

The University of Leeds

THE COUNCIL

31 March 2022
(via MS Teams)

MINUTES

Present:

The Pro-Chancellor (Chair), the Vice-Chancellor, Mr E Anderson, Mrs L Barber, Ms A Burton, Mr T Clark, Ms H Grantham, Dr K Guantai, Ms M Hodgkinson, Ms L Huxley, Professor Jimack, Mr I Moffatt, Dr Y Oade, Professor O'Grady, Ms L Okhai, Dr C Rogerson, Mrs J Sheriff, Mr T Smith and Mr S Thompson.

In attendance, the Pro-Chancellor-elect, Professors Grabill and Yu (Deputy Vice-Chancellors), the Secretary, the Chief Financial Officer, the interim Chief Operating Officer, the Director of Communications and Ms C Cho; and, *for the business recorded in CLM 21/282-286*, Ms T Egan (Director of Strategy and Planning) and Mr A Knock (Head of Business Intelligence and Data Analytics); *for the business recorded in CLM 21/287-298*, Ms B Eaton (Wellbeing Officer, LUU); and *for the business recorded in CLM 21/293-298*, Mr C Warrington (Head of Student Support).

Formal declarations of interest

- 21/249 It was noted that staff members of the Council who were members of the Universities Superannuation Scheme had a conflict of interest in respect of the matters covered in paper CL/21/53.
- 21/250 Two members declared an interest in connection with the paper CL/21/49 by virtue of their roles within Leeds University Union (LUU).

Report from the Nominating and Governance Committee (CL/21/45)

- 21/251 The Council considered a report (CL/21/45) from the Nominating and Governance Committee (NGC) on the outcome of the recent recruitment exercise to appoint to a staff member vacancy on the Council following the expiry of the term of office of one support staff member at the end of 2021. The paper also reported the Committee's consideration of the appointment of a number of lay members to fill an existing vacancy and those arising from members finishing on 31 July 2022 (Mr Ed Anderson, Mrs Liz Barber and Sir Roger Marsh).
- 21/252 Members were advised that following consultation Mrs Barber had agreed to stay on the Council for another year. It was felt that the loss of her knowledge and experience would be detrimental to the University, especially as the Council would already be losing two of its most senior lay members at a critical time of implementation of the University Strategy. It was noted that as this would take Mrs Barber's continuous period of office to beyond the recommended nine years, the Council approved her re-appointment for one year from 1 August 2022 on the exceptional grounds set out above. Mrs Barber was thanked for her willingness to accept the extended tenure on the Council.
- 21/253 In respect of the remaining lay member vacancies, the NGC had undertaken a search and applications process supported by an executive search agency. While the NGC

was not yet in a position to make a recommendation regarding the filling of one remaining vacancy, it formally recommended that Dr Rachel Tsang and Mr Ken Sargison be appointed to the Council with effect from 1 August 2022 for a period of three years in the first instance, which the Council duly approved.

21/254 The NCG also recommended that Ms Lauren Huxley be appointed as staff member of Council with immediate effect for a period of three years in the first instance, which the Council duly approved

21/255 Ms Huxley joined the meeting and was warmly welcomed by the Pro-Chancellor.

Minutes

21/256 The Minutes of the meeting held on 27 January 2022 were confirmed.

Vice-Chancellor's report (CL/21/46)

21/257 The Council received a written report from the Vice-Chancellor (CL/21/46), 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.

Ukraine

21/258 The Vice-Chancellor expressed her deep concern about the abhorrent wave of violence unleashed by the Russian government through its invasion of Ukraine. The University community would continue to be guided by its values at this difficult time, and members were advised of the steps the University was taking to support the internal and broader community affected by the distressing events, as set out in the paper. Members commended the University's statement on the issue, which had shown great leadership.

University fees and funding

21/259 Members were advised that the Government had published its long-awaited response to the Augar review of post-18 Education and Funding, and had proposed significant reforms to student finance and access.

21/260 The Augar Report's recommendation that the student loan repayment period be extended from 30 to 40 years had been accepted by the Government, which had also determined that from September 2023, the threshold at which graduates would start to repay loans would fall from £27,295 to £25,000. The cap on home undergraduate tuition fees would be frozen until 2024-25. The Vice-Chancellor highlighted that while the non-reduction of fees was to be welcomed, the lack of increase in fees since 2012 was challenging to institutional financial sustainability.

