

OPEN

UNIVERSITY OF BIRMINGHAM

COUNCIL

27th January 2021 at 9.00a.m.

MINUTES OF MEETING

Members present: Mr Mervyn Walker (Pro-Chancellor and Chair); Professor Helen Abbott; Ms Tobiloba Adeyemi (President of the Guild of Students); Ms Deborah Cadman OBE; Ms Rebecca Cutler (Guild Postgraduate Officer); Professor Sir David Eastwood (Vice-Chancellor and Principal); Mr Tim Gardam; Professor David Hannah; Mr Malcolm Harbour CBE; Ms Rosie Harris; Mr Richard Haywood (Deputy Pro-Chancellor); Mr Steve Hollis; Dame Lin Homer; Professor Tim Jones (Provost and Vice-Principal); Mr Mick Laverty; Professor Una Martin; Mrs Caragh Merrick (Treasurer); Mr Richard Swann; Ms Jacqueline Taylor; Professor Nicola Wilkin.

Also present: Professor David Adams (Pro-Vice-Chancellor and Head of College); Professor Kathleen Armour (Pro-Vice-Chancellor (Education)); Professor Richard Black (Pro-Vice-Chancellor and Head of College); Mr Simon Bray, Director of Campus Services - for Minute 21/10(1); Ms Erica Conway (Finance Director); Professor Jo Duberley, Deputy Pro-Vice-Chancellor (Equality, Diversity and Inclusion) - for Minute 21/11; Professor Andrzej Gasiorek (Pro-Vice-Chancellor and Head of College); Ms Cathy Gilbert (Director of External Relations) - for Minute 21/08; Professor Laura Green (Pro-Vice-Chancellor and Head of College); Professor Stephen Jarvis (Pro-Vice-Chancellor and Head of College); Ms Rebecca Lambert, Director of Planning and Performance Insight - for Minute 21/13; Professor Robin Mason (Pro-Vice-Chancellor (International)); Mrs Colette McDonough (Assistant Secretary); Ms Gillian McGrattan, Director of Human Resources - for Minutes 21/07, 21/11 and 21/15; Ms Emma Robinson (Academic Registrar) - for Minutes 21/07 and 21/12; Professor David Sadler - for Minute 21/06; Mr Lee Sanders (Registrar and Secretary); Professor Tim Softley (Pro-Vice-Chancellor (Research and Knowledge Transfer)); Mr Colin Townsend - for Minute 21/09.

Apologies: Mr Alan Davey CBE; Mr Harjinder Kang;

Papers: The minute book contains copies of all written papers or reports to which reference is made below unless indicated otherwise.

21/01 Declarations of Interest

Noted: that there were no changes to the entries of members of Council in the University's Register of Interests or any interests declared in relation to any item on the agenda.

21/02 Minutes

Resolved: that the minutes of the meeting of Council held on 25th November 2020 be approved (CO.21.01.01).

OPEN

21/03 Matters Arising from the minutes not addressed elsewhere on the agenda

- (1) Approval of Annual Report and Accounts

COMMERCIAL IN CONFIDENCE

Noted that:

- (a) **[NOT FOR PUBLICATION]**
- (b) following re-commencement of the audit work on 4th January, SPRC had received a progress update on 13th January and members of Council on 20th January had been provided with the following:
- (i) a short summary of the final adjustments made since the Council met on 25th November (some of these having been reviewed already by Audit Committee at its additional meeting with Deloitte in December) for noting;
 - (ii) a final set of the Annual Report and Accounts for approval;
 - (iii) a final management letter from Deloitte for noting;
 - (iv) a draft letter of representation for approval;
- (c) members of Council had been asked to confirm their approval of the Annual Report and Accounts and the letter of representation by 3pm on Friday 22nd January, to enable this date to be used on both documents. This was being proposed in advance of the Council meeting the following week to facilitate physical signatures of copies early the following week and would enable the University to submit a signed version to the OfS in advance of the final date of 1st February and to provide final accounts and covenant statements to lenders by 31st January;
- (d) the approval of the Annual Report and Accounts and letter of representation had been confirmed by Council on 22nd January 2021. **[NOT FOR PUBLICATION]**

21/04 Pro-Chancellor's Items

- (1) Mrs Caragh Merrick OBE, Treasurer

Reported: that, on behalf of Council, the Pro-Chancellor congratulated Mrs Caragh Merrick, Treasurer, on her receipt of an OBE in the New Year's Honours for services to higher education.

