

**UNIVERSITY OF WARWICK  
COUNCIL  
OPEN MINUTES**

**MEETING HELD AT 09:00 ON WEDNESDAY, 9 OCTOBER 2019 IN COUNCIL CHAMBER, SENATE HOUSE**

<b>Present</b>	David Normington	DN	Chair of Council (Chair)
	Keith Bedell-Pearce	KBP	Treasurer and Chair of the Finance & General Purposes Committee (until item 026)
	Louise Ainsworth	LA	Independent member
	Anita Bhalla	AB	Independent member
	Ailsa Chambers	AC	Professional Services Staff Member
	Bal Claire	BC	Independent member
	Viki Cooke	VC	Vice-Chair and Chair of the Audit & Risk Committee
	Professor Stuart Croft	SC	Vice-Chancellor (not present for item 12c))
	Dr John Ferrie	JF	Independent member
	Catharine French	CF	Independent member
	Professor Chris Hughes	CH	Pro-Vice-Chancellor (Education)
	Dr Deborah Keith	DK	Independent member
	Professor Saul Jacka	SJ	Academic member (Chair of AFRC)
	Milly Last	ML	Democracy & Development Officer of the Students' Union
	Professor David Leadley	DL	Academic member
	Professor Andy Lockett	AL	Academic member
	Ben Newsham	BN	President of the Students' Union
	Adrian Penfold	AP	Independent member
	Neil Sachdev	NS	Independent member
	Professor Mike Shipman	SS	Pro-Vice-Chancellor (International)
Professor Pam Thomas	PT	Pro-Vice-Chancellor (Research)	
<b>Attending</b>	Professor Mohan Balasubramanian	MB	Professor, WMS (item 017)
	Dan Derricott	DD	Assistant Registrar (Education, Policy and Quality) (item 020)
	Rosie Drinkwater	RD	Group Finance Director
	Professor Paramjit Gill	PG	Professor, WMS (item 017)
	Professor Lucy Hammond	LH	Associate Professor, WMS (item 017)
	Jane Hodge	JH	WMS Chief Operating Officer (item 017)
	Dr Richard Hutchins	RH	Director of Strategy & Policy (items 131 and 132)
	Emma Jeavons	EJ	Assistant Registrar (Governance) (minutes)
	Helen Knee	HK	Director (PSG Strategic Reform) (item 018)
	Professor Sudhesh Kumar	SK	Dean of WMS (item 017)
	Rupert Lawrie	RL	Commercial Director
	Colin Macdougall	CM	Professorial Clinical Teaching Fellow/ Head of MBChB (item 017)
	Lara McCarthy	LM	Head of Governance Services (Assistant Secretary)
	Faye Murray	FM	Director of Strategic Planning & Analytics (item 016)
	Ben Pithouse	BP	Head of Risk and Resilience (item 019)
	Kate Rippon	KR	Consultant – BCW Global (item 18)
	Rachel Sandby-Thomas	RST	Registrar
	Sharon Tuersley	ST	Secretary to Council
	Chris Twine	CT	Academic Registrar (item 014)
	Sarah Wall	SW	Executive Officer (item 018)