21/261 Two consultations had been announced by the Government: the first would address ways to improve outcomes, access and value for money of investment in higher education, which could include the introduction of a minimum qualification requirement. The second would seek views on the Lifelong Learning Entitlement, a loan of up to £37,000 – the equivalent of four years post-18 education – to support individuals to study, train or retrain through flexible programmes.

21/262 In response to a question, it was explained that the possible introduction of minimum qualifications was a worrying development, albeit that the impact on the University would be minimal when compared to non-Russell Group universities. Nonetheless,

consideration was being given to ensure that the University was able to continue its contextual admissions activities in a thoughtful way.

21/263 The Universities Minister had announced £900m of funding for higher and technical education over three years and to support access to student loans. While welcome, the Russell Group had noted that the £750m earmarked for higher and technical education funding was unlikely to cover the reduction in the real value of tuition fees as a result of their being frozen until 2024-25.

21/264 Confirmation had also been received that the Government would not proceed with plans to introduce a post-qualifications admissions system as it was unclear that the changes would make the system fairer, and that it would bring further disruption to education at a time when the sector was recovering from the pandemic.

University applications

21/265 The report also touched on the publication of UCAS data showing another sharp rise in the number of students applying to university (the number of 18-year-olds who had applied for a place in September 2022 had risen from 306,000 to 320,000 at the January deadline).

Sexual misconduct and harassment

21/266 It was reported that universities had been asked to do more to tackle sexual misconduct and harassment on campus following the publication of UUK's report *Changing the Culture: tackling staff to student sexual misconduct*. Whilst the University had already stepped up its focus and activities in this area, it would carefully reflect on its work and progress in light of the recommendations in the report.

Graduate employment

21/267 The Vice-Chancellor was pleased to report that the University had retained its position as one of the top 5 of universities targeted by employers in the latest *Graduate Job Market in 2022* report.

Leeds Cancer Research Centre

21/268 The Council commended the launch of the Leeds Cancer Research Centre, the University-wide interdisciplinary initiative, in partnership with the Leeds Teaching Hospitals NHS Trust. The Centre would seek to collaboratively tackle one of the world's biggest challenges, as well as the health inequalities that contributed to worse outcomes for cancer patients.

Queen's Anniversary Prize

21/269 The Council was advised that the University had now received a Queen's Anniversary Prize for ground-breaking work in tropical weather systems and climate science. The significant accolade had been formally presented to Professor Nick Plant, Deputy Vice-Chancellor: Research and Innovation, and Dr Amanda Maycock, Associate Professor in Climate Dynamics, at a special ceremony the previous month.

Esther Simpson Building

21/270 The Vice-Chancellor expressed pride in the opening the Esther Simpson Building on 8 March, which coincided with International Women's Day 2022. A blue plaque had been unveiled at the opening event in recognition of Esther Simpson, a Leeds alumnus who had spent much of her life helping scholars flee totalitarian regimes, including some

1,500 academics from Nazi Germany. She had been awarded an honorary doctorate at Leeds in 1989 and the building was a fitting memorial to her, and was particularly pertinent given the current situation in Ukraine.

Access and Participation Plan

- 21/271 The Council was advised that, due to Government direction and the appointment of a new Director for Fair Access and Participation at the Office for Students (OfS), the University had not been required to submit the Access and Participation Plan statutory monitoring return. The OfS would instead undertake a 'desk-based' review and only contact institutions for information where it considered there was a risk of not meeting regulatory obligations. The University did not anticipate that the OfS would need to contact Leeds. University management would continue to monitor the milestone targets internally and a full report would be brought to a future meeting of the Council.

Director of Campus Innovation and Development

- 21/272 The Council noted the appointment of Ann Allen as Director of Campus Innovation and Development. She would lead the delivery of the University vision to ensure that the campus offered opportunities for an exceptional student experience, provided first-class facilities for research and external collaborations, and met the best possible sustainability standards.

