

The University of Leeds

THE COUNCIL

25 November 2021

(via MS Teams)

MINUTES

Present

The Pro-Chancellor (in the Chair), the Vice-Chancellor, Mr E Anderson, Ms A Burton, Mr S Elsworth, Ms H Grantham, Ms M Hodgkinson, Professors P F Jones and Kelsall, Mr I Moffatt, Dr Y Oade, Mr M Pelan, Mrs J Sheriff, Mr T Smith, Dr M Taylor-Batty and Mr S Thompson;

and, *in attendance*, Professors Grabill and Yu (Deputy Vice-Chancellors), the Secretary, the Chief Financial Officer, the interim Chief Operating Officer, and Ms C Cho; and *for the business recorded in CLMM 21/74-75*, Mr P Griffiths (Director of Risk Management); *for the business recorded in CLMM 21/76-80*, Ms L Banahene (Director of Educational Engagement); *for the business recorded in CLMM 21/85-91*, Professor P M Forster (Director of the Priestley International Centre for Climate), Mr S Gilley (Director of Estates) and Mr J Dixon-Gough (Sustainability Manager); *for the business recorded in CLMM 21/92-94*, Mr D Simms (Chief Information Officer) and Mr A Toulson (Chief Information Security Officer); and *for the business recorded in CLMM 21/126-129*, Mr P Veevers (Director of Health and Safety Services).

Formal declaration of interest

A member declared an interest in connection with an aspect raised in paper CL/21/20(a) by virtue of his role within IT Services. 21/62

Minutes

A member questioned the factual accuracy of Minute 21/11 of the meeting of the Council on 7 October 2021. He contended that, contrary to what was stated in that particular minute, it was not the case that there had been an absence of alternative proposals at the Universities Superannuation Scheme's Joint Negotiating Committee (JNC) meeting in late August 2021; that the University and College Union (UCU) had in fact brought a proposal to that meeting; and indeed that the existence of the UCU proposal had been acknowledged by the University's actuarial advisers in presentations to staff about the impact of the changes to be made to the USS. In response, the Secretary quoted from the report of the JNC meeting circulated by Universities UK, which clearly stated that no alternative formal proposal had been received from UCU for decision by the JNC. He was of the view that Council Minute 21/11 was accurate in that it did not discount the existence of other proposals, but reflected genuinely different views on the part of UCU and UUK about discussions at the JNC meeting. Under the circumstances, he could see no reason to make any corrections to CLM 21/11. 21/63

The minutes of the meeting of the Council on 7 October 2021 were then confirmed as a correct record. 21/64

Vice-Chancellor's report (CL/21/13)

- 21/65 The Council received (as CL/21/13) a written report from the Vice-Chancellor, which updated members on matters of higher education policy and reported on issues of interest to the life and work of the University, and which was supplemented by an oral update.

Industrial action

- 21/66 The Council was advised of details of the industrial action that the University and College Union (UCU) intended to take at many institutions across the sector, including Leeds. The action – which would include three days of strike action on 1 to 3 December – related to two discrete disputes, one about proposed changes to the USS, and the other to pay and related issues. In the latter connection, the Council was reminded that commitments to address concerns about workload, pay gaps and 'casualisation' were included in the University's strategic plans, as demonstrated by the Fairer Future for All pledges.
- 21/67 Members were advised that, in its approach to the industrial action, the University's priorities were to protect the interests of its students, to retain the cohesion of its community, and to protect the standards of Leeds awards.
- 21/68 The Council noted that a statement had been issued by the Leeds University Union's student executive on the UCU industrial action, details of which had been shared with members ahead of the meeting.

Other national matters

- 21/69 The Council noted the Government's Autumn Budget and Spending Review, and the limited attention higher education had received in it; information published by the Office for Students (OfS) about the National Student Survey (NSS) to be undertaken in 2022, and details of the OfS's two phase review of the survey; and a summary of the OfS's refreshed guidance on so-called 'reportable events', which required institutions to formally report events or matters to the OfS that could have a material impact upon them.