- (2) Professor Sir David Eastwood, Vice-Chancellor and Principal

Reported that:

- (a) this was the first meeting of Council since members of Council had been advised of the decision of the Vice-Chancellor and Principal, Professor Sir David Eastwood, to retire at the end of this calendar year. He had stated that leading this great university had been the highlight of his career and that he was deeply proud of what we had achieved as a University community over the last 12 years. He had given much thought to ensuring the timing of his retirement was right for the University, for himself, and for his family. By the end of the year it would be 21 years since his first major sector leadership role, and nearly 13 years since joining Birmingham;
- (b) one of the longest-serving Vice-Chancellors in the Russell Group, Sir David had joined the University in 2009, having previously served as Chief Executive of the Higher Education Funding Council for England (HEFCE), a post he held from September 2006. Former posts also included Vice-Chancellor of the University of East Anglia and Chief Executive of the Arts and Humanities Research Board. While at Birmingham he had also held senior roles on a number of sector and regional groups including as Chair of the Russell Group, Universitas 21,

OPEN

- (c) Universities Superannuation Scheme (USS), and UCAS; the appointment of a new Vice-Chancellor was the responsibility of the University Council and the appointment process would be considered later in the meeting. On behalf of Council, the Pro-Chancellor expressed huge appreciation of the Vice-Chancellor's outstanding and inspirational leadership, tremendous contribution, significant achievements and transformational legacy to the University of Birmingham and the higher education sector. There would be many other opportunities to mark the Vice-Chancellor's retirement later in the year. In the meantime, it was very much business as usual and the Vice-Chancellor would continue to work with colleagues and external partners to tackle the continued challenges of the pandemic, whilst charting a path of successful recovery for the future.

21/05 Vice-Chancellor's Items

Considered: the report of the Vice-Chancellor (CO.21.01.02).

Reported that:

- (a) the University would continue to monitor the operational and academic impacts of Brexit closely, and take appropriate mitigating actions, noting:
- (i) that, to date, the University had not suffered from any disruption to operations or the supply chain due to Brexit, which was testament to the comprehensive planning undertaken over the past two years, led by Professor Robin Mason;
 - (ii) the benefits of the UK being granted associate status under the Horizon Europe research funding scheme;
 - (iii) the establishment of the £100m 'Turing Scheme' by the Government designed to offer opportunities for around 35,000 UK students in universities, colleges and schools to go on placements and exchanges globally (not just in Europe);
- (b) the Government on 21st January 2021 had made a series of announcements on higher education policy:
- (i) the annual funding letter of the Secretary of State for Education to the Office for Students;
 - (ii) "Skills for Jobs" White Paper;
 - (iii) Interim Response to the Augar Review;
 - (iv) Independent Review of TEF with the response of the Government;
 - (v) Consultation on Post-Qualification Admissions;
- (c) in relation to the annual funding letter, high-cost subject allocation would be on the basis of strategic importance rather than cost of provision, with the strategic importance defined as those subjects that supported the NHS and wider healthcare policy, high-cost STEM subjects and/or specific labour market needs. There was no new funding for this. Instead, the London weighting for teaching funding would be removed, with funds re-directed to high-cost subjects of strategic importance across England. This was expected to represent a net gain for the University in the region of £2.9m. Teaching capital, currently allocated on a funding formula basis, would be allocated via a bidding competition in future;
- (d) the "Skills for Jobs" White Paper included a "lifelong loan entitlement" for all adults to access the equivalent of four years of post-18 education from 2025;
- (e) in relation to the Government's interim response to the Augar Review, a consultation was planned in Spring on student finance terms and conditions, minimum entry requirements, and the treatment of foundation years for fees. The full response of the Government to the Augar Review would then follow at the next Comprehensive Spending Review. This was expected to include limits on student numbers in order to manage the RAB charge, the estimated cost to the

OPEN

Government of borrowing to support the student finance system. In the meantime, the maximum Home undergraduate tuition fee of £9,250 would remain in place for 2021/22, **[NOT FOR PUBLICATION]**.

