

THE COUNCIL

30 March 2023

MINUTES

Present: Alastair Da Costa (Chair), Liz Barber, Professor Simone Buitendijk, Bethan Corner, Seb Elsworth, Helen Grantham, Lauren Huxley, Professor Peter Jimack, Professor Simon Kelley, Iain Moffatt, Dr Yvette Oade, Leyla Okhai, Professor Alice O’Grady, Maria Papageorgiou, Dr Cordelia Rogerson, Ken Sargison, Janet Sheriff, Tim Smith, Simon Thompson and Dr Rachel Tsang.

In attendance: Alison Blackburn, Rachel Brealey, Fridey Cordingley, Professor Jeff Grabill, Jane Madeley, Professor Nick Plant, Jennifer Sewel, Professor Hai-Sui Yu and Catherine Cho (Minutes).

Apologies: Tom Clark and Dr Kendi Guantai.

22/205 University Brand Strategy

Considered: a summary (CL/22/54) of the development of the University brand strategy. In addition, a video recording of the summary by Frances Jackson from the brand agency OPX Studio was presented.

Noted:

- a. that the brand project aimed to develop the University brand and support the delivery of the University Strategy;
- b. the paper set out the progress of the project, described the discovery work undertaken in autumn 2022 and outlined how it had informed the brand strategy;
- c. that the brand strategy was not the verbal or visual brand identity but rather reflected ‘what is said about you when you leave the room’. It would now be used to drive and inform the next stage of the project where the brand visual and verbal identities would be developed by summer 2023, details of which would be shared with Council in due course;
- d. that the brand strategy had been shared with a group of Council members for feedback and Leadership Forum;
- e. in respect of developing the brand strategy positioning statement, the challenge was in striking a balance between wanting to ‘differentiate’ and to be ‘authoritative’. The way in which the University told its rich, narrative story using the appropriate register and tone that was distinctive would be key;
- f. that, in gauging the impact of the brand strategy, the emotional reaction to it was important. The University’s proposed statement generated a positive reaction, albeit that it needed some further refinement;
- g. the University should be alive to the tone of the brand strategy around social change and social values, which risked verging into the political sphere and being open to (mis)interpretation. The University should also be mindful of the relationship between terms such as ‘empowering’ and ‘generosity’ and the assumption that there were matters which were within the University’s gift in the first place. It was explained that discussions were ongoing around the words used within the brand strategy and the final product would take into account any concerns raised;
- h. the discovery phase had provided an interesting insight into the University community’s perception of itself compared with how the University was perceived externally, where Leeds was known for being good but not necessarily why it was so;

- i. that the brand strategy work would inform a reflection on the University values and strategy to ensure that they sat together well and, where necessary, included aspects that were appropriately outward facing;
- j. to be successful, an embedded internal communications plan was vital to ensure a consistent message around the University brand and other academic-related activities. The messaging to be simple and easily understood and accepted by all;
- k. that, in terms of process, discussions were underway with the Transformation Office on a comprehensive cross-institution, implementation plan to share the new brand with internal and external audiences. In doing so, consideration should be given to the way in which the brand strategy was brought to life whilst guarding against it mutating into something different and unintended. The need to be mindful of overcoming any scepticism of the brand expressed was also noted.

22/206 Formal declarations of interest

RECEIVED: from Simon Thompson in connection with the paper CL/22/52, as the University branch secretary for the Unite campus trade union.

22/207 Minutes

CONFIRMED: the Minutes of the meeting held on 26 January 2023.

22/208 Vice-Chancellor's report

Received: a written report from the Vice-Chancellor (CL/22/51), 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.

Noted:

- a. that Leeds was one of 12 cities included in the Government's recently announced Investment Zones, which would have access to support of £80m (a combination of tax incentives and capital funding) over five years. The University would be a key player in driving this agenda in West Yorkshire and looked forward to working with its partners in the region;
- b. that the Principal Deputy Vice-Chancellor and Provost had attended a meeting of the European Parliament the previous week to speak about the importance of Horizon Europe for research and development in the UK. He reported that the meeting had been useful and the EU was keen for the UK to remain part of Horizon Europe. It recognised the value of the UK's contribution which was more than financial. UUK and the Russell Group were actively engaging with their European counterparts, which would be critical in the long term. In the event of the UK being able to continue its association with Horizon Europe, the University would need to undertake a mapping exercise to shape its response to any funding calls sooner rather than later;
- c. that, in respect of the recent student occupations and protests reported in the paper, protocols had been developed to address such issues. Details would be shared with Leeds University Union (LUU) alongside the planned communications strategy and any proposed revisions to the General University Disciplinary Regulations to deal with any disruption and criminal damage associated with those occupations;
- d. that there might be some tension between the language being employed in the University's brand strategy around social change which might encourage students to take direct action. The Executive continued to seek engagement with the student body to enable them to voice their concerns and to discourage performative direct action;
- e. that the LUU sought to facilitate and provide an avenue for students to express their concerns, although some remained frustrated with what they perceived taking place externally and felt compelled to take direct action. There was increased pressure and responsibility on the LUU Executive team to deal with those matters when they arose. The team would welcome a discussion about ways in which students could participate in the University's governance systems to enable them to raise issues in an appropriate way;