University matters

- 21/70 Members noted an update on the second phase of the development of the new University values. Feedback from staff and students was being collated in response to a survey on the draft values and behaviours framework, ahead of their presentation to the Council in January.
- 21/71 Members welcomed the news that the Leeds University Business School (LUBS) had received the Small Business Charter award – a mark of excellence for its part in supporting small businesses, local economies and student entrepreneurship. They were also pleased to note that LUBS had been given exemplar status for its entrepreneur-in-residence 'Enterprise Ambassador' programme and for its unique cross-University student 'With Enterprise' programmes.

The Vice-Chancellor advised members of two new additions to the senior leadership team: Professor Paul Johnson (Executive Dean of the Faculty of Social Sciences) and Professor Selina Stead (Executive Dean of the Faculty of Environment). She took the opportunity to record her thanks to Professor Alastair Mullis for his service as interim Executive Dean of the Faculty of Social Sciences. Similarly, she thanked Professor Andy Dougill, outgoing Dean of the Faculty of Environment, who would move to a new role as Dean for Global Development, providing academic leadership for the University in developing collaborations with organisations across the Global South. 21/72

The Vice-Chancellor recorded the executive's collective thanks to the Secretary for the huge and vital contribution he had made to the life and work of the University over the past four decades, the last two as University Secretary. His commitment to the University was exemplary and he would be greatly missed. On a personal level, she expressed her deep gratitude for the help received from him in her first fifteen months as Vice-Chancellor. 21/73

Review of key institutional risks (CL/21/14)

Having been joined by the Director of Risk Management, Mr Paul Griffiths, the Council considered (as CL/21/14) the University's institutional risk register, which provided a broad overview of the risks that currently threatened the University's strategic objectives and wellbeing, together with details of the steps being taken to mitigate those risks. The Council identified no additional risk factors for immediate inclusion in the risk register. 21/74

The Council expressed itself reassured by the comprehensiveness of the risk register, and thanked the Director of Risk Management for his continued efforts in this area. 21/75

Access and Student Strategy; Access and Participation Plan (CL/12/15)

The Council was joined by the Director of Educational Engagement, Ms Louise Banahene, for consideration of a paper, CL/21/15, which summarised progress against targets outlined in the University's Access and Student Success Strategy; provided details on the degree awarding gaps between sub-groups of students at undergraduate level alongside the actions to address those identified gaps; and provided an overview of the latest in-year progress against the University's current Access and Participation Plan (APP) targets. 21/76

Members were advised that, while good progress had been made in many areas of the Strategy, a small number of key targets had not been met and effort was focused on better understanding and addressing the reasons for this. 21/77

In discussion, observations were made about the recent Government announcement on proposals to change the focus of widening participation activity towards improving continuation rates and student outcomes over ensuring access to university. Members also discussed the steps being 21/78

taken to mitigate the impact of Covid-19 on the University's access and outreach activities.

21/79 In response to a question, the Director of Educational Engagement confirmed that she continued to receive the full support of the executive team and wider University community to drive forward the structural and cultural changes needed. Nonetheless, she was reminded that she should alert the Council if she found that the support was not at the level desired.

21/80 Members thanked the Director of Educational Engagement and her team for the continued good work in this area.

Prevent duty annual report (CL/21/16)

21/81 The Council received (as CL/21/16) the annual report which set out the ways in which the University had in 2020-21 responded to the Prevent duty arising on elements of the Counter-Terrorism and Security Act 2015. This included details of ongoing engagement and implementation of the Prevent duty; and data and other information required by the OfS.

21/82 The Council **RESOLVED** to approve the University's Prevent duty annual report; and confirmed that the Pro-Chancellor was able to make the necessary declarations required by the OfS, as set out in CL/21/16.

Strategic alignment of strategy overlay projects (CL/21/17)

21/83 The Council received a paper, CL/21/17, which set out a high-level assessment of the alignment of the strategy overlay projects with the academic and enabling strategies and delivery plans approved in March 2021 (CLM 20/293), and with the newly developed Outcome Measures and Key Performance Indicators (KPIs). The intention was for a more detailed analysis to be undertaken to inform prioritisation and investment decisions once the five-year financial forecasts were approved in January 2022.

