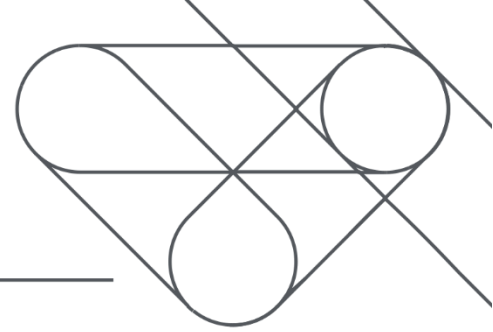


BOARD OF TRUSTEES

Warwick Students' Union People and Remuneration Committee

1. Terms of Reference

- 1.1 To oversee the process for recruitment of Chief Executive and agree the panel. To delegate authority wherever appropriate
- 1.2 To oversee the recruitment of senior management posts, including agreeing job descriptions
- 1.3 To consider and make recommendations for strategic restructures
- 1.4 To recommend the CE's remuneration in accordance with the contract of employment and make recommendations on any changes to the current approach. To delegate negotiations to the Chair of the Committee and the President within parameters
- 1.5 To review annual pay award and benefits and make recommendations to the Board
- 1.6 To consider and recommend any changes to remuneration policy
- 1.7 To conduct a review of the Gender Pay Gap and approval of Annual Statement
- 1.8 To approve People policies arising from risk assessments
- 1.9 To recommend and oversee the development of new People policies
- 1.10 To approve amendments to existing People policies unless there are significant and material changes affecting strategy
- 1.11 To receive staff survey results, make recommendations and monitor delivery of actions
- 1.12 To receive reports on employment statistics, workforce composition and diversity data.
- 1.13 To approve any workforce development plans
- 1.14 To monitor relevant KPIs
- 1.15 Consider and recommend Trade Union/Staff Association recognition and recognition agreement
- 1.16 To receive minutes from Staff Consultative Forum and oversee all mechanisms for informing and consulting staff
- 1.17 To have oversight of new appointments to the job evaluation panel and job evaluation appeals panel
- 1.18 To delegate authority for initiating recruitment of vacant posts to the Chief Executive for all posts up to and including Grade 5 where in line with budget plans
- 1.19 To delegate authority for initiating recruitment of vacant posts to the Chair of the Committee and Chief Executive for all non-Senior Management posts Grade 6 and above where in line with budgets



1.20 To approve the initiation of recruitment for any posts where not included in budgets

2. Membership and Conduct

2.1 The People and Remuneration committee will consist of up to 4 Sabbatical Officer Trustees, up to two Student Trustees and up to two Lay Trustees, as agreed by the Board annually.

2.2 The Chief Executive and the HR Director shall be in attendance.

2.3 The Chair of the Committee will be elected annually.

2.4 The Committee will have a quorum of half of its membership plus one for business.

2.5 The Committee shall meet at least quarterly. Meetings will be called by the Chair of People and Remuneration Committee and will give members enough notice to attend.

2.6 Meetings will be administered by the Governance Support and PA to the Chief Executive and President.