

PEOPLE AND ACADEMIC ASSURANCE COMMITTEE

Purpose

The People and Academic Assurance Committee is responsible to the Board of Governors for providing oversight of the University's people strategy and the level of assurance delivered on the quality and standards of the University's academic provision.

The Committee operates in line with the University Values: Ambitious, Inclusive, Innovative, Collaborative, Enterprising.

Terms of Reference

People

1. To monitor performance and risk against the University's Strategy 2030 People commitments, in the context of wider benchmark information and relevant national data.
2. To monitor and actively champion the University's drive towards equity of experience and outcomes, ensuring the University is an inclusive organisation that successfully supports everyone to achieve their full potential and that discrimination not tolerated at any level.
3. To monitor the engagement, wellbeing and general welfare of students and staff, and the impact on organisational culture and performance, through consideration of relevant data and assurance reporting.
4. To ensure the University has appropriate employment policies and procedures in place to support the agreed people strategy as appropriate, including corporate responsibility principles, and ethical practice.¹
5. To provide a forum for discussion and consideration of best practice reports, guidance and initiatives relating to workforce planning and organisational culture, to enable the University to continue its progress towards being an employer of choice, recognised for its values and as the place to make a positive difference to the future.

Academic Assurance

6. To monitor performance and risk against the University's Strategy 2030 Purpose commitments, in the context of wider benchmark information and relevant national data.
7. To ensure the University's academic assurance framework aligns to external requirements and expectations.
8. To monitor the work of Academic Board and consider reports on the University's academic governance and quality assurance processes, enabling the Committee to provide assurance to the Board of Governors that the University is meeting or exceeding

¹ Specific policies and procedures relating to the University's senior management population are considered through Remuneration Committee. This includes senior-level succession planning and oversight of the University's Framework for the Pay and Conditions of Employment for All Staff.

required thresholds and that its academic governance and quality assurance processes are fit for purpose, in line with the Office for Students' ongoing conditions of registration.

9. To consider reports that enable the Committee to confirm to the Board of Governors that the University meets or exceeds the requirements of the Concordat to Support Research Integrity.
10. To consider reports that enable the Committee to confirm to the Board of Governors that the University is delivering against its Access and Participation commitments.
11. To ensure the Committee draw on a diversity of voices as appropriate throughout the Committee's business plan, across both people and academic assurance.

Composition

Nine-ten members comprising of:

- Six independent (including co-opted) Governors, including the Chair of the Board
- One Academic Board Nominee
- Up to two Student Nominees
- Vice-Chancellor

The Chair of the Committee will not be a member of staff or a student of the University.

In attendance

Vice-Chancellor's Executive Members and other University Officers as required to assist with the business of the meeting, by invitation.

Minimum number of members that must be present to constitute a valid meeting (Quorum):

Five members, of whom at least three must be independent governors.

Frequency of meetings:

Three per year.

Approved by the Board of Governors at its meeting on 23 September 2025.