21/84 During discussion, members welcomed the link between the strategy overlay projects and the new KPIs, which would provide a good foundation to draw together the work of the Transformation Office. An observation was made on the importance of executive leadership for those key projects but it was recognised that there would be workload implications for the senior team, which would need to be supported appropriately, for example through working groups. Members also discussed the need to ensure that the project governance arrangements were sufficiently agile and flexible to account for the possibility of project benefits being delivered at different speeds.

Climate Plan (CL/21/18)

21/85 Joined by Professor Piers Forster (Director of the Priestley International Centre for Climate), Mr Steven Gilley (the Director of Estates) and Mr James Dixon-Gough (Sustainability Manager), the interim Chief Operating Officer introduced the proposed new University Climate Plan, as set out in CL/21/18. The Plan had been developed using the seven Climate

Principles agreed by the Council in 2019 as a frame of reference. The Plan described how the University would deliver its key commitments, reduce greenhouse gas emissions, support a net zero city, deliver sustainable travel, enable responsible investment, shape institutional decision-making, and refocus research and education. Given its size, the investment request to deliver the net zero emissions commitment – £152 million of capital expenditure required over the next decade and a short-term increase in operating costs of between £0.5 million and £1.5 million per year at 2030 – was set out in more detail in the Annex to CL/21/18. Details of the governance arrangements for the Climate Plan programme were also set out in the paper at paragraphs 25-26.

In this connection, members had received a note (circulated prior to the meeting) from the three campus trade unions voicing their frustration at the slow progress of the development of the Climate Plan, encouraging the Council to approve the Plan, and expressing their members' readiness to collaborate on the issue. 21/86

Members noted that approving the Plan would entail agreeing expenditure of some £174 million over the next decade, albeit that the precise phasing of that expenditure could not be determined until the investments to underpin the new University strategy were finalised in January 2022. 21/87

During discussion, observations were made about the excellent collaboration that was evident in the development of the Climate Plan between the professional services, students and academic staff; the importance of clear communication to ensure all members of the University were engaged with and took ownership of the delivery of the Plan; and the ambitiousness of the objectives set out in the Plan, which put the University at the forefront of its peers. 21/88

Having been invited to comment, the student members expressed themselves excited by the Climate Plan, emphasised the importance of a clear communication strategy to take into account both current and future students, and suggested ways in which students could get involved to support the delivery of the various Principles underpinning the Plan. 21/89

Mrs Liz Barber, in her capacity as Chair of the Strategy and Investment Committee, advised members that the Committee had reviewed the proposed Climate Plan and in particular the resources required to achieve net zero emissions (see CLM 21/107 below). From a strategic perspective, the Committee had been of the view that it was necessary for the Plan to be highly ambitious if the University was to play its part in addressing the threat from climate change. 21/90

Against the background set out above, the Council **RESOLVED** to approve in principle the new Climate Plan on the understanding that a detailed investment request would be brought forward for consideration in due course. In doing so, it thanked all those involved for the significant effort in putting together the Plan. 21/91

Cyber security briefing

- 21/92 The Council received a briefing from the Chief Information Officer and the Chief Information Security Officer on the University's arrangements for cyber security. This included details of the current threat landscape; the IT security strategy for 2022, which would focus on the development of new IT security services better to support staff understanding and mitigation of risks, facilitating digital transformation and enabling the new University strategy; an update on the implementation of the Be Safe programme; and recent and planned enhancements to the University's IT security infrastructure.
- 21/93 In the discussion that ensued, members noted the risk-based approach being taken to address identified gaps in the IT infrastructure; and welcomed the use of scenario-based workshops for the senior leadership team to test responses to potential real life cyber security threats.
- 21/94 The Council thanked the Chief Information Officer and the Chief Information Security Officer for the detailed briefing, and for their work in this area. It was noted that the Audit and Risk Committee would continue to keep a close eye on the matter.