Industrial action

- 21/273 The Vice-Chancellor reported that a further round of industrial action by UCU and UNISON had taken place (21-25 March and 24-25 March respectively). Members were reminded that the industrial action related to the issues of pension reforms, and pay and working conditions (see further, CLM 21/320-324 below).
- 21/274 Members were advised of the series of 'Let's Talk' Town Hall events to be held by the Vice-Chancellor to look at facts around the pensions dispute, to increase the sense of community and agency and to focus on the future. She reported that the first of those events had taken place online earlier that day and had gone as well as could be expected. Observations were made about the conduct of the meeting; and the heavy use of the Padlet application during the event which had provided an avenue for participants to raise comments and questions anonymously, and how to better manage its use at future events.
- 21/275 The Vice-Chancellor drew attention to the nature and tone of the strength of feeling that had been expressed during the meeting by a section of staff over current issues, despite the leading role being played by the University to address the issues of pay and working conditions. Members expressed their continued support for the Vice-Chancellor and her efforts to engage staff in discussion. They also expressed the hope that the University community would remain mindful that such engagement should be in accordance with the University's values and with dignity and mutual respect. It was also noted that there was a significant amount of good work taking place within the University, which would be appreciated by the majority of people.
- 21/276 The Vice-Chancellor and the Communications team would reflect further on the conduct of the Town Hall meeting and draw out any lessons to help shape the format of future staff engagement activities.

Cyber-security incident

- 21/277 The Council was advised that the University was recently subject to a cyber-security incident. While concerning and disruptive at the time, it had been reassuring that the University's IT security systems successfully defended against the attempt, with no systems being compromised or taken offline by third parties. The incident nevertheless reinforced the need for continued vigilance to the growing threat in this space.

Lease at the University Research Farm (CL/21/47)

- 21/278 CLMM 21/278-81 are confidential to members of the Council.

Institutional KPIs update (CL/21/48)

- 21/282 The Council considered a paper (CL/21/48) about the proposed approach to determine and evaluate the nine institutional outcome-based Key Performance Indicators (KPIs) used for the University 2020-30 Strategy.
- 21/283 Members were advised of the work of the expert Technical Working Group on the component quantitative and qualitative measures underpinning each of the KPIs, the mechanisms for collecting the baseline and monitoring information, and the optimal balance of the component measures within each KPI. It was reported that the SIC had considered the matter at its meeting on 24 March 2022. It had endorsed the approach being taken noting that it provided a way to monitor the high level objectives but also enabled drilling down to track progress of the foundation-level transformation work under way.
- 21/284 Observations were made on the implementation of the KPIs and how they would be reported to flag clearly the progress being made; the challenge of developing ways to measure the 'softer' outcomes of the Strategy which had not been done before; and on ensuring that focus was placed on using the data not just as a reporting tool but to inform the implementation of the Strategy at institutional level and across the University community. It was noted that the data would be used for the Integrated Planning Exercise, and there would be regular reports to the SIC and the Council. In this connection, it was reported that the Halpin Partnership, a management consultancy specialising in higher education, had been commissioned to review the governance around the Strategy implementation, and the intention was for the consultants to speak to some members of the SIC and Council over the next two months.
- 21/285 In terms of next steps, the aim was to have the KPIs ready for the next academic year but that Council would be given early sight of the way in which they would be reported at its away day in May.
- 21/286 Against the above background, the Council:
- a. confirmed that the component measures within each KPI aligned with the strategic ambition within the University Strategy;
 - b. confirmed that the proposed weightings applied to the component measures sufficiently balanced the strategic imperatives across the University's academic and enabling strategic priorities;
 - c. approved the pragmatic approach to the implementation and evolution of the KPIs and component measures due to variable states of readiness of the component measures; and
 - d. approved editorial amendments to the titles of two of the nine outcome-based KPIs as described in the paper.

Leeds University Union 2020-21: Annual Report and Accounts (CL/21/49(a)); Impact Report; and report from the Appointed Officer (CL/21/49(b))

