

**MINUTES OF THE MEETING OF THE PEOPLE & CULTURE COMMITTEE  
ON THURSDAY 16 NOVEMBER 2023 AT 17:30 HRS  
ON TEAMS**

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**Present**

Sharath Ranjan	Independent Governor & Chair
Nigel Duncan OBE	Independent Governor
Dr Francesca Gwynne	Staff Governor (Academic)
Neil Hayward	Independent Governor
Mohandas Jeyakumar	Student Governor & Solent Students' Union VP Education

**In attendance**

Winston Alla	Solent Students' Union President & Student Governor
Professor Syamantak Bhattacharya	Provost
Helen Jones	Director of People & Development
Jim Irving	Chief Student Officer & University Secretary
Professor James Knowles	Vice-Chancellor
Bridget Woolven	Clerk to the Committee

**23/01 Welcome & Apologies**

- a. Sharath Ranjan, Committee Chair, welcomed everyone to the first meeting of the People and Committee noting that he was pleased to be asked to support its important agenda and its work to improve the People & Culture strategy in the years to come.
- b. This Committee will report regularly to the Board to alert to critical issues and highlight the good work being done.
- c. There were apologies from Noreen Biddle Shah and Councillor Alexander Winning.
- d. The Committee was quorate.

**23/02 Conflict of Interests****Open**

- a. Dr Francesca Gwynne declared a conflict of interest as a staff member in respect of the People & Development and, on the Student Life Survey Report because she is a member of the Student Mental Health Working Group.

**23/03 Report of pre-meeting****Oral Report  
Confidential Unreserved****23/04 Standing Orders & Terms of Reference****Paper 23/PC/01**

**Presented by: Jim Irving,  
University Secretary & Chief Student Officer**

**Open**

- a. The Committee noted the Standing Orders and the current terms of reference. It also noted that the terms of reference may be revised during the year as the Committee developed.
- b. The responsibility to 'monitor the wellbeing and general welfare of students and staff' would occur via identification of appropriate key metrics, for example the National Student Survey (NSS) results, the Student Life Survey, the newly formed Joint

Executive Committee (bringing together the Vice-Chancellor's Group and the Student Union executive) which would report to this Committee, and other formal mechanisms.

**23/05 People & Culture Strategy and Solent Future Ready (SFR)** **Paper 23/PC/02**  
**Presented by: Helen Jones ,** **Confidential Unreserved**  
**Director of People & Development (P&D)**

*(Mohandas Jeyakumar left the meeting.)*

**23/06 People & Development Report** **Paper 23/PC/03**  
**Presented by: Helen Jones** **Confidential Unreserved**

**23/07 Equality and Wellbeing (E&W) Committee Report** **Paper 23/PC/04**  
**Presented by: Helen Jones** **Confidential Unreserved**

**23/08 National Student Survey & Graduate Outcomes Report** **Paper 23/PC/05**  
**Presented by: Professor Syamantak Bhattacharya,** **Confidential Unreserved**  
**Provost**

**23/09 Student Life Report 2022/23** **Paper 23/PC/06**  
**Presented by: Winston Alla,** **Confidential Unreserved**  
**Solent Students' Union President**

**23/10 Dates of 2023/24 meetings:**

Thursday 21 March 2024 16:00hrs. Venue – TBC.  
Thursday 13 June 2024 16:00hrs. Venue – TBC.

Meeting closed at 19.05 hrs.