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| **Social partnership liaison group** | A close-up of a logo  Description automatically generated |

Draft terms of reference

July 2025

**Purpose of group**

1. To ensure that Medr engages effectively and early with trade unions and employers in developing its plans and making strategic decisions, so that impacts on the tertiary education workforce are understood and managed.
2. To ensure that major changes and decisions are communicated transparently to the tertiary sector and its recognised trade unions simultaneously.
3. To build workload considerations into the development of Medr’s approach to regulation, in order to ensure that administrative burdens do not detract from learners’ experiences.
4. To provide opportunities for trade unions to communicate questions, concerns, feedback and ideas to inform Medr’s strategic plans and policies.
5. To provide advice and input on initiatives specifically relating to the tertiary sector workforce, including professional learning, leadership, workforce recruitment, skills and staff welfare.
6. To share intelligence on the tertiary education workforce and identify areas where further data, research or analysis would be beneficial.
7. To advise on Medr’s discharge of its strategic duty to promote collaboration between tertiary education providers and trade unions, to aid dissemination of information to local trade union branches where appropriate, and to provide feedback to support evaluation.

**Proposed membership**

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| Medr |  |
| Rhian Edwards (Chair) | Executive Director – Policy |
| Kieron Rees | Director of Learner Experience |
| Marian Jebb | Head of Learner and Workforce Engagement |
| Rhian Pound-McCarthy | Senior Workforce Development Manager |
| Karron Williams | Senior Professional Learning Manager |
| Hedd Boyles (minutes) | Workforce Development Manager |
| Geoff Hicks | Director of Development, Investment and Performance |
| Ewen Brierley | Director of Regulation |
| Other Medr officers will attend as appropriate (eg for discussions on specific policy areas). | |
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| Trade Unions – full-time officials from: | |
| UCU | Gareth Lloyd |
| Unison | Lynne Hackett |
| NEU | Nicola Fitzpatrick / Daniel Maney |
| UCAC | Ioan Rhys Jones / Iona Davies |
| ASCL | Claire Armitstead |
| GMB | Nicola Savage |
| Unite | Michaela Gilroy |
| NASUWT | Menai Jones |
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| Sector representatives: | |
| Chair and Director or nominee, Universities Wales | |
| Chair and Chief Executive or nominee, ColegauCymru | |
| Chair and Strategic Director, National Training Federation for Wales | |
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| Welsh Government observer to be nominated | |
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| For discussions relating to sixth forms include:   * NAHT – Laura Doel * Rosie Lewis – Unison national officer for schools * Welsh Local Government Association representative * CYDAG representative | |

Members may nominate a colleague to attend on their behalf if required.

**Meeting frequency**

Meetings will take place termly, initially on Teams with potential for face-to-face meetings if agreed by the group.

Meetings can be arranged outside the normal schedule to discuss specific issues or urgent matters if required, and updates can be circulated by email.

**Proposed standing agenda items**

* Update on Medr developments including policy and funding
* Promoting collaboration between providers of tertiary education and trade unions
* Items proposed by trade unions
* Items proposed by provider representative bodies

**Proposed topics for the first two meetings**

* Regulation and registration
* Professional learning and leadership
* Condition of registration and funding on staff and student welfare