

UNIVERSITY OF WARWICK

Open minutes of the meeting of the Council held on 8 February 2017

- Present: Sir George Cox (Chair) (apart from items 78(c)(iii) to (vii)/16-17), Mr K Bedell-Pearce (Treasurer) (apart from item 78(a)/16-17), Dr N Bentley (Independent Member), Professor D Branch (Academic Member of the Senate), Professor A Clarke (Academic Member of the Senate), Ms V Cooke (Vice-Chair), Professor S Croft (Vice-Chancellor), Professor C Ennew (Provost), Dr J Ferrie (Independent Member), Ms K Gadhok (Independent Member), Ms R Gittins (Democracy and Development Officer for the Students' Union), Mr G Howells (Independent Member), Professor C Hughes (Pro-Vice-Chancellor (Education)), Dr D Keith (Independent Member), Ms J MacNaughton (Independent Member), Sir David Normington (Independent Member), Mr A Penfold (Independent Member), Mr L Pilot (President of the Students' Union), Ms A Pulford (Non-Academic Member of Staff), Professor L Roberts (Academic Member of the Senate), Mr N Sachdev (Independent Member), Ms G Tucker (Independent Member).
- Apologies: Ms A Bhalla (Independent Member), Professor P Thomas (Pro-Vice-Chancellor (Research)).
- In Attendance: Ms S Beaufoy (Diversity and Inclusion Adviser (Human Resources)) (for item 85/16-17), Mrs E Birch (Head of Governance Services (Assistant Secretary)), Mrs S Black (Assistant Registrar (Governance)), Ms A Chambers (Project Director (Warwick in California)) (for item 81/16-17), Ms R Drinkwater (Group Finance Director), Mrs P Glover (Secretary to Council), Ms R Sandby-Thomas (Registrar), Mrs L Walls (HR Manager (Human Resources)) (for item 85/16-17).

Note: Some items are noted as "Exempt information not included" as they contain information that would be withheld from release to the public because an exemption under the Freedom of Information Act 2000 applies.

68/16-17 Conflicts of Interest

REPORTED:

That, should any members or attendees of the Council have any conflicts of interest relating to agenda items for the meeting, they should be declared in accordance with The Committee of University Chairs Higher Education Code of Governance (2014).

NOTE: No declarations were made.

69/16-17 Minutes

CONSIDERED:

- (a) The minutes of the meeting of the Council held on 17 November 2016.
- (b) The minutes of the joint meeting of the Council and the Senate held on 17 November 2016.

RESOLVED:

- (a) That the minutes of the meeting of the Council held on 17 November 2016 be approved.

- (b) That the minutes of the joint meeting of the Council and the Senate held on 17 November 2016 be approved.

70/16-17 Review of Governing Instruments (minute 54/16-17 refers)

REPORTED: (by the Secretary to Council)

That the membership of the Sub-Group of Council established to undertake the Review of Governing Instruments had been approved by the Chair on behalf of the Council (minute 92/16-17 and paper C.66/16-17 refer).

71/16-17 Chair's Business: Council Away Half-day

REPORTED: (by the Chair)

That the following items would be considered at the Council Away Half-day on 9 February 2017:

- (a) Boardroom Effectiveness
- (b) Strategy Update and Risk Horizon Scanning

72/16-17 Chair's Business: Degree Congregation – Winter and Summer 2017

REPORTED: (by the Chair)

- (a) That he wished to thank all those who had helped organise and participated in the winter degree ceremonies in January 2017.
- (b) That the University's new Chancellor, Baroness Ashton, had been able to participate in the degree congregation, noting that Baroness Ashton had also attended the University for an induction.
- (c) That the Secretary to Council would write to members in due course to seek availability to participate in the summer degree congregation in July 2017.

