





addition to those that were ongoing with Faculty Managers and HR colleagues, it was proposed to reach agreement on a new HR organisational structure by Christmas 2014, with a relatively lengthy implementation period envisaged for this for the first six months of 2015.



gender identity and caring responsibilities with a view to increasing outreach and support;

Exploring and understanding the Black and Minority Ethnic (BME) student attainment gap at UCL, with a view to reducing it where it exists;

Increasing student applications and enrolments from underrepresented groups across UCL: in particular from mature students, students from underrepresented BME backgrounds, students with disabilities; and maintaining applications and enrolments from young male students against a falling national trend.

**Discussion:**

- 6.4 Some members of HRPC drew attention to the need for better communication and a greater degree of coordination of activities between the various groups that were operating separately across UCL to take forward aspects of UCL's equalities and diversity agenda. In particular, these groups needed to be informed of the need to channel their initiatives, including any proposals for funded activities, through EDC with a view to maximising efforts, managing expectations and making the best use of the resources that were available within UCL.
- 6.5 Consideration would need to be given by HR colleagues on how to communicate the Strategy, once approved, to ensure that it was effectively promulgated across UCL.

**7 DOCUMENTATION RECEIVED BY HRPC OUT OF CYCLE**

**Noted:**

- 7.1 With the approval of the Chair of HRPC, a number of papers had been circulated to HRPC for consideration and noting or approval outside its scheduled meetings, with the proviso that any member of HRPC could request that discussion of any of the items be referred to the next scheduled HRPC meeting. No such requests were received in relation to the papers indicated at 7.2 and 7.3 below. Where changes were made to these papers on request by members, these had been incorporated into the amended final versions that were filed with these Minutes.
- 7.2 The following documentation was received and noted by HRPC between its previous meeting on 25 June 2014 and its meeting on 24 September 2014:
- Equal Pay Report 2013-14 – HRPC \* 1-5 (14-15)<sup>[1]</sup>  
Relocation Scheme – HRPC \* 1-6 (14-15)
- 7.3 The following documentation was received, considered and approved by HRPC between its previous meeting on 25 June 2014 and its meeting on 24 September 2014:
- Proposed Changes to UCL Redeployment Procedures – HRPC \* 1-7 (14-15);  
Proposed reforms to UCL's probationary periods for academic staff, as part of the

**8 ANY OTHER BUSINESS**

- 8A Senior academic staff representative required for Project Board to replace the current HR information system**

*Reported:*