- f. that, in respect of the impact of the cost of living pressures on students, the University's financial hardship fund had seen an increase in the number of disbursements albeit of smaller sums. Work was underway to ensure students were aware of the fund's existence and were appropriately supported to access it;
- g. that there was a significant increase in students reporting a deterioration in their mental health due to financial pressures. Across higher education providers in Leeds and the NHS, there was an increase in demand from students seeking access to support services. The University was seeking to resource its own services as best as possible and discussions were underway on how to help students access support quicker.

22/209 The University's approach to addressing the impact of industrial action on student education

Considered: a paper (CL/22/52) which summarised the impact of industrial action on student education and experience in the current session and the mitigating actions being taken.

Noted:

- a. that a Council sub-group had been established to support the Executive with its industrial action strategy. The sub-group had endorsed the way in which this was being developed;
- b. the paper was clear and provided a good level of detail on the mitigating actions being taken now and in the mid and long term;
- c. that full data on staff taking strike action was not yet available and there had been slower reporting by staff, however early indications suggested that numbers had reduced on previous participation and student complaints appeared low;
- d. that the approach taken was to support heads of school to manage issues at school-level, and focus on the replacement of any interim lost learning. As a result of the proactive work being done and staff commitment to student education, it was anticipated that students would receive the education they expected;
- e. that heads of schools had been appreciative of the constructive two way dialogue with central services which had made a significant difference in dealing with the impact of the industrial action;
- f. that an institutional assessment board, similar to that established last session, was already in place and could be called upon if needed. There was also an enhanced early warning system to enable the Student Education Service to deal with any potential delays in return of assessment marks.

22/210 Advance HE academic governance review - Senate Boards

Considered: a paper (CL/22/53) which summarised the findings of a review of the Senate Boards (Research and Innovation Board, Taught Student Education Board, Graduate Board, Digital Transformation Strategy Board and International Strategy Board); provided an update on the status of the implementation of recommendations arising from the 2021 Advance HE (AHE) academic governance review; and set out details of the proposal to establish an Academic Consultation Forum.

Noted:

- a. that the review had been undertaken as part of the work to address the recommendations arising from the AHE academic governance review;
- b. that discussions had been held with the Secretaries and Chairs of the relevant Boards; and the draft Terms of Reference and the proposal to establish the Academic Consultation Forum had been endorsed by the Academic Strategy Group, University Executive Group, Nominating and Governance Committee (NGC) and the Senate;
- c. that NGC, at its meeting held on 6 March 2023, had approved the proposed course of action in respect of 2 AHE recommendations as follows:
 - (i) Recommendation 17: that the University consider the creation of a committee "with the purpose of steering, supporting and co-ordinating work on enhancement projects". The view was taken that this was not required and

- that other arrangements already in place would cover such matters. The review of the remits of the Senate Boards had also provided further clarity around enhancement projects;
- (ii) Recommendation 20: the introduction of a new committee “to ensure consistency and effectiveness of academic governance and to oversee the outcomes and quality and standards of academic activities”. The view was taken that, to avoid adding an additional layer to the governance structure, the revisions to the roles and remits of the Senate and its Boards would provide the necessary governance over those matters;
- d. that NGC had noted that there were acceptable means of communication in place in respect of the flow of information/decisions between Senate Boards and faculties, schools and services; supported the plans to review the size of the Senate Boards as part of the next phase of work in this area; and agreed that, in ensuring the effectiveness of Senate and its Boards, it would be for the Executive to determine whether all Boards should retain an elected membership and if the Chairs of the Boards should be added to the Senate as *ex-officio* members;
 - e. that, reflecting on the operation of the Senate in its revised configuration, it was working well and focusing on its academic governance role;
 - f. that the review of the size of the Senate Boards would encompass whether their membership had the appropriate knowledge and expertise, was inclusive and that meetings were an efficient use of members’ time;
 - g. that there would be a close tie-in between the work of the Transformation Office and the Senate Boards, albeit the latter would be focused on academic aspects of key programmes;
 - h. that, with regard to the proposed Academic Consultation Forum, it was being set up to complement other established fora (including Leadership Forum and Heads of School Forum) and its operation would be reviewed after a year. Consideration would also need to be given to its agenda and input on early stages of key academic proposals.