73/16-17 Vice-Chancellor's Business

CONSIDERED:

A report from the Vice-Chancellor (C.45/16-17) on the following items of business:

- (a) Prevent Annual Report Assessment Outcome (minute 50(a)/16-17 refers)

REPORTED: (by the Vice-Chancellor)

- (i) That the University's Prevent Annual Report Assessment Outcome, as set out in C.68/16-17 {restricted} (tabled), had been confirmed by the HEFCE on 2 February 2017.
- (ii) That the HEFCE had confirmed that the information provided by the University "demonstrated sufficient evidence of due regard to the Prevent Duty".
- (iii) That work continued to identify a suitable training provider, with the involvement of the Learning and Development Team and input from the Prevent Reference Group.

(b) Campus and Commercial Services Group Executive

REPORTED: (by the Vice-Chancellor)

That he wished to thank Mr N Sachdev who had agreed to act as interim Chair of the Campus and Commercial Services Group Executive, until the appointment of a Commercial Director.

(c) Warwick Ranking

REPORTED: (by the Vice-Chancellor)

That Warwick had been ranked 17th most international university in the world by the Times Higher Education, noting that this would give the University real traction with its international partners, particularly in the United States and China.

(d) Admissions Update

REPORTED: (by the Provost)

- (i) That UCAS had released application figures following the closure of the admissions round for 2017/18 intake, noting that while nationally there had been a 4% decline in applications, with a 7% decline in applications from the EU, Warwick had seen a 1% increase in applications.
- (ii) That this was an encouraging position for Warwick, with positive improvement in a number of areas, noting however that work would continue with those departments that had experienced decreases in application rates, focusing on maximising conversion rates.
- (iii) [Exempt information not included]
- (iv) That the University had been mindful of the need to maintain student experience in setting recruitment targets.

(by the Vice-Chancellor)

- (v) That with respect to undergraduate entry tariffs, variations in admissions figures across the sector had been reported, with low tariff universities seeing a c.10% decrease, middle tariff universities a 5% decrease and those with high entry tariffs performing well.
- (vi) That the devaluation of the pound had also resulted in international students viewing the UK favourably as a place to study.

(by the Chair)

- (vii) That although figures were reassuring for Warwick, emerging trends were concerning for the sector.

- (e) Recent Institutional Successes
- (f) Appointment of Deputy Pro-Vice-Chancellor (Regional Engagement)
- (g) Higher Education and Research Bill Progress
- (h) Prevent Reference Group
- (i) Monash-Warwick Alliance Renewal

RESOLVED:

That the report from the Vice-Chancellor as set out in paper C.45/16-17 be noted.

74/16-17 Report from the Senate

CONSIDERED:

An oral report on selected items considered at the meeting of the Senate held on 1 February 2017, together with the University's Teaching Excellence Framework (TEF) submission made to the HEFCE on 25 January 2017 and the University's TEF2 metrics issued by the HEFCE (C.46/16-17).

- (a) *University of Warwick in California (minute 81/16-17 refers)

[Exempt information not included]

- (b) Teaching Excellence Framework

CONSIDERED:

A presentation on the University's Teaching Excellence Framework (TEF) submission process.

REPORTED: (by the Pro-Vice-Chancellor (Education))

- (i) That TEF methodology had developed at a fast pace, with guidance and new metrics still being issued by HEFCE in the week prior to submission.
- (ii) That the University's submission had evolved through an iterative process, led by the TEF Strategy Steering Group and Professor Gwen Van der Velden, Academic Director, WIHEA, with the submission having been considered by a number of Committees.
- (iii) That the TEF process involved a three-step approach to decision-making, with institutions benchmarked against the whole sector initially, using a core set of metrics and subsequently a set of split metrics to form an initial hypothesis of rating.
- (iv) That following the submission of institutional information, allowing a test of the initial rating, assessors would review an institution's holistic performance to ascertain whether adjustment to the rating was required.
- (v) That following review of the split metrics, assessors would consider marginal metrics such as student population.
- (vi) That positive or negative deviations from the benchmarks resulted in positive or negative flags, combinations of which informed the institutional rating, noting that the initial hypothesis for Warwick was likely to be a rating of Silver.
- (vii) That it would be important to contextualise any negative flags as these were not always reflective of provision.