- 21/287 The Council received a presentation from a number of executive officers of the LUU (Aysha Burton, Meg Hodgkinson and Beth Eaton), primarily in connection with the Union's Impact Report for 2020-21, summarising key achievements and highlights during that period. This had also provided an opportunity for LUU officers to reflect on how students had felt about the University and their sense of belonging in that community. Despite the ongoing challenging circumstances, LUU had continued to support students in a variety of ways including through a diverse programme of student engagement activity, restructuring the student executive roles, providing increased work opportunities for students and additional campus events to build activity as Covid-related restrictions were lifted. The use of digital platforms had also help LUU maintain operations and provide smoother access to information for students.
- 21/288 In accordance with the requirements of the Code of Practice for the LUU (the Code) adopted in March 1994 (see CLM 94/326), the Council considered the Annual Report and Accounts of the University Union for 2020-21 (CL/21/49(a)). LUU had delivered a deficit of £187k (against a deficit of £295k in 2019-20) as a result of the significant impact of Covid-19 which had seen the LUU building closed from March to September 2020 with the consequent loss of commercial income. Overall, the LUU's balance sheet had remained adequate in terms of free reserves and cash position, following the additional injection of funds from the University and capital expenditure in the year required to protect reserves.
- 21/289 In discussion, members noted the direct impact of footfall on campus and traffic within the LUU building, and the consequential impact on LUU's income. In terms of its longer term financial prospects, members were advised that although LUU was taking longer to recover financially, the matter was being kept under close review by its Board of Trustees and Finance Committee. In addition, LUU management continued to have regular discussions with the University's Chief Financial Officer and Director of Finance.
- 21/290 The Council also received the annual report (CL/29/49(b)) from the Appointed Officer under the Code (Mr Adrian Slater, University Legal Adviser). As set out in the paper, the LUU had continued to demonstrate a commitment to enhancing governance and financial control. Overall, the Appointed Officer had no significant concerns with regard to the LUU's compliance with the Code. The Appointed Officer was reviewing proposed changes to update and modernise LUU's articles of governance, as summarised in paragraph (iii) of CL/21/49(a). The Council endorsed those proposed changes and authorised the Appointed Officer to approve the specific amendments to the existing Code and the new wording to the LUU's Bye-Laws.
- 21/291 Having been invited to do so, the LUU officers offered their reflections on the key challenges and achievements during their time in office, which revolved around the significant work done in response to Covid-19 on student engagement and support; and building effective lines of communication between the University and the student body during the pandemic. They also commented on the challenges posed and benefits delivered by the restructuring of the roles of the LUU student executive team. They went on to describe the work being done in collaboration with the University to ensure that the student voice was used in the most beneficial way.
- 21/292 Members thanked the student officers for their illuminating presentation, and commended LUU's work and achievements especially in such challenging times.

Annual report on student support and wellbeing (CL/21/50)

- 21/293 Alongside Ms Eaton, the Council was joined by Mr Chris Warrington (Head of Student Support and Wellbeing) for consideration of the annual report on student support and wellbeing (CL/21/50). The report provided details of the range of student support and wellbeing activities that took place across the University and how student support had continued to adapt in response to the pandemic in order to continue to meet the needs of students and postgraduate researchers (PGRs). It also provided an overview of recent developments, and of the work of four key teams: the International Student Office, Disability Services and Student Counselling and Wellbeing, and Student Information Service.
- 21/294 Mr Warrington advised members of the way in which the support services had prioritised the provision of on-site, face to face support augmented by remote provision where appropriate. Lessons learnt over the past two years had enabled teams to adapt their practice and reinforced the need to maintain awareness of support for students and staff.
- 21/295 Other key developments drawn to the Council's attention included the implementation of the new Student Information Service at the start of the 2020-21 session; further enhanced communications about support to students, particularly at local-level; and the development of learning analytics as an important resource to proactively support students, including through the Academic Personal Tutoring system. The Council was also updated on the work to tackle harassment and sexual misconduct in partnership with LUU.
- 21/296 During discussion, observations were made about students' perception of the support available to them at the University, the manner in which their attention was drawn to such support, the steps being taken to remove the barriers that might prevent them from accessing support particular in times of crisis, and how their perception might be influenced by the long delays in accessing support they might have observed at organisations outside the University. Members also discussed the issue of identifying pathways into services provided within the city and those that could be provided by the University. They cautioned, however, that the University should be mindful of the extent of support it could provide and that which sat more appropriately with relevant external providers.
- 21/297 In response to an observation about the centralisation of student education support and how this might have an impact on students' sense of belonging to their school, it was explained that work was underway through the Student Information Service to ensure students understood what support was available to them centrally and within their school; and to understand where best engagement with schools could add value to the student experience.
- 21/298 Members thanked Mr Warrington for the comprehensive and informative report, which provided a very good level of reassurance; and for the important part he and his teams played in this critical area of the University.