Ref	Item
<b>Regular Items</b>	
007	<p><b>Chair's Welcome and Introduction</b></p> <p><b>a) New Members</b></p> <p>The Chair welcomed the new members of the Council:</p> <ul style="list-style-type: none"> <li>• Louise Ainsworth – new independent member</li> <li>• Ben Newsham – President of the Students' Union</li> <li>• Milly Last – Democracy and Development Officer</li> <li>• Ailsa Chambers – new Professional Services Staff representative</li> <li>• Professor Jo Angouri – new Senate representative</li> <li>• Professor David Leadley – new Senate representative</li> <li>• Professor Saul Jacka – new Senate Representative (Chair of Academic Freedom Review Committee for a one-year term)</li> <li>• Professor Andrew Lockett – re-appointed Senate Representative</li> <li>• Professor Michael Shipman – Pro-Vice-Chancellor (International), ex officio</li> </ul> <p><b>b) Professor Kandola sessions</b></p> <p>The Chair reminded the Council that there was a session with Prof. Kandola taking place on Monday, 21 October and all were invited to contact the Secretary to Council's office if they wished to attend.</p>
008	<p><b>Apologies for Absence</b></p> <p>Apologies were noted from Professor Chis Ennew (Provost) and Gail Tucker.</p>
009	<p><b>Declarations of Interest</b></p> <p>No new declarations of interest were reported.</p>
010	<p><b>Minutes of the Council meetings held on 9 and 10 July 2019</b></p> <p><b>DECISION:</b> The Council <b>approved</b> minutes of the meeting held on 9 and 10 July 2019 (010-C091019 {restricted}), subject to a minor amendment.</p>
011	<p><b>Matters arising from the Council meetings held on 9 and 10 July 2019</b></p> <p><b>a) Students' Union allegation</b></p> <p>The President of the Students' Union (SU) advised that the SU had employed independent investigators to look into the allegations.</p> <p>The SU also advised that it was launching a review into Equality and Diversity, which had already been planned ahead of the allegations being received. They assured the Council that the University was being kept appropriately informed of ongoing conversations.</p>
012	<p><b>Chair's Business</b></p> <p>The Council received a verbal report from the Chair on the following items:</p> <p><b>a) Honorary Degrees</b></p> <p>The Chair of Council reminded members that they were invited to submit nominations for honorary degrees to the Honorary Degrees Committee, through the Vice-Chancellor.</p> <p><b>b) Report from Finance and General Purposes Committee</b></p> <p>The Chair of Council advised that this item would be taken earlier in the agenda [Exempt information not included].</p>

013	<p><b>Vice-Chancellor's Business</b></p> <p>The Vice-Chancellor presented a report on topical items of business (013-C091019 {restricted}) and highlighted the following:</p> <ul style="list-style-type: none"> <li>• Warwick had achieved its highest ever Times Higher World Rankings position, though it was noted that rankings were subject to trends. The Council would receive a fuller analysis of league table rankings at its November meeting.</li> <li>• The British Science Festival had been a huge success and it was acknowledged that staff had contributed enormous amounts of time and energy to the event. The Festival had encouraged the Executive Board to think about holding similar events at Warwick.</li> <li>• A variety of strike ballots relating to pay and pensions were ongoing at a national level. Warwick awaited the results of these ballots at the end of October and would act accordingly to respond to their outcomes.</li> <li>• Welcome Week and arrivals had been a success, with c. 26,750 individual students having completed course registration for 2019/20 to date. There had been 1,286 events held during Welcome Week and 9,831 students had logged into the Welcome Week Timetable.</li> </ul> <p>The Council congratulated all those involved in the British Science Festival and Welcome Week events. It suggested that similar events may be appropriate for the launch of the City of Culture in 2021.</p>
014	<p><b>Recruitment and Clearing</b></p> <p>The Academic Registrar presented the report (014-C091019 {restricted}) in the absence of the Provost. They highlighted the following:</p> <ul style="list-style-type: none"> <li>• Warwick had seen a successful application cycle and had performed well against the sector in terms of student numbers and, particularly in light of Brexit, had performed well in recruiting from mainland Europe.</li> <li>• There was some concern around conversion rates, with dips in some areas and plateaus in others, and work was ongoing to understand the reasons behind these, including with marketing teams to ensure engagement with applicants.</li> <li>• Clearing had produced [exempt information not included] income for Warwick in a few short hours, [exempt information not included].</li> <li>• Changes to the UCAS application system had made it easier for applicants to opt-out of their existing offers and select other universities if they so wished; [exempt information not included].</li> <li>• Widening participation efforts appeared to have been successful as the number of students from low participation neighbourhoods had increased by a third, c.10% more than the sector average.</li> </ul> <p>[Exempt information not included]. The Council was assured that Warwick had continued to run widening participation programmes relating to the Arts, including: Faculty of Arts coordinators in schools; the 'Classics For All' project; work underway to improve the curriculum offered in these areas, and a recently approved Arts Excellence Scholarship. It was noted that it was also often anecdotally fed back that a career path following an Arts degree was much less clear than for those in STEM, and work should continue to clarify and communicate what these career paths could look like.</p> <ul style="list-style-type: none"> <li>• [Exempt information not included].</li> <li>• Postgraduate research recruitment had also been challenging.</li> </ul> <p>The decrease in postgraduate research recruitment was of concern to the Council, The Council was assured that the offer for PGR was currently being rearticulated and included a new doctoral college and various scholarships and awards to support these students.</p> <ul style="list-style-type: none"> <li>• WMG figures within the report were not entirely reflective of true numbers as there were various</li> </ul>