- (viii) That the aim of the University's TEF submission was to give context and explanation of performance against core, split and marginal metrics, whilst also providing evidence of excellence and impact against assessment criteria not fully demonstrated by metrics.
- (ix) That the submission was required to focus in an evidence-based and auditable way on impact and outcomes across the institution within the TEF three-year assessment period.
- (x) That the University's TEF submission document would be published openly in due course, noting that it was therefore intended to be accessible to a broad audience.

[Exempt information not included]

- (xvi) That while subject level data had not been made available to institutions as part of TEF2, this was likely to come forward as part of TEF3.

(by Sir David Normington)

- (xvii) That, as resolved at the meeting of the Council in October 2016, he had reviewed the draft TEF2 submission on behalf of the Council prior to submission.

- (xviii) That putting aside the issues around TEF methodology and whether TEF was indeed a measure of teaching quality, the University could find itself in the vulnerable position of potentially achieving a "soft silver" rating.

- (xix) That the University should continue to concentrate on improving its performance and the student experience, noting that this should consequently improve its rating.

(by the Democracy and Development Officer for the Students' Union)

- (xx) That given the risks around the split and marginal metrics, the University would need to focus on steadying student numbers, while continuing to widen participation.

(by the Vice-Chancellor)

- (xxi) That a considerable amount of work on Widening Participation, Social Mobility and Schools' Strategy was planned to take place over the next calendar year.

- (xxii) That 134 out of 136 UK universities were known to have entered TEF2, with results due to be announced in May 2017.

- (xxiii) That he commended the first three paragraphs of the University's TEF submission document to members of the Council, as an overview of why Warwick considered itself to have an excellent education profile.

(c) Warwick Welcome Week proposals

REPORTED: (by the Vice-Chancellor)

- (i) That the Senate had endorsed the principle of implementing a Warwick Welcome Week in week zero from the academic year 2018/19, noting that whilst the week was intended to be teaching-free, the Senate was keen that academic components form part of the programme of activity.
- (ii) That the proposals had been ten years in the making, with a large amount of collaborative work having taken place to reach this point.

(d) Institutional Teaching and Learning Review

REPORTED: (by the Vice-Chancellor)

- (i) That a huge amount of work had been invested into the ITLR process, noting that the learning provided by the exercise would play a considerable role in informing the Education Strategy.
- (ii) That a full report on the ITLR would be brought to the Council in due course.

(by Dr D Keith)

- (iii) That in her experience, as a member of the ITLR Steering Group and observer of the Sociology and Classics reviews, the ITLR process was extremely thorough and effective.
- (iv) That a huge amount of work had gone into the process, building on experience from the previous ITLR.
- (v) That the review panels had in her experience been diligent, effective and collegiate, with an enquiring but thorough tone, noting also that discussions with students had been excellent and very helpful to the panels.
- (vi) That common themes had emerged around feedback and assessment and student wellbeing, with departments reporting on the considerable number of students requiring additional support in terms of mental wellbeing, noting also the stretch on department and university-level support services.

RESOLVED:

- (a) That the University's Teaching Excellence Framework (TEF) submission, made to the Higher Education Funding Council for England (HEFCE) on 25 January 2017, as set out in C.46/16-17, be noted.
- (b) That the University's TEF2 metrics issued by the HEFCE, as set out in C.46/16-17, be noted.
- (c) That Dr Keith and Sir David Normington be thanked for their involvement in the ITLR and TEF respectively.
- (d) That the oral report from the meeting of the Senate held on 1 February 2017 be noted.