- (f) the Government had published the Pearce Review of the Teaching Excellence Framework (TEF) and its response. Subject level TEF had been scrapped, but institutional TEF would continue on a quinquennial basis, but without the use of student satisfaction metrics (NSS), and with the introduction of a fourth award category (for those failing to show excellence). The OfS would consult on this new streamlined TEF which it aimed to complete for the first time in September 2022;
- (g) the Government had launched a post-qualification admissions consultation on when students applying to higher education would receive and accept offers, noting that any changes would not be introduced before 2024 at the earliest. It suggested two potential models: one involving moving results day to July and the first day of the university term to October; the other keeping the existing system but only making offers once results were known. The deadline for response was 13th May 2021;
- (h) in relation to the 2020 USS valuation, discussions between the USS trustee and the Pensions Regulator continued. The timing of the next UUK consultation with USS employers depended upon when the USS trustee could provide full information to UUK on the details of the covenant support proposals and the illustrative benefit reform options so that employers and members could make informed decisions. The Council USS Sub-Group would consider and approve the University's response to this consultation, noting that it was beginning to look unlikely that the 2020 valuation would be concluded ahead of the planned October 2021 contribution increases.

21/06 University of Birmingham Dubai Update

Considered: the University of Birmingham Dubai Update (CO.21.01.05).

Reported:

- (a) that construction of the Phase II campus remained on schedule despite the impact of the Covid-19 pandemic. Council received a slide show of progress with the development, noting that the landmark total of two million hours of working time without life-threatening incident had been passed in January 2021;
- (b) the opportunities presented by the Dubai Expo2020 which would now coincide with the opening of the Phase II Campus and with the first graduation ceremony to be held there (which all those graduating online at the two ceremonies held in 2020 having been invited to attend);
- (c) the benefits of having adopted the embassy model of delivery for operations in Dubai, noting that this had been informed by experience of running the University's other global activities;
- (d) **[NOT FOR PUBLICATION]**
- (e) that the new Dubai Provost was leading on development of an Academic Strategy for the Dubai Campus. **[NOT FOR PUBLICATION]**

21/07 Covid-19 Update

Considered: the work being undertaken by the University in response to the Covid-19 emergency (CO.21.01.03).

Reported:

- (a) the effectiveness of the arrangements put in place for support of students over the Christmas and New Year period which had worked well (c.1,500 students had remained in University residences for some or all of the period);

