

Board People and Culture Subcommittee

Terms of Reference

PURPOSE

The Board People and Culture Subcommittee works closely with the CEO and Dean of Students. On behalf of the Board of Governors, the Board People and Culture Subcommittee bears the primary responsibility for directing and recommending policies that promote the general health, welfare and Christian spiritual life amongst staff and of the student outside the classroom. It is also the role of this subcommittee to oversee all Student Life and Staff Performance policies and programs to ensure both a positive culture and practices are consistent with Tabor's mission, value and vision. That these expected behaviours result in effective people leadership and development.

SCOPE

These policies may relate to:

- HR policies and practices;
- Continuous Quality Improvement;
- Christian Spiritual Life;
- Career Development Center;
- Cultural Development and Culture Evaluation Programs;
- Staff Leadership Development;
- Student Leadership and Entrepreneurial Mindset;
- New Student Orientation to align with Tabor culture;
- Counseling Services.

RESPONSIBILITIES

1. Ensure that all Student Life efforts and staff developments are consistent with Tabor's mission, values and vision.
2. Monitor and evaluate policies on matters relating to the student's co-curricular well-being.
3. Monitor and evaluate policies on matters relating to staff performance and well being.
4. Regularly assess Tabor's culture in terms of its effectiveness to developing and maintaining 'Kingdom' principles.

PROCESS

1. An appointed Board member as Chair with Pastoral ability that can consider people and Christian spiritual wellbeing with appropriate understanding and insight.
2. The CEO, Dean of Students (or similar), and Chairs of the Student Leadership Teams as ex officio members
3. Other relevant campus-level personnel as determined by the subcommittee, e.g. HR.
4. The subcommittee meets at least twice a year (or more if needed).

Approved by Tabor Board of Governors
22 May 2020