75/16-17 *Report from the Audit and Risk Committee

CONSIDERED:

An oral report on selected items considered at the meeting of the Audit and Risk Committee (A&RC) held on 8 February 2017.

(a) Annual Re-appointment of External Auditors

REPORTED: (by the Vice-Chair and Chair of the A&RC)

That the A&RC recommended to the Council that KPMG LLP be reappointed as the University's statutory auditors for the year ended 31 July 2017, noting that the possibility of a further potential extension beyond 2016/17 was to be considered by the A&RC at its November 2017 meeting.

(b) Deep Dive Session on Student Engagement

REPORTED: (by the Vice-Chair and Chair of the A&RC)

- (i) That further to the discussion on student and University relations at the previous meeting of the Council, the A&RC meeting had been preceded by a deep-dive discussion on University-student engagement, led by the Vice-Chancellor and the Registrar.
- (ii) That the Registrar had provided an overview of the opportunities the University had been pursuing in the current and previous academic years to enhance its working relationships with student representatives.
- (iii) That members of the A&RC emphasised the importance of gaining a clear understanding of the ownership and management of the holistic student experience, including student wellbeing.
- (iv) That it had been resolved that student experience would be the focus of a deep dive later in the academic year, to be informed by outcomes from the ITLR.

(c) Health and Safety Risk

REPORTED: (by the Vice-Chair and Chair of the A&RC)

- (i) That the main item of discussion at the A&RC meeting had been on risks around health and safety.
- (ii) That the Registrar and the Director of Health and Safety had provided an update on the significant developments and resource invested into Health and Safety Management at Warwick, following the Internal Audit carried out in Summer 2016, and the resulting conclusion of "no assurance".
- (iii) That following a robust conversation, the A&RC resolved to hold a deep dive session on the progress of such work later in the spring term, noting that the matter would continue to be revisited until it was assured that the risk was sufficiently mitigated.

- (iv) That the A&RC further resolved that an external audit gap-analysis be conducted as soon as possible to give a clearer picture of the current level of risk exposure, noting that the A&RC would continue to report back to the Council on its discussions of this risk.

(by Dr J Ferrie)

- (v) That although work had been ongoing on the establishment of a formal system for assessing and managing health and safety at Warwick, progress on signing-off and disseminating the system to departments had been delayed due to personnel changes.
- (vi) That, as previously reported, issues had been encountered requiring the involvement of the Health and Safety Executive, noting that while these had been responded to, a few actions remained outstanding and the speed of close-out on these actions had been slower than anticipated.
- (vii) That the Health and Safety Management system was now more clearly defined, with buy-in from senior management and resources for staff and IT support coming into place, noting however that further improvement would still be necessary, with the focus being on departments where rapid improvement was required.
- (viii) That cultural issues were now being addressed, with departments beginning to understand their management responsibility in delivering against health and safety requirements.

(by the Registrar)

- (ix) That following recent appointments, all staff were now in place.

- (d) Report from the University of Warwick in California Sub-Committee (minute 81/16-17 refers).

REPORTED: (by the Vice-Chair and Chair of the A&RC)

That the A&RC had considered an oral report from the meeting of the UWIC Sub-Committee held on 20 January 2017.

- (e) Self-Evaluation

REPORTED: (by the Vice-Chair and Chair of the A&RC)

That the A&RC had resolved that it would undertake a light-touch self-evaluation exercise in 2016/17, noting the extent of the 2015/16 effectiveness review (in which members of the Council had been involved) and the good progress made against the identified actions.

RESOLVED:

- (a) That the reappointment of KPMG for the fifth year of their five year appointment, from 2012/13 to 2016/17, be approved, noting the possibility of a further two-year extension.
- (b) That the oral report from the meeting of the Audit and Risk Committee held on 8 February 2017 be noted.