OPEN

- (b) the current position in relation to government restrictions on the return of students to the University, noting that following rising cases of Covid-19 across England, the impact of the new variant and the announcement by the Prime Minister of a new national lockdown from 5th January 2021 to at least 15th February 2021, government requirements and guidance had changed:
- (i) students on the following practical courses could return to universities to receive face-to-face teaching:
 - (a) Medicine and dentistry;
 - (b) Subjects allied to medicine/health and veterinary science;
 - (c) Education (initial teacher training);
 - (d) Social work;
 - (e) Courses which required Professional, Statutory and Regulatory Body (PSRB) assessments and/or mandatory activity which was scheduled for January and which could not be rescheduled. However, higher education institutions had been encouraged to work with PSRBs to explore options to delay assessments, placements and other mandatory elements of these courses until the wider return of students if possible;
 - (ii) in the case of research students, where they were able to do their research from home they should do so, but those who required access to specialist facilities on campus for their research should be able to do so;
 - (iii) all other students had been asked not to return and study online until at least 15th February 2021, noting that the hope was that, if the national lockdown began to be eased from that date, a phased return of students might be possible. However, indications were that a significant number of students had returned to Birmingham (as at other universities) to study in their private homes or University residences, although teaching was online;
 - (iv) in compliance with government requirements, returning students were required to take two lateral flow device (LFD) tests in the Great Hall three days apart before accessing University facilities and to minimise social contact until a negative test result had been confirmed;
- (c) that SPRC on 13th January 2021 had supported and endorsed the decision of UEB to offer a 100% accommodation fee rebate for University-operated and nominated student bed spaces. This covered an initial period from 11th January (the date teaching had been due to start) to 12th February 2021, and the rebates were offered to those students who were on courses which the government had not permitted return to campus and who were not using their rooms. This rebate period had been aligned with the current government guidance in relation to travel restrictions and national lockdown and would be reviewed when government guidance was updated, and in advance of 12th February. **[NOT FOR PUBLICATION]**
- (d) that UEB had decided to increase the University's hardship and student support funding to provide additional financial assistance to students who might be struggling to afford their living costs early in the new year. This funding was open to all students and the process for application had been streamlined. The University's total funding for hardship and student support was now £10m, noting that the Government had announced an additional £20m investment in hardship support for universities to provide to students, with the allocation to the University of this extra funding being £88k;
 - (e) the impact on staff of the Covid-19 pandemic, noting that members of staff had demonstrated extraordinary commitment and resilience during this exceptional time but were showing signs of exhaustion as the academic year progressed. It was, for example, particularly challenging for clinical academics who had been transferred to working in the NHS to support the Covid-19 response;
 - (f) there was also concern about the cumulative impact on students of the disruption

OPEN

- which they had experienced to their studies, particularly those who had experienced disruption at A level before starting University and those who would be graduating into a challenging job market this year;
- (g) the importance of framing the recovery of the University post-pandemic in the Birmingham 2030 Strategic Framework, noting that this would be considered at the April Council Strategy Day.

Resolved that:

- (i) Council expressed its continued appreciation of the work the University was undertaking in response to the Covid-19 emergency;
- (ii) the arrangements for the operation of Council and its Sub-Committees, emergency powers and delegations during the Coronavirus Emergency approved by Council on 2nd April 2020 (and extended by Council on 19th May 2020 until 30th September 2020, on 30th September until 25th November, on 25th November until 27th January 2021) continue to operate until 22nd April 2021 (the date of the next ordinary meeting of Council).

21/08 Recruitment and Admissions Update

COMMERCIAL IN CONFIDENCE

Considered: the Recruitment and Admissions Update (CO.21.01.04).

Reported that:

- (a) there had been a number of changes in the home undergraduate recruitment cycle in response to Covid-19, including:
- (i) the 15th January deadline for applications having been extended to 29th January;
- (ii) the May offer acceptance deadline having been moved to 10th June;
- (iii) results day currently being scheduled for 24th August (but this was subject to further change);
- (iv) centre assessed grades (CAGs) being used as the basis for A-level grades;
- (v) an OfQual/DfE consultation to agree the assessment moderation model having been delayed;
- (b) these factors meant an unpredictable cycle where previous year's data would be less indicative of this year's performance and further changes in-cycle could be expected;
- (c) to (i) **[NOT FOR PUBLICATION]**
- (j) members of Council expressed their appreciation of the University's strong management of recruitment and admissions, especially given the volatility of this year's recruitment cycle. The discussion focussed on:
- (i) the impact of Covid-19 on the prior education of the 2021 first year intake, noting the measures implemented by the University to support these students;
- (ii) **[NOT FOR PUBLICATION]**
- (iii) **[NOT FOR PUBLICATION]**

21/09 Annual Report of the University of Birmingham School

Considered: the annual report of the University of Birmingham School (CO.21.01.06).