Proposed amendments to Statutes I and II (CL/21/19)

- 21/95 The Council considered, as CL/21/19, the proposed amendments of Statutes I and II to effect changes to the method of appointing staff members to the Council. Members were reminded of the rationale for the proposal, as described in the paper it considered in July (CL/20/85) and of the discussion that took place at its meeting in October on the matter (CLMM 21/37-39). It was recalled that the Council had, in October, endorsed amendments of the constitutional instruments which it had approved in principle in July. In doing so, the Council had noted the reservations expressed by a minority of its members who favoured the retention of an election process.
- 21/96 Members were advised that the Senate had been given the opportunity to comment on the changes at its meeting on 17 November. An extract from the (unconfirmed) minutes of its discussion was provided in CL/21/19. In addition, the paper also set out concerns that had been raised by two of the recognised campus trade unions, UNISON and UCU.
- 21/97 A member reiterated his reservations about the proposed changes contending that they breached the terms of the University's code of practice on corporate governance relating to collegiality and the commitment to maintaining elected seats on the Council and other bodies, and that he felt compelled to raise this with the University Visitor. He also questioned whether the new process was in line with that of other peer Russell Group institutions.
- 21/98 The member also drew attention to a concern about the conduct of a recent recruitment exercise for a senior University position, alleging that a political test had been incorporated into the interview process. He contended that

such action breached the provisions of the University Charter which precluded the application of any religious, racial or political test in the selection process. In response, the Secretary reported that, following inquiry, he was able to assure the Council that no such political test had been applied. He concurred with the member's view that political tests had no place in the selection of any person to a University position.

Responding to other points raised, the Secretary explained that practices at other Russell Group universities varied, but added that an increasing number of charities appeared to be adopting a similar process to that proposed at Leeds. He went on to explain that the code of practice on corporate governance was not part of the constitutional instruments of the University, but a document which captured decisions made by the Council to guide the conduct of corporate governance. The code was not, in other words, an obstacle to the governing body changing the constitutional instruments, albeit that it would wish subsequently to consider making consequential changes to that code of practice. The code of practice required updating in the light of the outcome of the governance effectiveness review in the previous session. 21/99

Having had regard to the matters set out above, and noting that a minority of its members continued to express reservations about the changes, the Council confirmed its wish to amend Statutes I and II, as set out in the Annex to CL/21/19, with effect from 1 January 2021. 21/100

Accordingly, the Council **RESOLVED** that the Statutes granted by His Majesty King Edward VII on 25 April 1904, and as subsequently amended, be further amended as set out in the Appendix to these Minutes, subject to such amendments as the Lords of the Privy Council may require. 21/101

In terms of next steps, the intention was for the Nominating and Governance Committee to bring forward recommendations in January for the appointment of staff members to the Council with immediate effect (such that they could attend the meeting on 27 January). It was confirmed that the focus would be on filling the vacancies that would be left by those elected Council members who would be completing their extended terms of office at the end of the calendar year. For the two remaining elected members, it was agreed that they would continue to serve on the Council until the end of their respective terms of office. 21/102

In connection with the discussion about the role and composition of the Senate, a student member reported that she had been approached by a number of student representatives following the meeting of the Senate in October. They had expressed support for the creation of an alternative, less intimidating, forum in which to contribute and voice their opinions more freely. 21/103

Noting that the discussion around the role and composition of the Senate was still ongoing, the Council **RESOLVED** that the appointments of those elected members of the Senate whose terms of office had previously been 21/104

extended to the end of the calendar year (CLM 20/422) would be rolled forward to 31 March 2022.

Reports from the meetings of the Strategy and Investment Committee (26 October and 22 November 2021) (CL/21/20 and CL/21/20(a))