76/16-17 *Report from the Finance and General Purposes Committee

CONSIDERED AND ADOPTED, with the resolutions set out below, a report from the meeting of the Finance and General Purposes Committee (FGPC) held on 24 January 2017 (C.47/16-17 {restricted}) on the following items of business:

(a) *University Financial Performance – Quarter 1, 2016/17

REPORTED:

[Exempt information not included]

(by the Treasurer)

(vii) That the current position represented a very good start to the year.

(b) *New Student Accommodation on Campus

[Exempt information not included]

(c) *Warwick Arts Centre 20:20 Project: Provision of Temporary Theatre

[Exempt information not included]

(d) [Exempt information not included]

(e) University of Warwick Pension Scheme Valuation 2016

(f) National Automotive Innovation Centre (NAIC) Café

(g) University of Warwick (Branch Office Singapore) Financial Statements 2015/16

RESOLVED:

(a) That authority be delegated by the Council to the Treasurer to consider the recommendation from the task and finish group on the Warwick Arts Centre temporary theatre proposal.

[Exempt information not included]

77/16-17 *Report from the University Estate Committee

CONSIDERED AND ADOPTED a report from the meeting of the University Estate Committee (UEC) held on 23 January 2017 (C.48/16-17 {restricted}) on the following items of business:

(a) Capital Projects

REPORTED: (by Mr G Howells, Chair of the UEC)

(i) That capital projects were progressing well, with build quality remaining high.

(ii) That the design competition for the new Arts and Humanities Building had yielded an excellent shortlist.

(b) University Masterplan Refresh

REPORTED: (by Mr G Howells, Chair of the UEC)

- (i) That the UEC had considered plans to undertake a University Masterplan refresh, noting that the existing plan which expired in 2018 had been largely fulfilled.
- (ii) That the master plan brief would be further developed and presented to the Council in due course.
- (iii) That while there was a need to respond in the short term to the plans for growth within the ten year capital plan, a longer term vision would be required as part of the University's aspirations in relation to "size and shape", noting that it would be essential to engage with the current opportunity to influence the developing West Midlands transport and infrastructure strategy.
- (iv) That in relation to transport, while plans for car parking development were progressing, it would be critical to continue to seek alternatives to the car.

(by the Vice-Chancellor)

- (v) That a presentation on the University Masterplan would form part of the discussion on the University's Strategy at the Council away half-day on the following day.

(by Ms J MacNaughton)

- (vi) That the link could usefully be made between transport and the University's Sustainability Strategy.

- (c) Estate Key Performance Indicators
- (d) Property, Land and Titles
- (e) Subgroup Reporting

78/16-17 Report from the Nominations Committee

CONSIDERED:

An oral report from the meeting of the Nominations Committee held on 8 February 2017.

(a) Term of Office of the University Treasurer

REPORTED: (by the Chair)

- (i) That at its meeting earlier that day, the Nominations Committee had considered the term of appointment of Mr K Bedell-Pearce, Treasurer, which was due to end in July 2018.
- (ii) That Mr Bedell-Pearce had brought tremendous experience and commitment to the role, together with the ability to challenge.
- (iii) That the Nominations Committee had recommended that the appointment be extended for a further two years, noting that this would provide stability during the forthcoming change in the role of the Chair of the Council.

(iv) That Mr Bedell-Pearce had confirmed his willingness to continue in office as University Treasurer for a further two years.

(b) Membership of the Council

REPORTED: (by the Chair)

(i) That the Nominations Committee continued to work to ensure an effective breadth of expertise on the Council, noting that there were currently two independent member vacancies on Council for the next academic year.

(ii) That the Nominations Committee had agreed that a priority should be given to those with expertise in the fields of medicine, business, regional engagement, and digital technologies.

(iii) That members of the Council would be invited to consider by correspondence a recommendation from the Nominations Committee that Mr P Kehoe, Chief Executive Officer of Birmingham International Airport, be appointed as an independent member of the Council.

(iv) That further candidates were currently being considered for the remaining independent member vacancy, noting that a recommendation to Council would follow in due course.