Reported:

- (a) that the School's robust governance arrangements had continued to operate during the Covid-19 pandemic with only one vacancy on the Governing Board which was due to be filled by the Head of the University's School of Education;

OPEN

- (b) the School's response to the Covid-19 pandemic, noting that the School was currently only open to children of critical/key workers and vulnerable children in line with government national lockdown requirements and had set up a lateral flow testing facility with the help of the University. The majority of pupils were studying online with the School operating synchronous livestream learning;
- (c) **[NOT FOR PUBLICATION]**
- (d) **[NOT FOR PUBLICATION]**
- (e) that the arrangements for the assessment of students following the cancellation of national examinations for this year would be clarified following completion of the current government consultation;
- (f) the discussion covered:
 - (i) to (iii) **[NOT FOR PUBLICATION]**
 - (iv) planning for the return of students when permitted by government, including the provision of a Summer School for those pupils who would benefit from extra tuition in advance of the start of the next academic year.

Resolved: that the annual report of the University of Birmingham School be approved as set out in Paper CO.21.01.06.

21/10 Strategy, Planning and Resources Committee

COMMERCIAL IN CONFIDENCE

Considered: the report from the meeting of the Strategy, Planning and Resources Committee held on 13th January 2021 (CO.21.01.07).

- (1) **[NOT FOR PUBLICATION]**
- (2) OfS Financial Forecasts

Considered: the OfS Financial Forecasts for the year ending 31st July 2020 (CO.21.01.09).

Reported that:

- (a) as part of the Annual Accountability cycle of reporting to the Office for Students (OfS), the University was required to submit certain financial information in an Annual Financial Return (AFR) for the current and future years, including Financial Forecasts;
- (b) the five year plan used to populate the financial forecast tables had been updated following the approval of the Phase 1+ budget by Council in November 2020. Given the timing in relation to the recent completion of the financial statements and the revision of the five year plan following Council approval of the Phase 1+ budget, the tables in Paper CO.21.01.09 were not yet fully populated;
- (c) the University was required to report on:
 - (i) 2018/19 financial outturn position (pre-populated from last year's return);
 - (ii) 2019/20 financial outturn position from the Annual Report and Accounts, recently approved by Council;
 - (iii) 2020/21 budget (phase 1+);
 - (iv) forecast for the following 4 years to 2024/25;It also had to provide a narrative in response to certain questions.

Resolved: that the OfS Financial Forecasts be approved for submission to the Office for Students, noting that minor items still needed to be completed and a final review undertaken and that the Vice-Chancellor, as Accountable Officer, would sign off the final

OPEN

completed tables for submission to the OfS in line with reporting timescales.

21/11 Equality, Diversity and Inclusion (EDI)

(1) University EDI Scheme 2021-2024

Considered: the University's EDI Scheme 2021-2024 (CO.21.01.10).

Reported that:

- (a) the University was required to publish its equality objectives at least every 4 years to demonstrate how it intended to meet the Equality Act 2010 Public Sector Equality Duty (PSED). The University published these objectives in the form of an Equality Scheme, which set its objectives within the wider context of the University's values;
- (b) overall, the Equality Scheme was intended to build on current activities alongside new areas of focus. For this reason, similar overarching themes (under which the objectives would sit) to the current scheme were proposed:
 - (i) creating an inclusive environment: developing a University community where everyone feels welcome, included and empowered to succeed;
 - (ii) dismantling barriers: addressing the structural barriers faced by groups within the University in order to create more equitable outcomes;
 - (iii) integrating equality, diversity and inclusion: issues and impacts are considered and addressed across our activities;
- (c) the Scheme was intended to indicate the University's direction of travel, whilst avoiding a level of detail that would quickly date over its four year lifespan. An annual EDI Action Plan would provide details on the specific actions being taken each year to achieve these objectives. In 2021, this action plan would primarily focus on the Equality Change Programme workstreams;
- (d) the draft Scheme had been recommended to Council by SPRC and UEB following a University-wide consultation which had received 67 responses. Responses had been largely positive and supportive of the values and objectives conveyed in the draft and had not resulted in any substantial changes to the Scheme;
- (e) members of Council commended the draft Scheme and the continued progress being made by the University in relation to EDI. Their discussion focussed on the importance of both granularity of EDI data, considering EDI in its widest sense, and encouraging staff to disclose their protected characteristics to enable the University to improve its EDI data;
- (f) Dame Lin Homer was thanked for her membership of the University EDI Governance Group;
- (g) it was suggested that an evening session on EDI might be scheduled for Council in due course.

