance indicators in respect of staffing and equality metrics for staff and students.
5. Oversight of the management of all activities of the University as they relate to the duties and responsibilities in respect of
 - a. Equality, diversity and inclusion for staff, students and visitors; and
 - b. Health, safety and wellbeing of staff, students and visitors.
6. Those risks which are encompassed in the committee's sphere of responsibility.
7. Other matters affecting the wellbeing or effectiveness of staff and students which do not fall within the remit of another Court committee.

Composition

Lay Members must form majority membership

Members (with voting rights)

No fewer than six lay members of Court

The Principal

Two or more staff governors

One student governor

In attendance (no voting rights)

University Secretary and VP Governance

Chief Operating Officer and DVC

VP People and Student Wellbeing

Director of Student Life

Director of People Services

Head of Equality, Diversity and Inclusion

Health and Safety Advisor

Head of E&FM Safety and Performance

Committee Secretary (Department of Governance & Legal Services)

Observers (no voting rights)

Observers to be invited determined by the VP People and Student Wellbeing

Frequency of meetings

The Committee should meet no less than four times per academic year.

Quorum

A quorum comprises no fewer than four members one of whom must be the Committee Chair or his/her nominee and there must be a lay member majority.

People Committee: Membership 2025/26

Designation	Names
Committee Members (with voting rights)	
No fewer than six lay members of Court	Austin Sweeney (Chair) Danny Gallacher Scott Haldane Sharon Lowrie Meg Lustman Jane Wilson
The Principal	Professor Steve Decent
Two or more staff governors	Ellen Gibson Osman Rafiq
Student governor	Hamza Siddiqi
In Attendance (no voting rights)	
University Secretary and VP Governance	Jan Hulme
Chief Operating Officer and DVC	Susan Mitchell
VP People and Student Experience	Fiona Campbell
Director of Student Life	Avril Williams
Director of People Services	Kathleen Cleary
Head of Equality, Diversity and Inclusion	Adrian Lui
Health and Safety Advisor	Colette Hamilton
Head of E&FM Safety and Performance	Richard McAvoy
Secretariat	Debbie Donnet, Head of Governance & Legal Services
Observers (no voting rights)	
Observers to be invited determined by the VP People and Student Wellbeing	