(c) *University of Warwick in California Board of Trustees Nominations (minute 81/16-17 refers)

CONSIDERED:

A report on the priority criteria identified by the UWic Sub-Committee to inform the selection of the membership of the first UWic Board of Trustees (C.54/16-17 {restricted}).

[Exempt information not included]

RESOLVED:

(a) That the recommendation from the Nominations Committee that the term of appointment of Mr Keith Bedell-Pearce as University Treasurer be extended for a further two years from the current end date of 31 July 2018, to 31 July 2020, be approved [passed nem con].

(b) [Exempt information not included]

(c) That the oral report from the meeting of the Nominations Committee held on 8 February 2017 be noted.

79/16-17 Report from the Honorary Degrees Committee

CONSIDERED AND ADOPTED a report from the meetings of the Honorary Degrees Committee held from October 2016 to January 2017 (C.50/16-17 {restricted}) on the following items of business:

(a) Summer Degree Congregation 2017

REPORTED: (by the Chair)

That a very strong short list of candidates was being put forward for the July 2017 Degree Congregation.

(b) Chancellor's Honorary Degrees

REPORTED: (by the Chair)

That the Chancellor, Baroness Catherine Ashton, had been invited to nominate individuals to be awarded an honorary degree.

(c) Role of the Honorary Degrees Committee

(d) Selection of Honorary Graduands

(e) Winter Degree Congregation 2017

(f) Current Selection of Honorary Degrees 2017

80/16-17 Report from the Remuneration Committee

CONSIDERED:

An oral report from the meeting of the Remuneration Committee held on 8 February 2017.

REPORTED: (by the Chair)

(a) That as part of the review of the Remuneration Committee carried out by Sir David Normington, recommendations were made to increase the transparency and independent membership of the Remuneration Committee.

(b) That a pay framework policy would be brought to the May 2017 meeting of the Council.

(by Sir David Normington)

(c) That the pay framework policy would be made available for consideration by all members of the Council.

RESOLVED:

That the oral report from the meeting of the Remuneration Committee held on 8 February 2017 be noted.

81/16-17 *University of Warwick in California

(a) *Report from the University of Warwick in California Sub-Committee

CONSIDERED:

An oral report from the meeting of the University of Warwick in California (UWiC) Sub-Committee held on 20 January 2017.

[Exempt information not included]

RESOLVED:

That the oral report from the meeting of the UWIC Sub-Committee held on 20 January 2017 be noted.

(b) UWiC Sub-Committee Membership and Terms of Reference

CONSIDERED:

A report setting out the membership and Terms of Reference of the UWIC Sub-Committee (C.51/16-17 {restricted}).

RESOLVED:

That the Terms of Reference of the UWIC Sub-Committee as set out in paper C.51/16-17 {restricted}, be approved.

(c) *UWiC Project Progress Report

CONSIDERED:

A report on progress of the UWIC project, together with a report on the meeting of the California Joint Project Board on 10 January 2017 (C.52/16-17 {restricted}).

[Exempt information not included]

RESOLVED:

That the progress reported on the UWIC project as set out in C.52/16-17 {restricted}, be noted.

(d) *UWiC Legal Entity and Governance

CONSIDERED:

A report on progress made regarding the development of governance arrangements for UWIC (C.54/16-17 {restricted}).

[Exempt information not included]

(e) *UWiC Risk Register

CONSIDERED:

The risk register for the UWIC Project (C.55/16-17 {restricted}).

[Exempt information not included]

82/16-17 Annual Summary of Key Performance Indicators

CONSIDERED:

A report on the University's Key Performance Indicators (C.56/16-17).

RESOLVED:

That the revised Key Performance Indicators as set out in C.56/16-17 be approved.

83/16-17 *Academic Statistics Yearbook 2016-17

CONSIDERED:

The 2016-17 Academic Statistics Yearbook (C.57/16-17 {restricted}).