Resolved that:

- (i) the University's EDI Scheme 2021-2024 be approved as set out in Paper CO.21.01.10;
- (ii) an evening session on EDI would be scheduled for Council in due course.

(2) Annual Assurance Report

Resolved: that the Annual Assurance Report on EDI be approved as set out in Paper CO.21.01.11.

OPEN

21/12 Annual Assurance Report on Student Wellbeing

Considered: the Annual Assurance Report on Student Wellbeing (CO.21.01.12).

Reported that:

- (a) this report was one of those submitted to Council each year to provide ongoing assurance on academic matters;
- (b) the report covered the exceptional period of the Covid-19 pandemic, which had brought unexpected disruption, but had also presented an opportunity to explore alternative modes of student support. The University's staff and partners had continued to provide a high level of support to students through this extraordinary year; adapting, innovating, and delivering support in new ways and often from their homes and would continue to develop and refine its wellbeing services for the benefit of students in light of experience;
- (c) the University continued to make a considerable investment in the provision of student wellbeing services, with a conservative estimate across the breadth of core support currently provided being in excess of £12m per annum. This included the costs of staffing for wellbeing teams in Colleges and within Student Services (approaching £2m) and the substantial on-going investment in support for student financial hardship and support for students with disabilities (in excess of £10m).

Resolved: that the annual report on student wellbeing be approved as set out in Paper CO.21.01.12.

21/13 University Risk Management and Risk Register: Annual Update to Council

Considered: the University Risk Management and Risk Register Annual Update to Council (CO.21.01.13).

Reported that:

- (a) the most significant area of risk to the University during the year had been the Covid-19 pandemic, the management of which had been overseen by the Strategic Emergency Response Team throughout the year, with the Senior Education Team overseeing education matters. Council had received updated reports on the management of Covid-19 at each of its meetings so was familiar with the actions taken by the University to mitigate the associated risks. The risks arising from Covid-19 had been incorporated in all relevant areas of the Risk Register;
- (b) seven changes to risk ratings had been made over the year.

Resolved: that the Annual Update to Council on Risk Management and the University's Risk Register be approved as set out in Paper CO.21.01.13.

21/14 Report of Audit Committee

Noted: that the Chair of Audit Committee reported on the special meeting of the Audit Committee held on 14th December 2020 which had received a progress update on finalisation of the Annual Report and Accounts (see Minute 21/03(1) above).

21/15 Appointment Process for the Next Vice-Chancellor and Principal

Considered: the appointment process for the next Vice-Chancellor and Principal (CO.21.01.14).

Reported:

- (a) that the process for appointing the Vice-Chancellor and Principal was set out in the University's Statutes. These stated that the Vice-Chancellor and Principal shall be appointed by the Council on the recommendation of a Selection Committee and that the Senate shall be consulted on the recommendation before it came to Council;
- (b) the proposed membership of the Selection Committee was set out in University legislation and comprised three lay members of Council and three academic staff who were members of Senate, chaired by the Pro-Chancellor and Chair of Council. In accordance with University Standing Orders, Council was responsible for determining the membership of the Selection Committee. The composition of the Committee had taken account of gender balance and the need to ensure the three academic members were drawn from different Colleges to reflect the comprehensive nature of the University within the constraints posed by having three academic places all of whom must be Senate members;
- (c) that the Selection Committee would be supported by the Registrar and Secretary, who would act as Secretary to the Committee, and by the Director of Human Resources;
- (d) that, while ensuring confidentiality, there would be opportunities in the appointment process for other groups to meet with the short-listed candidates to enable broader engagement with the process, including the Guild of Students, lay members of Council, UEB, academic staff, and professional services staff. The Pro-Chancellor was keen for the process to be as open and consultative as was practicable, whilst also maintaining candidate confidentiality;
- (e) that a recently retired Vice-Chancellor from another Russell Group University would be appointed as an external adviser to the Selection Committee; the person to be approved by the Pro-Chancellor;
- (f) it was envisaged that the appointment process would begin in February and would conclude in late June with the Selection Committee recommending a candidate to Council for approval at its meeting on 30th June 2021. A meeting of Senate would be arranged immediately prior to Council on 30th June for Senate to be consulted on the recommended candidate as required by the Statutes. This would give sufficient time for the appointed candidate to give notice (often up to 6 months) prior to taking up position on 1st January 2022. An indicative outline of the timeline and stages in the appointment process was noted at Appendix 1 to Paper CO.21.01.14, this would be refined in consultation with the search consultants in due course;
- (g) ***[NOT FOR PUBLICATION]***
- (h) as part of the process of finalising the person specification, views would be sought on what colleagues were looking for in the next Vice-Chancellor in terms of background, experience, skills and style of leadership. This would provide a further opportunity for engagement with the process. The Pro-Chancellor would oversee this process, which would include seeking the views of Council, UEB, College Boards, Registrar's Leadership Group and the Guild of Students. An on-line consultation was being set up for staff to send their views in early February and there would be a discussion with the Guild on engaging students using this online survey;
- (i) Council was mindful of the importance of all aspects of EDI in the process. This would be supported in a number of ways. Dame Lin Homer, who was the lay member of Council on the University's EDI governance group responsible for overseeing the University's EDI scheme and plans, was one of the proposed members of the Selection Committee. Professor Jo Duberley, Deputy Pro-Vice Chancellor (EDI), would be involved in the process, for example, by inputting into the person specification and by being on one of the groups that would meet the candidates. Diversity would also be considered in the membership of these

OPEN

groups. Gillian McGrattan, Director of Human Resources, would be supporting the Selection Committee professionally on EDI matters. The search consultants being considered had also emphasised how they would support EDI;

- (j) the Remuneration Committee would be meeting to discuss the remuneration package for the next Vice-Chancellor;
- (k) a briefing paper would be circulated to Senate following approval of the process by Council. The key next steps would be: to convene the Selection Committee, to finalise the appointment of the search consultants and work with them on the detailed timeline and process, and to finalise the person specification and applicant pack with input as noted above;
- (l) Council would be kept updated on progress with the appointment process.

Resolved that:

- (i) the appointment process for the next Vice-Chancellor and Principal be approved as set out in Paper CO.21.01.14, including the membership of the Selection Committee;
- (ii) a further consultation meeting would be arranged for members of Council to give their views on what they were looking for in the next Vice-Chancellor in terms of background, experience, skills and style of leadership.

[Note: The Vice-Chancellor and Principal declared an interest in this agenda item and left the meeting before it was considered].

21/16 Report to Council on the work of Council-approved Panels

Noted: the report to Council on the work of Council-approved Panels (CO.21.01.15).

21/17 Membership Committee

Considered: the report of the Membership Committee (CO.21.01.16).

Resolved: that Anthony Lilley be appointed as a lay member of Council for four years with effect from 1st February 2021.

21/18 Capital Projects over £10m

COMMERCIAL IN CONFIDENCE

Received: the progress update on Capital Projects over £10m (CO.21.11.17).

21/19 Any Other Business

Reported: that there were no items of Any Other Business.

21/20 Programme of Meetings

Noted: the programme of meetings of Council for 2020/21 and 2021/22:

Thursday 22nd April 2021
Tuesday 29th June 2021
Wednesday 30th June 2021

2021/22

Tuesday 28th September 2021
Wednesday 29th September 2021

OPEN

Tuesday 23rd November 2021
Wednesday 24th November 2021
Tuesday 1st February 2022
Wednesday 2nd February 2022
Tuesday 5th April 2022
Tuesday 28th June 2022
Wednesday 29th June 2022