- 21/105 The Council considered as CL/21/20 and CL/21/20(a), reports of the meetings of the Strategy and Investment Committee held on 26 October and 22 November 2021.
- 21/106 The Committee had reviewed – and endorsed – the development of the strategy overlay projects and how they would inform the financial forecasts. It had also considered a high-level assessment of the alignment of those projects with the academic and enabling strategies and delivery plans.
- 21/107 The Committee had welcomed the direction of travel set out in the University’s draft Climate Plan, including the proposed approach to the delivery of net zero emissions.
- 21/108 The Committee had expressed support for a proposal for the University to invest in a global health partnership to enable it to deliver innovative and ground-breaking healthcare education.
- 21/109 The Committee had noted details of the progress made on the design and development of the Transformation Office. It had also noted details of the output of an inflight review which aimed to provide a clear overview and understanding of the current state of each strategic programme and its continued alignment to the new University strategy.
- 21/110 The Council was advised that, following review, the Committee had endorsed a request for the drawdown of a further £22.5 million (from the £76 million investment agreed earlier in the year by the Council, CLM 20/301) to enable the continued delivery of the Digital Enablement and Be Safe programmes whilst work continued to finalise the integrated plan for the IT-related and digital programmes. The Council discussed the timescale for any future drawdowns, noting that they might straddle a number of financial years; and the way in which the release of future funds would be used, particularly to recruit and retain suitably qualified staff.
- 21/111 The Council **RESOLVED** to approve the immediate drawdown of a further £22.5 million to enable the continued delivery of the Digital Enablement and Be Safe programmes on the basis set out in CL/21/20(a).
- 21/112 In the light of the governance review carried out the previous session, the Committee had agreed that its terms of reference should be simplified, in particular to facilitate the striking of a better balance between the different elements in the Committee’s role.
- 21/113 Accordingly, the Council **RESOLVED** that the Committee’s terms of reference be amended, as set out in the Annex to CL/21/20.

Minutes of the Audit and Risk Committee (27 October and 9 November 2021) (CL/21/21)

The Council received (as CL/21/21) the minutes of the meetings of the Audit and Risk Committee held on 27 October and 9 November 2021. 21/114

In respect of the Committee's consideration of the draft Annual Report and Accounts for 2020-21, members were advised that a final review would take place at an additional meeting in January 2022 to enable some outstanding items to be finalised in the accounts. In light of this, and given that there would be a very short time between the Council's meeting in January and the deadline for submitting the accounts to the Office for Students, the intention was to circulate a draft to Council members imminently to capture any editorial comments ahead of formal submission to Council in January. 21/115

The Committee had noted the outcome of three remaining internal audit reviews from the 2020-21 programme, of which one had been categorised as 'high risk', one as 'medium risk' and one as 'low risk'. Recommendations for improvement had been taken on board by the University management. In view of its 'high risk' rating, the Committee had considered the full report on the audit of the University's IT business continuity and disaster recovery arrangements. Following discussion with relevant University officers, the Committee had concluded that appropriate action was being taken in response to the auditors' concerns. 21/116

The Committee had also noted the internal auditors' follow-up review on the implementation of internal audit recommendations. In all cases they had confirmed the results of the management's assessment. 21/117

The Committee had considered the report of the internal auditors in relation to the financial year 2020-21. On the basis of the work they had carried out during 2020-21, the internal auditors were of the opinion that the University's arrangements were generally satisfactory with some improvements required (the same opinion as the one provided in 2019-20). 21/118

The Committee had also considered the University's institutional risk register. Overall, the Committee had been satisfied that an appropriate framework to identify, assess and manage risk was in place. 21/119

In considering an annual report on the University's activities that contributed to the promotion and achievement of Value for Money (VfM), the Committee had noted the integration of VfM principles within the University's existing management, planning and review processes, and the significant savings achieved through the promotion of sound purchasing policies and practices across the University. It had also received assurances on the steps being taken to provide value for money to students throughout their time at Leeds. 21/120

Other matters considered by the Committee included the steps being taken by the University in response to the UCU industrial action; the annual report on fraud risk management, on which no issues of concern arose; and an 21/121

update on the work to address the recommendations arising from the UKRI funding assurance audit.

- 21/122 The Committee had reviewed the performance of the internal and external auditors and had been content that they should continue to provide their respective services to the University.
- 21/123 The Council **RESOLVED** that Deloitte LLP's appointment as the University's external auditors continue for the coming year for the audit of the University's statement of accounts for 2021-22, on the basis set out in CL/21/21.
- 21/124 The Committee had agreed that its terms of reference should include a statement on the distinction between the Committee's role and that of the Strategy and Investment Committee in respect of monitoring the University's strategic performance.
- 21/125 The Council **RESOLVED** that the Committee's terms of reference be amended, as set out in the Annex to CL/21/21.