APPROVED:

- (i) the Terms of Reference of the Senate Boards (as set out in Annex 1 to CL/22/53); and
- (ii) the establishment of the Academic Consultation Forum (as set out in Annex 2 to CL/22/53).

22/211 **Knowledge Equity Network update**

Received: an update (CL/22/55) on the Knowledge Equity Network (KEN) ahead of a global launch in May 2023, and an updated version of the Declaration on Knowledge Equity.

Noted:

- a. that KEN2022, a hybrid event, had been held in November 2022, and brought together committed partners from across the globe to share the vision for adopting open and collaborative practices of knowledge creation and dissemination;
- b. that there had been complex negotiation on the wording of the Declaration, which set out the intention for achieving knowledge equity and which would be used to gain traction, evidence commitment and deliver positive impact for the KEN. Following extensive consultation, the content of the co-designed document had been refined to ensure its principles were globally relevant and ambitious, yet achievable. In particular, it did not have any ‘red lines’ but included a general recommendation around the acceptance of different knowledge bases;
- c. that Council members were excited by the KEN, which reflected bringing the University Values to life, and would welcome any suggestions as to how they might actively support the initiative;
- d. the University had consulted a considerable number of organisations which had embarked on similar initiatives to inform the governance framework for the KEN to be overseen in Leeds. The code of conduct principles, set out in Appendix 4 of the paper, would also be helpful in this respect;

- e. in terms of ensuring engagement and commitment of KEN partners, the expectation was for collaborators to commit to enabling open and equitable access to knowledge within 2 years. It would, however, be for them to determine how this would be done. To support these partners, special interest groups were being established and they would also be sign-posted to other established groups to ensure they moved in the right direction.

APPROVED: the updated Declaration on Knowledge Equity as set out in Appendix 1 to CL/22/55.

22/212 Gender, ethnicity and disability pay gap report 2022-23

Considered: the report on the University's 2022 pay gaps (CL/22/56).

Noted:

- a. that the report included for the first time the ethnicity and disability pay gap;
- b. that, although there was no change to the data, since the last report there had been an increase in the number of women in senior roles;
- c. that last year's published gender pay gap report included a target to 'have a below sector average pay gap by 2025'. New metrics were being developed as part of the KPI development work that would more strategically focus activity to reduce pay gaps;
- d. that there had been good discussion of the report at the Remuneration Committee, which had agreed that the key issue was about roles and demographics rather than pay;
- e. in terms of the gender balance across all grades, a key factor was encouraging female employees to put themselves forward for senior roles. The Remuneration Committee was reassured by the work being done in this area and expected the University to be able to demonstrate significant progress in ten years' time;
- f. that there was a significant challenge around the number of female employees in lower paid roles in comparison to male employees, and the converse gender split at higher, professional, grades. Further benchmarking work would inform the development of appropriate actions to improve the pipeline of female employees moving into senior roles;
- g. that, in respect of casual workers employed by the University, there should be a clear policy on agencies that the University was prepared to use, which should include commitments as to working standards, payment of the National Living Wage, and appropriate benchmarking and accreditation. Further work on the matter would be reported back to the Council in due course;
- h. that, in considering the University Strategy, the Executive would continue to reflect on and challenge whether the University was being sufficiently bold in its actions and goals to reduce pay gaps;
- i. that a significant challenge would be in setting goals in an ambitious but realistic way and making changes at pace. It would need to be done in a way that was acceptable to the University community, and ensure opportunities had been identified for delivery;
- j. that the Council supported the planned measures, which were structural and systemic in nature, and included a focus on pay and grading reviews that would benefit the lowest paid staff; positive action; and on improved career pathways.

22/213 Student recruitment update

CLM 22/213 is confidential to members of the Council only.

22/214 Senate (15 March 2023)

Received: the Minutes of the meeting of the Senate on 15 March 2023.