	<p>intakes and start dates for courses at WMG, and degree apprenticeships had not been included either. [Exempt information not included].</p> <p>The Council discussed the high numbers of overseas students recruited and what Warwick was doing to ensure that this did not negatively impact on their, or the general, student experience, for example by limiting the diversification of the student body. In recognising that were growing markets, particularly for international higher education, Warwick was working to utilise the growth as an asset and to encourage home student applications alongside these as an opportunity to attend an international University, where one could learn alongside others from across the world. The Council was keen to ensure that Warwick did not become overly reliant on overseas students in terms of financial income; it was made clear that financial gain was neither the reason for overseas student recruitment, nor should it have been seen as a negative that Warwick was becoming a more internationally recognised institution where very high calibre international students were choosing to attend.</p> <p>The Council thanked the Academic Registrar and the Provost (in their absence) for the insightful update and asked that final figures and analysis be presented to it, when available.</p> <p><b>ACTIONS:</b></p> <ol style="list-style-type: none"> <li>1) Provide the annual snapshot of data to the Council, including any analysis.</li> <li>2) Include figures relating to Degree Apprenticeships, where possible.</li> </ol>
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<b>Strategic Topics</b>	
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015	<p><b>University Executive Board (UEB) Strategic Work Plan</b></p> <p>The Vice-Chancellor provided a presentation alongside their report on the University Executive Board Strategic Work Plan (015-C091019 {restricted}), and highlighted that feedback was welcome from the Council on the various items.</p> <p>The Work Plan was split into areas that aligned with the University Strategy, namely: Research; Education; Innovation; Inclusion; International; Regional Leadership and Sustainability (People, Finance, and Governance). It also included the Grand Challenges</p> <p>The Council welcomed the Plan and was assured that it would have the opportunity to receive and discuss an in-depth update regarding progress at its February 2020 Away Day.</p> <p><b>ACTION:</b> Reconsider inclusion of a RAG rating for each item within the Plan.</p>
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016	<p><b>University's Strategic KPIs &amp; Transformational Milestones</b></p> <p>The Director of Strategy and the Director of Strategic Planning &amp; Analytics presented a report on the University's Strategic KPIs and Transformational Milestones (016-C091019 {restricted}), with key points highlighted as follows:</p> <p><b>KPIs</b></p> <ul style="list-style-type: none"> <li>• The process of compiling the list of KPIs presented to the Council had provided an opportunity for lessons to be learned in relation to available data and challenges faced with that, and indeed data that was not readily available.</li> <li>• Where possible, Russell Group or international benchmarks had been used; locating appropriate benchmarks had however been the main challenge, and data located in the sector was often lagging by at least one year.</li> <li>• The KPIs stated relating to sustainability were under review.</li> </ul> <p>The Council commented on and discussed the KPIs as follows:</p> <ul style="list-style-type: none"> <li>• Clarity around whether reaching the targets would be a stretch, or not, would have been of benefit to some members. Others agreed that this was the job of the executive to identify and agree, and Council</li> </ul>
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to monitor against.

- A low number of research related KPIs in comparison to other areas.
- More detail regarding how the KPIs were to filter down to individual areas was requested by some and they were assured that the next step in the process was to work with teams to identify relevant department level metrics.
- The majority of members stated that presentation of the KPI data in such a way that ensured the Council was immediately able to see areas it needed to be aware of, likely by exception, would have been beneficial.
- Potential inclusion of a staff satisfaction KPI, alongside those relating to student satisfaction.
- The Group Finance Director advised that the cash metric would be updated to include the next five years' worth of targets.
- The SU commented that, in their opinion, there should not have been a KPI for the number of degree apprentices without also including a KPI for degree apprentice satisfaction rates and/or outcomes, and that if such a metric was currently unavailable, the possibility of creating one should be considered.

The Council agreed that coming to a settled series of KPIs was always likely to be challenging, however it agreed that those presented were a good base and it wished to see them used across Warwick and refined through their use.

#### **Transformational Milestones:**

The Director of Strategy and the Director of Strategic Planning & Analytics advised that putting together a set of milestones had been an equally challenging piece of work. The eight milestones presented to the Council were discussed as follows:

- Milestones relating to sustainability or climate change would be included, especially given the University's recent climate emergency declaration, and related strategies were under development.
- There was some difficulty in deciding whether those listed were significant enough to reflect transformational changes
- That working backwards from where the University saw itself and identifying all the obstacles and what would be required to remove them in order to unlock transformation would be a helpful exercise.