Annual report on wellbeing, safety and health (CL/21/22)

- 21/126 The Council was joined by the Director of Health and Safety Services (Mr Paul Veevers) for discussion of the annual report of the University's wellbeing, safety and health activities during 2020-21, as set out in CL/21/22. The report included details of the Covid-19 response, a summary of achievements, key performance indicators relating to health and safety management, information on any interventions from enforcing bodies, data relating to accidents and incidents and an overview of key objectives for 2020-21.
- 21/127 The Director advised members that, despite the challenges of Covid-19, Health and Safety Services had been able to deliver a good level of service. He paid tribute to the collaborative way in which colleagues across campus had worked during the pandemic, and expressed his gratitude for the support received from the Vice- Chancellor and the rest of the executive team. He went on to assure the Council that, although there had been a slight slippage in the key performance indicators, the bar had been set high and none had fallen below minimum standards.
- 21/128 Members discussed in particular concerns about the level of staff compliance with the mandatory online health and safety training, and noted the steps being taken to address the issue. The Health and Safety Committee would be keeping this matter under close review.
- 21/129 The Council thanked the Director of Health and Safety Services for the positive, clear and reassuring report. In this connection, the Secretary paid tribute to the work of the Director and his team, a small team which had borne a significant load in dealing with the challenges posed by the Covid-19 pandemic. In his view, the University was fortunate to have had recourse to

their services and owed them a huge debt of gratitude; sentiments with which Council members wholeheartedly associated themselves.

**Report from the Health and Safety Committee (4 October 2021)
(CL/21/23)**

The Council received a summary of the principal items of business discussed at the meeting of the Health and Safety Committee held on 4 October 2021 (CL/21/23). 21/130

Amongst other things, the Committee had received updates on the arrangements being made for the new academic year in the context of the coronavirus pandemic; and the progress being made by the Health and Safety Service on health and safety objectives that had been set the previous session, upon which there were no issues of concern raised. It had also noted improvements made against all key health and safety performance indicators; staff compliance rates with the University's mandatory online health and safety training, which the Committee would keep under close review; and data on the University's accident and incident statistics for 2020-21. 21/131

Report from the Committee on the Pro-Chancellorship and Chair of Council (CL/21/24)

The Council considered a report from the Committee on the Pro-Chancellorship and Chair of Council (CL/21/24). Members were reminded that the Committee had been established in March 2021 to bring forward a recommendation for filling the office of Pro-Chancellor and Chair of the Council after 31 July 2022, when the current appointment of Mr David Gray was due to come to an end (see CLM 20/339). 21/132

The Committee had met on a number of occasions and been assisted in its work by an executive search agency selected after competitive tender. The Committee had undertaken interviews with shortlisted individuals the previous week and its recommendation to the Council was for the appointment of Mr Alastair da Costa, an alumnus of the University and currently Chair of Capital City College Group, one of the largest further education college groups in the UK. 21/133

The Council **RESOLVED** that Alastair Da Costa be appointed as Pro-Chancellor and Chair of the Council from 1 August 2022 for a period of three years in the first instance. 21/134

Members were advised that a public announcement would be made about the appointment in the following week. 21/135

Senate (6 October and 17 November 2021)

The Council received the Minutes of the meetings of the Senate on 6 October and 17 November 2021. 21/136

Governance review: role and composition of the Senate; mode of appointment of staff members to the Council

- 21/137 The Senate had discussed proposals that had been sent forward by the Academic Governance Review Steering Group (AGRSG) to refine the role, responsibilities and composition of the Senate. These had been developed in accordance with the key findings of a report from Advance HE on its review of the effectiveness of the University's academic governance arrangements. In respect of the revised statement on the remit of the Senate, the concerns and observations that had been made by Senators, as set out in SM 21/64, were noted. The proposed statement would be reviewed and brought back to a future meeting of the Senate.
- 21/138 The Senate's views on its revised size and composition were also noted. Its comments would be taken into account when the next iteration of the proposals was developed.
- 21/139 As reported above (CLM 21/96), the Senate had been given the opportunity to comment on proposed changes to the method of appointing staff members to the Council.