Student recruitment update (CL/21/51)

- 21/299 The Council received an update (CL/21/51) on taught student recruitment for 2022 entry, which provided a picture of UK, EU and non-EU undergraduate and taught postgraduate applications. It also outlined the actions taken to mitigate the risk of further over-recruitment of UK undergraduates.
- 21/300 Members noted that whilst the current position was broadly positive in comparison to the previous year, this was another year of significant uncertainty both in terms of factors

that would influence both UK and international applicant behaviour and recruitment outcomes, which included the pandemic and the situation in Ukraine. 2022 had also evidenced the challenge of balancing a more controlled approach to offer making whilst maintaining progress on improving intake diversity. It had further exposed the weakness of widespread use of predicted grades as the sole basis for offer making and emphasised the need to develop more contextualised approaches to applicant assessment, particularly in those schools that had weaker Low Participation Neighbourhood applications. Important insights were being gleaned from the current year's recruitment experience to help inform developments to transform the technology and data analytics that underpinned the University's recruitment activity.

- 21/301 Although it was still early in the cycle for UK postgraduate (PGT) applications, it was reported that the University had received less than half of expected applications at this point.
- 21/302 During discussion, members noted that there was no expectation that EU applications would pick up any time soon; and that work was underway to understand the reasons for the lower than expected applications for taught postgraduate study, noting that the University was not alone in facing this and that historical assumptions might not necessarily be applicable now. In respect of Access to Leeds applications, members were advised of the combination of factors that affected applicant behaviour and the steps being taken to address the issue.

Academic governance and assurance effectiveness review (CL/21/52)

- 21/303 The Council considered a paper (CL/21/52) which set out proposed revisions to the role and composition of the Senate.
- 21/304 Members were reminded of the two related effectiveness reviews (carried out by AdvanceHE) of the University's governance last session – a review of overall corporate governance and a review of academic governance and assurance. The outcomes were considered at the Council's meeting in July 2021. Through the latter review, AdvanceHE had concluded that there were inconsistencies and weaknesses in the University's academic governance arrangements which, if not addressed, presented a material governance risk. Amongst other things, AdvanceHE had articulated serious concerns about the extent to which the Senate as currently operating was fulfilling its governance role and could provide the assurance on quality and academic standards required by the Council and the sector regulator (OfS); it took the view that the Senate was far too large to discharge its responsibilities for academic governance, and that it was being used for communication and engagement to the detriment of academic governance. The Council had accepted in principle the AdvanceHE recommendations to address the risks in academic governance and assurance (see CLMM 20/411-416.)
- 21/305 In November 2021, recommendations were sent forward to the Senate by the Academic Governance Review Steering Group (established by the NGC to oversee the review of academic governance) for changes to the Statement of the role and responsibilities of the Senate, and to the size and membership of the Senate. These were considered by the Senate on 17 November 2021. Subsequently, updated proposals, informed by the Senate discussion in November, were put to the Senate's meeting on 16 March 2022 (a copy of the Senate paper was set out in Annex 1 to CL/21/52). The proposals also included two other matters: the establishment of an Academic Board/Academic Leadership Group, and the reduction in the number of Senate meetings to one per term (both matters were set out in paragraph 10).