Noted that the Senate had:

- a. received updates on the approach to addressing the impact of industrial action on student education; and on the University's revised approach to the use of fixed term

- contracts, including the underpinning framework and timescales for the transfer of current, eligible staff to ongoing contracts;
- b. endorsed the updated Terms of Reference of its Boards;
- c. approved the refreshed approach to the Leeds Curriculum, which better articulated the purpose and approach to curriculum delivery at Leeds using more student-friendly language.

Noted in respect of reports received by the Senate from its Boards:

- d. that University Executive Group had approved new guidance for the 2023 IPE process and revised project costs for the digital learning accelerator business case previously approved in July 2022. In addition, the Group had endorsed the draft institutional response to the OfS consultation on the TEF; the principles for the structuring of Taught Programmes under Curriculum Redefined; the proposed rationale on setting rent levels in University-owned/allocated accommodation for the 2023/24 academic year; a proposal to relocate existing skills and simulation training facilities onto Level 9 of the Worsley Building; a proposal to improve the efficacy of interactions with the three campus trades unions; and the release of funding for the Leeds International Piano Competition following a mid-term review of benefits;
- e. that Taught Student Education Board had noted the work underway on the regulatory framework and approach to mitigating circumstances requests; the findings of a report on PGT awarding gaps; a summary of international undergraduate student degree outcomes for the 2021/22 academic year; a summary of the University's continuation, completion and progression performance against Access and Student Success KPIs; and details of the minimum expectations relating to the OfS B3 condition of registration (Quality and Standards);
- f. that Research and Innovation Board had endorsed the establishment of a Research Integrity Task and Finish group to take forward actions to ensure compliance with the Concordat to Support Research Integrity and to provide recommendations for longer term oversight and processes for maintaining research integrity across the University;
- g. that Graduate Board had approved amendments to the General Regulations (Regulation 7) under Ordinance X for Research Degrees in respect of the charging of the overtime fee for postgraduate research degrees; and an advanced standing articulation arrangement for PhD studies in the Faculty of Arts, Humanities and Cultures with Nanyang Technological University, Singapore.

APPROVED: the conferment of the title of Emeritus Professor upon: Professor Frank Finlay (School of Languages, Cultures and Societies), Professor Steven French (School of Philosophy, Religion and History of Science), Professor David Jackson (School of Fine Art, History of Art and Cultural Studies), Professor Janet Hirst (School of Healthcare) and Professor Raymond Kwan (School of Computing), all with effect from 1 January 2023; Professor Malcolm Heath (School of Languages, Cultures and Societies) with effect from 1 October 2022; and Professor Kevin Theakston (School of Politics and International Studies) with effect from 17 February 2023.

22/215 **Report from the Strategy and Investment Committee**

Considered: a report (CL/22/58) of the meeting of the Strategy and Investment Committee held on 16 March 2023.

Noted:

- a. that the Committee had undertaken a deep dive into the International Strategy. In doing so the Committee had noted the cautious approach being adopted by the University in respect of global partnerships, taking into account Government regulations and geo-political sensitivities; had commended the University's significant progress in its international work and on ensuring the Strategy had the appropriate breath, focus and impact; and had noted that the Strategy reflected the University's values-based approach to deliver successful outcomes;
- b. that various activities were underway to support the increasing recruitment of international students including Language Centre pre- and in-session support, and a welcome, transition and induction programme;

- c. that the University was not focused on pursuing international rankings, albeit they were important for benchmarking purposes and utilisation in the institutional KPIs. So long as appropriate steps were being taken, such as fostering international collaborations, these would have a positive impact on University's international standing;
- d. that the Committee had been provided with a clear account of the review of the University's capital programme and the challenges faced in addressing projects demand within the available financial envelope. The Campus Re-Imagined initiative would be used to help develop a managed plan on capital investment decisions, on which the Committee would receive a bi-annual update. The creation of a decision framework, encompassing strategic priorities and risk appetite, had been proposed. This would provide a dispassionate approach to making and explaining difficult decisions. It was confirmed that the future of the additional land acquired by the University relating to the Infrastructure Innovation Park project would be included in the capital programme review;
- e. that the Transformation Office was continuing to mature and making good progress particularly on the accountability for, and deliverability of, benefit realisation of strategic programmes, and on the rigour of benefit tracking which would be picked up in the KPIs and linked into the forthcoming IPE process;
- f. the Committee commended the Executive on the progress being made on the clarity of the implementation of the University Strategy and how it was being measured;
- g. that the Committee had endorsed the award of a building maintenance services contract for University owned student residences.

