



People and Talent Sub-Committee Meeting

Date: 18th January 2023

Time: 17:00

Location: Online

Members:

Pamela Bell-Ashe (PBA)

Yara Derbas (YD)

Chair / External Trustee

Vice Chair / Sabbatical Trustee

In attendance:

Irfan Zaman (IZ)

Charlotte Morris-Davis (CMD)

Eve Landin (EL)

CEO

Student Engagement Manager

Governance and Comms Coordinator

Please remember these papers and discussions are confidential within Trustees and key relevant staff.

No	Item
1	To NOTE Apologies
1.1	Committee NOTED no apologies.
2	To NOTE Conflicts of Interest
2.1	Committee NOTED no conflicts of interests.
3	To APPROVE People and Talent Committee Terms of Reference
3.1	CMD introduces the People and Talent Committee Terms of Reference.
3.2	Trustees APPROVED the People and Talent Committee Terms of Reference.
3.3	CMD leaves the meeting.
4	To RECOMMEND Staff Protocol
4.1	IZ introduces the Staff Protocol. The purpose of the document is to bring SOAS in line with other modern students' unions.
4.2	PB has a query around clarifying the employment status of elected officers and if it would be useful to have a clause that the elected officers are still subject to employment law and their employment contracts.
4.3	Trustees RECOMMENDED the Staff Protocol be adopted by the Board of Trustees, subject to a point being added regarding the above query.
5	AOB
5.1	No other business.