- 21/306 The relevant extract from the (unconfirmed) minutes of 16 March Senate meeting and comments made in the MS Team chat function for that meeting were set out in Annexes 2(a) and (b) respectively of CL/21/52. In summary, the Senate was reassured that no change was being proposed to its powers and responsibilities, and discussion focused on the question of the Senate's composition. Senators generally accepted that there should be a reduction in size, but views differed about the appropriate scale, balance and detail of that reduction, with some members supporting the proposals and others speaking against them.
- 21/307 Against the above background, the Council considered three key proposals:
- ~ A revised Statement of the Senate's role, which emphasised the primacy of the Senate's role in academic governance, included as Appendix 1 to the Senate paper.
 - ~ A revised composition of the Senate, which reduced the number of members from 187 to 53. An explanation of the changes was set out in paragraphs 7-9 of the Senate paper with Appendix 2 giving details of the new composition.
 - ~ The establishment of an Academic Board/Academic Leadership Group and the corresponding reduction in the frequency of the Senate meetings to one per term.
- 21/308 During a detailed discussion members considered the strength of feeling that had emerged during the Senate meeting in relation to the reduction in the size of the Senate, and which had been reiterated in a letter shared with the Council ahead of this meeting that had been signed by a number of Senators. The Council strongly reiterated the need to ensure that the focus of Senate's work was on academic governance matters, and to ensure that decisions were made in a visible, transparent and open way; and noted the positive discussions that had been had with Heads of School on the matter. Members recognised that the significant changes proposed would cause some anxiety but hoped that staff would be reassured by the other positive measures being put in place. In this connection, members noted the part to be played by the committees and boards of the Senate, a proposed new Academic Board/Academic Leadership Group, and Town Hall meetings in ensuring effective engagement with and flow of information through the academic community.
- 21/309 In terms of the reduction in the size of the Senate, the Council recalled NGC's view of 40 being at the upper limit of what was an appropriate and manageable size. It had also wished to see members who were appointed on the basis of their requisite knowledge and expertise to enhance the quality of debate at Senate meetings. Acknowledging the views expressed at Senate, Council accepted the proposed compromise in increasing the number of elected members to raise the total number of Senate members to 53. The Council, however, highlighted that any further increase would undermine the objectives it was seeking to achieve which were to improve the quality of the Senate's deliberations on academic matters and to address the key concerns identified by AdvanceHE. It would also be out of line with other peer institutions where a third of the Senate membership was elected. It was inevitable that the Council's decision would disappoint some sections of the University community but given that Senate was a very important part of University governance, the changes were deemed vital and necessary.
- 21/310 The Council was of the view that given Senate's importance, at this stage there should be no change to the number of Senate meetings.
- 21/311 Members were concerned to hear, particularly in the context of industrial action as described earlier (CLM 21/275 above), that the Senate in its current form and the way debate was conducted in that forum did not appear to provide an environment in which some Senators, including student members, felt sufficiently comfortable expressing an opinion. It suggested that the changes provided an opportunity to enhance the process

of management of meetings. It was also suggested that a representative of Council might be invited to attend Senate meetings as an observer.

- 21/312 Having had regard to the matters set out in CL/21/52 and to the above discussion, the Council approved:
- a. the proposed Statement of the role of the Senate;
 - b. the revised composition of the Senate and the consequential changes to University Ordinance II to reflect this and;
 - c. the arrangements required to fill the various places on the reconfigured Senate, to take effect from 1 August and therefore be operational from the start of the new academic year.

Report from the Group on Pensions (CL/21/53)

- 21/313 CLMM 21/313-324 are confidential to members of the Council.

Interim report on equality and inclusion (CL/21/54)

- 21/325 The Council received an interim report (CL/21/54) which provided an update on the delivery of the University's Equality and Inclusion work, specifically detailing key activities since 2020, and providing assurance to the Council that the University was making progress on equality and inclusion activities and was effectively discharging its responsibilities. A further report would be provided at the May Council meeting, along with a high-level Equality, Diversity and Inclusion vision and strategy paper.

Report from the Strategy and Investment Committee (CL/21/55)

- 21/326 CLMM 21/326-330 are confidential to member of the Council.

Minutes from the Audit and Risk Committee (22 February 2022) (CL/21/56)

- 21/331 The Council received the minutes of the meeting of the Audit and Risk Committee held on 22 February 2022 (CL/21/56).
- 21/332 The Committee had noted the internal auditors' progress against their 2021-22 annual plan, including a summary of three internal audit reviews finalised in the preceding quarter (from which there were no outstanding issues of concern or high risk). The Committee had also approved a number of changes to the audit plan: the deferral of three audits to 2022-23, and the re-deployment of resources to expand the scope of the Cyber Security audit, and to focus on Diversity and Inclusion, and Staff Mental Health and Wellbeing.
- 21/333 In addition, the Committee had welcomed the progress that had been made in implementing all recommendations which had not been completed from internal audit reviews from current and previous years.
- 21/334 Scheduled updates had also been received on the continuing work to improve the University's information security architecture, and on the Joint School with Southwest Jiatong University. While content with the steps being taken thus far in the former matter, and noting that there were no material issues of concern to arise on the latter case, it had nonetheless agreed to continue to keep both matters under review.
- 21/335 Other matters that had been considered by the Committee included endorsing the proposed schedule of risk deep dives it would undertake, and the way in which institutional risks trends would be monitored, reviewed and reported to it during the year; and approving the University's Transparency Review Return for 2020-21, a statutory

return that higher education institutions were required to submit to the OfS on an annual basis relating to the Transparent Approach to Costing (TRAC). In respect of the last matter, it was noted that in future, approval of the TRAC return would be via the TRAC Steering Group rather than the Committee, albeit that the Committee retained a broader, more forward-looking focus for reviewing TRAC submissions.