APPROVED: the award of a building maintenance services contract for University owned student residences, as set out in Annex 4 to CL/22/58; and that the Chief Operating Officer be authorised to approve the final contract award.

22/216 Minutes of the meeting of the Audit and Risk Committee, 21 February 2023

Considered: the Minutes (CL/22/59) of the meeting of the Audit and Risk Committee held on 21 February 2023.

Noted:

- a. that the Committee had considered a summary of the reports of three internal audit reviews (Corporate Governance: University of Leeds Farm, Student Recruitment and Faculty Financial Health Checks). The recommendations of all three reviews had been taken on board by management;
- b. the Committee had welcomed the progress made in implementing the overall audit programme recommendations that were due for completion;
- c. that the Committee had received a progress report on the continuing work to improve the University's information security architecture;
- d. the Committee had reviewed the TRAC financial results for 2021-22 and had agreed that the test of reasonableness had been used appropriately in completing the TRAC return, and that the University's assurance processes for complying with the TRAC requirements were adequate;
- e. that the Committee had received an update on progress with the Fire Safety Programme and in delivering the fire safety surveys, fire strategies and remediation works to buildings;
- f. the Committee had undertaken a risk deep dive on research culture and noted the positive work being done in the area;
- g. that the Committee had been apprised of an ongoing investigation relating to a University subsidiary company. It would be provided with a follow up report following the investigation's conclusion and would include any lessons learnt;
- h. that the Committee had reviewed the maximum tenure applicable for the University's external auditors, Deloitte LLP, in light of the Mandatory Firm Rotation requirements for EU Public Interest Entities and Deloitte's existing tenure. It was concluded that Deloitte could only be re-appointed for a further 10 years following appropriate tender. Attracting audit firms to submit tender bids for external audit services was a

challenge across all sectors, in part due to recent changes in audit sector regulation and consideration was being given to ways to address the issue;

- i. in response to a question by a Council member, it was confirmed that the majority of the University's cash deposits were held with financial institutions which operated under UK regulation; further details would be provided by the Chief Financial Officer to the member outside the meeting.

APPROVED: the extension of Deloitte LLP's appointment as the University's external auditors for up to 2 years to the audit of the University's financial statements for 2024-25 (from their latest re-appointment for the 2022-23 audit).

22/217 **Minutes of the meeting of the Ethics and Values Committee, 10 February 2023**

Considered: the minutes of the meeting of the Ethics and Values Committee held on 10 February 2023 (CL/22/60).

Noted:

- a. that this was the inaugural meeting of the Committee;
- b. that the Committee had received an informative presentation from the University's Trusted Research Environment Manager which highlighted key areas of work and risk areas for University activities;
- c. that the Committee had agreed to consider at its next meeting a proposed framework of criteria for ethical decision-making;
- d. that the Committee had reviewed the University's Policy on Responsible Investment; the University Secretary, in consultation with the Chief Financial Officer, would update the Policy, incorporating any comments from members, for consideration by the Committee at a future meeting.

22/218 **Report from the Nominating and Governance Committee**

Considered: a report (CL/22/61) of the meeting of the Nominating and Governance Committee held on 6 March 2023.

Noted:

- a. that the Committee's Terms of Reference were under review and an updated version would be brought to the meeting in May following consultation with the Chair; consideration would also be given to a proposed framework for reviewing the effectiveness of Council committees;
- b. the Committee had endorsed the proposed revised Terms of Reference for the Senate Board and received details of the establishment of the Academic Consultation Forum;
- c. that the Committee had noted the proposed timeframe for the recruitment process for appointing 2 lay and 1 staff member to the Council, all appointments to start from 1 August 2023. Details of the advertisement for the lay member recruitment would be shared with Council members when these were published the following week;
- d. the Committee had discussed the results of a survey of Council members on the timing of Council meetings. It had proposed to trial for the next session an earlier start to Council meetings in the afternoon (1.30/2.00 pm) with a lunch beforehand. The opportunity for Council members to visit a part of the University before lunch would also be considered. The Committee also recommended the move to one Council Strategy Away Day per session in late autumn, to include a dinner the evening before;
- e. that the Committee had agreed to take steps to review the role of the Court;
- f. that the Committee had noted the proposed framework for recording the appointment of University representatives on external organisations. A report would be made to it on an annual basis.