[Exempt information not included]

RESOLVED:

That the contents of the Academic Statistics Yearbook for 2016-17 as set out in C.57/16-17 {restricted} be noted.

84/16-17 Report from the Equality and Diversity Committee

CONSIDERED AND ADOPTED a report from the meeting of the Equality and Diversity Committee held on 1 November 2016 (C.49/16-17) on the following items of business:

(a) Equality Challenge Unit (ECU) Handbook

REPORTED:

That the Equality Challenge Unit (ECU) had produced a new handbook for governors of English higher education institutions which was available to download, along with other resources, from the ECU governing bodies webpage: <http://www.ecu.ac.uk/publications/equality-handbooks-governors/>.

- (b) Promotion and Probation
- (c) Athena SWAN Update
- (d) Stonewall Workplace Equality Index
- (e) Race Equality Charter Mark
- (f) Equal Pay Reporting
- (g) Gender Statement of Intent
- (h) Carers Network
- (i) Rebranding of Equality and Diversity to Diversity and Inclusion

85/16-17 Strategic Topic for Discussion: Equality, Diversity and Inclusion

CONSIDERED:

A presentation on Equality, Diversity and Inclusion at Warwick (C.58/16-17).

REPORTED: (by the Provost and Chair of the Equality and Diversity Committee)

- (a) That the University's Equality Objectives were aligned to the University Strategy as well as the core behaviours outlined in the government's Respect Agenda.
- (b) That a range of activities and events held across campus sought to raise the profile and embed Equality, Diversity and Inclusion (ED&I) at Warwick.

- (c) That the University considered ED&I as the “right and responsible thing to do”, noting also the effect of a safe and welcoming working environment on productivity, performance and institutional reputation.
- (d) That the University’s compliance requirements were set out in the Equality Act 2010, the Equal Pay Act 1970 (mostly superseded by part 5 of the Equality Act 2010) and the Gender Recognition Act 2004, noting that the University was also impacted by other external influences, for example recent government changes to the Disabled Student Allowance.
- (e) That a number of charter marks encouraged and supported the University’s ED&I activities, such as Athena SWAN, HR Excellence in Research Awards, the Stonewall Workplace Equality Index and the Workplace Wellbeing Charter Mark.
- (f) That workforce profile statistics displayed a complex set of patterns, noting that work was ongoing to diversify the staff ethnicity profile and address the underrepresentation of certain groups among higher-grade staff.
- (g) That, although not unique to Warwick, further work was required in relation to equal pay, noting that requirements regarding gender pay reporting would be introduced during 2017.
- (h) That diversity and inclusion was promoted by the Students’ Union, with significant ED&I activity carried out both individually and through clubs and societies, led by an active Welfare Team and supported by the SU Executive.
- (i) That future priorities included progression of the Equality Objectives, utilising the charter marks as a platform to influence change, as well as the development of ED&I training and the availability of accessible dashboards of staff and student information.
- (j) That the Gender Taskforce/ Women in Academia initiative was being progressed with a workshop on 13 March 2017, noting that further work was required to analyse the variances among departments regarding gender and promotion.
- (k) That equality, diversity and inclusion would need to be owned by all staff and students at Warwick in order to enable the University to create an inclusive environment for the Warwick community to thrive in.

(by Ms L Walls, HR Manager)

- (l) That the results of the latest Pulse Staff Survey indicated that 68% of staff felt that Warwick was embracing Equality and Diversity.

(by members and attendees of the Council)

- (m) That the huge amount of ongoing activity be commended.
- (n) That the first Women in Academia Workshop had explored issues around gender and types of role (research/teaching/support).