University Executive Group

- 21/140 The Senate had noted that the UEG had approved a number of matters including principles relating to the confirmation and clearing period, which was in response to concerns about significant levels of over-recruitment in specific Schools for the 2021/22 session; the proposed approach to the student number planning process for the 2022/23 session, and proposals to manage UK undergraduate recruitment for 2022/23 within IPE plans; the annual review of fee proposals and scholarships for the 2022/23 session; a proposal to develop a joint partnership to explore new models of global medical education; the launch of the Leeds Institute of Textiles and Colour (LITAC); and proposals to enhance aspects of University IT provision. The UEG had also given its in-principle support for the creation of four Futures Institutes, which would support the new strategy of combining research and innovation, knowledge exchange and education to deliver global impact.

Graduate Board

- 21/141 Matters approved by the Graduate Board included amendments to the Regulations under Ordinance X for Research Degrees, which were introduced to address requirements for Dual PhD awards when delivered as an international collaboration with partner institutions; and the assessment and progression arrangements in response to Covid-19 for the session 2021/22.

Tributes to retiring professors and conferment of Emeritus Professorships

- 21/142 The Council associated itself with the Senate's resolutions to mark the retirement of four professors and **RESOLVED** that the title of Emeritus Professor be conferred upon the following (with effect from the date in brackets):

- Professor Raymond Bush (31 August 2021);
- Professor Trudie Roberts (31 December 2021);
- Professor Nicholas Scott (30 September 2021);
- Professor Eamonn Sheridan (31 October 2021).

Annual report from the Animal Welfare and Ethical Review Committee (CL/21/25)

CLMM 21/143-45 are confidential to members of the Council. 21/143

21/144

21/145

Report from the University Research Ethics Committee (CL/21/26)

The Council received, as CL/21/26, the report of the meetings of the University Research Ethics Committee held on 12 May and 16 November 2021. The Committee had made some editorial changes to the University's Research Ethics Policy; had noted the common themes arising from the work of the faculty-level research ethics committees; and had noted the progress to deliver the electronic research ethics application system. 21/146

The Council **RESOLVED** to approve the addition of the Deans of Research Culture and of Research Quality to the membership of the Committee. 21/147

Annual statement on modern slavery (CL/21/27)

The Council received as CL/21/27 information about the Modern Slavery Act 2015, together with the statement – made pursuant to section 54 of the Modern Slavery Act 2015 – informing students, staff, suppliers, stakeholders and the public about the steps the University had taken, and would take, to mitigate any risk of modern slavery, human trafficking, forced and bonded labour and labour rights violations within the organisation and its supply 21/148

chains. The statement covered the activities undertaken over the twelve month period to 31 July 2021.

- 21/149 The Council **RESOLVED** to approve the University's annual statement on modern slavery for 2020-21 and authorised the Pro-Chancellor to sign the statement on its behalf.

Matters for report (CL/21/28)

Obituaries

- 21/150 The Council recorded its great sorrow at the deaths which were reported in CL/21/28.1.

Distinctions; Professorial and senior appointments

- 21/151 Warm congratulations were offered to the recipients of honours and distinctions reported in CL/21/28.2; and details of recent professorial and senior appointments set out in CL/21/28.3-4 were noted.

Authority to use the Common Seal

- 21/152 The Council endorsed the uses to which the Common Seal had been put since the last meeting of the Council, as detailed in CL/21/28.6.

The Queen's Anniversary Prize

- 21/153 The Vice-Chancellor was pleased to report that the University had just been advised that it had been awarded the Queen's Anniversary Prize, the UK's highest accolade for universities and colleges, for its ground-breaking work on empowering tropical communities to face the challenges of extreme weather. This work covered forecasting extreme weather events, conserving tropical forests and improving climate-related health issues.

Valedictions

- 21/154 On behalf of the Council, the Pro-Chancellor paid tribute to the retiring members of the Council. He warmly thanked Mark Taylor-Batty, Vicky Blake, Martin Pelan and Pam Jones for their contributions as members of the governing body in particular and in other aspects of the University's affairs in the course of their membership.
- 21/155 The Pro-Chancellor offered the Secretary, who was attending his final formal meeting of the Council, the Council's profound and warmest gratitude for his tireless and dedicated service to the University and enduring contributions throughout his time in post to its life and work in that period. He had guided the University with huge skill, wisdom and humanity, and would be greatly missed. He took with him the Council's very best wishes for the future.