21/336 The Committee had been apprised of the latest developments on the University and College Union (UCU) industrial action, and that of Unison. It also received details of the University's response, via the Council's Group on Pensions, to UUK's most recent consultation on concluding the 2020 valuation of the USS.

21/337 In accordance with usual practice, the Committee had received a copy of the Council Members' Register of Interests.

Report from the Health and Safety Committee (7 February 2022) (CL/21/57)

21/338 The Council received a summary of the principal items of business discussed at the meeting of the Health and Safety Committee held on 7 February 2022 (CL/21/57).

21/339 The Committee had received, *inter alia*, an update on the ongoing Covid-mitigation measures in place on campus and actions taken in response to the Government guidance issued during the period October to December 2021; an update on the policy, planning and monitoring activities under way; and details of the latest compliance rates in relation to the mandatory online health and safety training (Britsafe). On the last point, while some improvement had been noted as a result of ongoing efforts to improve participation rates the Committee would continue to keep the matter under review and would receive a further progress report at its meeting in June. In addition, the Committee had endorsed the approach being taken to develop the new health and wellbeing strategy; and noted the planned programme of work to support that process.

21/340 The Committee had been briefed on the ongoing work relating to fire safety, the progress of which it would monitor and report to the Audit and Risk Committee on a regular basis. In the meantime, the Committee had been reassured that University buildings remained safe to occupy, and that reliance could be placed on the existing risk assessments and measures established by the internal fire safety team.

Senate (16 March 2022)

21/341 The Council received the Minutes of the meetings of the Senate on 16 March 2022.

University Executive Group

21/342 The Senate had noted that the UEG had approved a number of proposals including arrangements for alternative spring graduation celebration ceremonies for students who had been unable to graduate in-person in 2019-20 and 2020-21 because of Covid-19; proposals for operating professorial and grade 10 non-academic salary reviews in 2022; a proposal to apply for 'University of Sanctuary' status; an improved approach to welcome, induction and transition arrangements for students; proposed minimum fee increases for 2023 for UK PGT and PGR programmes, and for international undergraduate, PGT and PGR programmes; and proposals about the positioning, configuration and promotion of international taught postgraduate student degrees.

Graduate Board

- 21/343 It had been noted that the Graduate Board had approved a generic framework for a PhD by Distance Learning.

Taught Student Education Board

- 21/344 The Taught Student Education Board had approved the University's approach to Student Education in the 2022-23 academic session; and had endorsed an update on Curriculum Redefined and an overview of school plans to develop their portfolio of programmes, including an analysis of the impact of proposed changes on the University's overall portfolio of taught, campus-based programmes.

Tributes to retiring professors and conferment of Emeritus Professorships

- 21/345 The Council associated itself with the Senate's resolutions to mark the retirement of seven professors and approved the conferment of the title of Emeritus Professor upon Professors David Bunce, Deirdre Devine, Marion Hetherington and Sir Alex Markham (all from 1 February 2022); Professors Eileen Ingham and Benjamin Whitaker (both from 1 April 2022); and Professor Bill McCaffrey (from 1 May 2022).

Matters for report (CL/21/58)

- 21/346 The Council received a paper (CL/21/58) setting out a number of matters for report including those summarised at CLMM 21/347-351 below.

Obituaries

- 21/347 The Council recorded its great sorrow at the deaths which were reported in CL/21/58.1.

Distinctions; professorial and senior appointments

- 21/348 Warm congratulations were offered to the recipients of honours and distinctions reported in CL/21/58.2; and details of recent professorial and senior appointments were given in CL/21/58.3-4.

University Prevent Lead

- 21/349 It was noted that the Prevent Lead for the University had changed from Mr Roger Gair to Ms Jennifer Sewel with effect from 1 February 2022, and that the OfS had been duly notified.

Chair's action

- 21/350 Action had been taken on behalf of the Council to approve a minor amendment to the Articles of Association of Unipol Student Homes, a company of which the University was one of the corporate members; and to authorise the University Secretary to sign the relevant documentation on behalf of the University to effect that change.

Authority to use the Common Seal

- 21/351 The Council endorsed the uses to which the Common Seal had been put since the last meeting of the Council, as detailed in CL/21/58.8.