- (o) That it would be important for Warwick to challenge the stereotypes around gender, role type and promotion, noting that short term changes leading to a culture change within departments with outlying diversity data could have a positive effect institution-wide.
- (p) That Warwick should seek to harness a positive culture around women in leadership within the University, noting the importance of leading by example and ensuring the opportunity for open dialogue.
- (q) That the University should continue to work towards ensuring that equality, diversity and inclusion remained high on the agenda for all Warwick staff and students, noting that the motivations behind the initiatives could be more clearly articulated and brought together in a holistic way to drive forward change.
- (r) That it would be important to include ED&I principles among the University's other underpinning values at the Warwick Welcome Week, noting the opportunity to harness expertise in this area from the student body in order to maximise student engagement.

(by the Chair)

- (s) That in relation to ED&I being the right and responsible thing to do, it would be important to inculcate ED&I principles into the "Warwick Way".

RESOLVED:

- (a) That the thanks of the Council be extended to the Provost, Ms S Beaufoy and Ms L Walls for their helpful presentation.
- (b) That the presentation on Equality, Diversity and Inclusion at Warwick (C.58/16-17) be noted.

86/16-17 Report from the Research Governance and Ethics Committee

CONSIDERED AND ADOPTED a report from the meeting of the Research Governance and Ethics Committee held on 12 January 2017 (C.59/16-17 {restricted}) on the following items of business:

- (a) Presentation from Universities UK
- (b) WMG MSc Programme Research Ethics Supervisor Delegated Approval Process
- (c) Membership

87/16-17 Annual Report from the Art Collection Committee

CONSIDERED:

The Annual Report from the Art Collection Committee (C.60/16-17).

RESOLVED:

That the Annual Report on the University Works of Art Collection 2015-16 as set out in C.60/16-17, be approved.

88/16-17 Deeds

RECEIVED:

In accordance with Council minute 33/77-78, a copy of the deeds executed on behalf of the Council since the meeting of the Council on 10 February 2016 (C.61/16-17 {restricted}).

89/16-17 Awards and Distinctions

RECEIVED:

A report setting out the awards and distinctions conferred on members of the University since the meeting of the Council held on 17 November 2016 (C.62/16-17).

90/16-17 Amendments to University Ordinances

CONSIDERED:

- (a) For the second time, University Ordinance 7 on the Constitution of the Boards of the Faculties (C.63/16-17).
- (b) For the second time, University Ordinance 13 on Degrees and Diplomas (C.64/16-17).

RESOLVED:

- (a) That the proposed amendments to University Ordinance 7 on the Constitution of the Boards of the Faculties, as approved by the Senate and set out in C.63/16-17, be approved for the second time.
- (b) That the proposed amendments to University Ordinance 13 on Degrees and Diplomas, as approved by the Senate and set out in C.64/16-17, be approved for the second time.

91/16-17 Amendments to University Regulations

CONSIDERED:

University Regulation 2.2 Governing the Election of Representatives of the Boards of the Faculties to Membership of the Senate (C.65/16-17).

RESOLVED:

That the proposed amendments to University Regulation 2.2 Governing the Election of Representatives of the Boards of the Faculties to Membership of the Senate, be confirmed as set out in C.65/16-17, noting that the revised Regulation would take immediate effect.

92/16-17 Approvals by the Chair

RECEIVED:

A report setting out approvals given by the Chair on behalf of the Council since the meeting of the Council held on 17 November 2016 (C.66/16-17).

93/16-17 Summer 2017 Degree Congregation

REPORTED:

That the summer degree congregation events would take place from Monday 17 July to Saturday 22 July 2017, with celebratory graduation dinners taking place on the evenings of Monday 17, Wednesday 19 and Friday 21 July 2017, noting that further details would be circulated in due course.

94/16-17 Dates of Future Meetings

REPORTED:

That the future meetings of the Council for the 2016-17 academic year were as follows:

Wednesday, 17 May 2017, 9.00am – 12.00pm, in the Senate House Council Chamber

Wednesday, 12 July 2017, 9.00am – 12.00pm, in the Senate House Council Chamber.

As at 9 May 2017