APPROVED: the proposals relating to Council meetings and Strategy Away Day as set out in Min. 22/218 (d).

22/219 Report from the Health and Safety Committee

Considered: a report (CL/22/62) of the meeting of the Health and Safety Committee held on 6 February 2023.

Noted:

- a. that the Committee had considered the progress on the engagement and communication plans for Wellbeing, Safety and Health, the development of Health and Safety Protocols, and an update on the work of the fire safety working group in respect of the fire safety programme;
- b. the Committee had received an update on current health and wellbeing developments, and on the steps being taken to address recommendations arising from a recent internal audit review. There were no issues of concern raised;
- c. that the Committee had reviewed details of two recent health and safety incidents at the University: a fire caused by the charging of an e-scooter battery in a building on Cromer Terrace Road and the escape of a solvent vapour in the building of the School of Electronic and Electrical Engineering. The Committee had been satisfied that appropriate steps were being taken in response to the incidents;
- d. the Committee had noted the outcome of an audit of the University's compliance with the Radioactive Substances Regulation. There were no actions to arise from the review.

22/220 Re-appointment of the University Chancellor

Considered: a proposal (CL/22/63) to re-appoint Professor Dame Jane Francis, DCMG, to the office of Chancellor, for a further period of five years from 9 July 2023.

Noted:

- a. that Professor Dame Jane Francis had been installed as the University's Chancellor on 9 July 2018 for a period of five years in the first instance but with the anticipation of a second term. Her appointment had been unanimously supported by the Council at the time;
- b. that under the Charter the appointment of the Chancellor was by the Court on the nomination of Council. As this was an extension of Dame Jane's existing appointment as Chancellor it did not require the Court's approval;
- c. that the LUU was very appreciative of the Chancellor's support for their work, including taking part in a new podcast series they had launched; she had also been on campus earlier in the month to record a video with the School of Earth and Environment related to the Climate Plan.

APPROVED: the re-appointment of Professor Dame Jane Francis, DCMG, to the office of Chancellor, for a further period of five years from 9 July 2023.

22/221 Charterhouse Rheumatism Trust

Considered: further amendments to the purposes of the Charterhouse Rheumatism Charity (as set out in CL/22/64).

Noted:

- a. that the University was the sole corporate trustee of the Charterhouse Rheumatism Charity;
- b. that in November 2022, Council had approved the recommendations of the Corporate Trustee Advisory Group that an application be made to the Charity Commission to amend the purposes of the Charity;
- c. that to provide evidence in support of the application to the Charity Commission on the proposed change of purpose, legal advisers had recommended that the University consulted anyone connected with the original donors of the Charity, which had been duly undertaken;
- d. that further suggested changes to the purposes of the Charity had been received following the consultation process.

APPROVED: the further amendments to the Charterhouse Rheumatism Charity's purposes (as underlined in the text set out below); and that the Corporate Trustee Advisory Group be authorised to instruct Taylor Vinters LLP to proceed with the requisite application to the Charity Commission.

The purposes of the Trust are to advance research into rheumatism and musculoskeletal medicine by the University of Leeds Institute of Rheumatic and Musculoskeletal Medicine, in particular, but not limited to:

- a. *promoting understanding of the causes of rheumatic or musculoskeletal diseases and conditions;*
- b. *improving the diagnosis, treatment and rehabilitation of individuals suffering from rheumatic or musculoskeletal diseases and conditions;*
- c. *advancing interventions and therapies for the treatment and rehabilitation of individuals suffering from rheumatic or musculoskeletal diseases and conditions;*
- d. *improving outcomes for individuals suffering from rheumatic or musculoskeletal diseases and conditions; and*
- e. *promoting and furthering the education of clinicians and people involved in the diagnosis, treatment and/or rehabilitation of individuals with rheumatic or musculoskeletal disease and conditions.*

22/222 Banking covenants and bank letter of credit

CLM 22/222 is confidential to members of the Council only.

22/223 Matters for report

Received: a paper (CL/22/66) setting out a number of matters for report including those summarised below.

Noted:

- a. that the Council recorded its great sorrow at the deaths which were reported in CL/22/66.1;
- b. that warm congratulations were offered to the recipients of honours and distinctions reported in CL/22/66.2;
- c. the details of recent professorial and senior appointments, as set out in CL/22/66.3-4.

APPROVED: the uses to which the Common Seal had been put since the last meeting of the Council, as detailed in CL/22/66.6.