The Council agreed that identifying the right milestones required more conversation and that there were definite links between them and the Strategic Risk Register. It was cognisant that there were several milestones of which the University could not take ultimate control as they were external and this created a further challenge. Nevertheless, the Council welcomed the opportunity to review the proposed milestones and discuss its thoughts around issues of this nature, and it thanked the teams involved in their proposal and for their hard work.

#### **DECISIONS:** The Council:

- Note the report.
- **Approved** the Strategic KPIs and their presentation, subject to discussions above.
- **Approved** the Transformational Milestones and their presentation, subject to discussions above.
- **Approved** the approach for presenting this data annually.

#### **ACTIONS:**

- Ensure future reporting clarifies key points for Council to consider, whether positive or negative.
- Include a Transformational Milestone relating to transport to and from campus and surrounding areas.

	<ul style="list-style-type: none"> <li>• Ensure appropriate links between KPIs, Milestones and the Strategic Risk Register.</li> </ul>
017	<p><b>Warwick Medical School (WMS) Grand Challenge</b></p> <p>The Dean of and colleagues from WMS provided a presentation on the WMS Grand Challenge (017-C091019 {restricted}) which covered the following:</p> <ul style="list-style-type: none"> <li>• Key facts about WMS.</li> <li>• WMS’s reputation and ranking – second only to Cambridge, by 0.5%, for graduate outcomes.</li> <li>• Future trends in medicine that WMS had in mind, including a shift to community based care.</li> <li>• Strategic judgments, highlighting the need to increase staff at WMS by around 30% over a period of 10 years to achieve the goals laid out.</li> <li>• Rebalancing of WMS’s portfolio to reach the required 21-22% margin.</li> <li>• The vision for WMS to grow a distinctive education portfolio, to include MSci – Integrated Sciences and BSc – Health and Medical Sciences.</li> <li>• Proposed trajectory for REF, focussing on submissions for A1 and A2 to gain top 10 and top 5 positions respectively.</li> <li>• Increasing partnerships relating to industrial research.</li> <li>• Strategic pillars of Innovation, International, Inclusivity and Regional Leadership, the latter WMS believed it was already doing well.</li> <li>• Utilising new space in the IBRB building and thinking about innovation at Wellesbourne.</li> </ul> <p>The Council raised a concern relating to student satisfaction at WMS and was assured that work was ongoing to improve this, reflected in the improving trajectory in recent years. It was agreed that a significant increase in NSS scores was unlikely in a short period of time, however the next year was expected to see a sizeable improvement.</p> <p>The Council discussed the importance of WMS to Warwick as a whole and agreed that collectively setting the path forward for the School was a priority. It acknowledged the distinctive nature of the relatively young School and the great potential for collaboration between it and other departments at Warwick. The Council encouraged WMS to tell its story and the University to support it in doing so, while also promoting the benefits that WMS provided to Warwick.</p> <p><b>ACTION:</b> Present again to the Council at a future meeting for final approval.</p>
<b>Substantive Items</b>	
026	<p><b>Report from the Finance &amp; General Purposes Committee (FGPC)</b></p> <p>The Treasurer presented a key issues and status report from the meeting of the FGPC that had taken place on 25 September 2019, as well as the Q4 Summary Financial Performance Report (026-C091019 {restricted}). Key points were highlighted as follows:</p> <ul style="list-style-type: none"> <li>• A lengthy discussion relating to the IT network replacement project, which the FGPC would continue to monitor, and a variety of specification options [exempt information not included].</li> <li>• [Exempt information not included].</li> <li>• The year-end had seen a [exempt information not included] surplus, in line with the Q3 forecast [exempt information not included].</li> <li>• The figures relating to USS pensions for inclusion in the year-end accounts had not yet been finalised, however provisionally had been shown to have a significantly negative impact [exempt information not included].</li> <li>• Warwick had seen its highest ever research income [exempt information not included], beating the target set by the University.</li> <li>• Performance was on track to meet targets for Q1 of 2019/20.</li> </ul>

	<p>The Council was pleased to see the financial performance of the University continued to be sound and it thanked finance teams and others involved in maintaining this, including the Campus &amp; Commercial Services Group (CCSG) that had met its stretch target. The Council acknowledged that the Statutory Accounts for the Financial Year 2018/19 would be received at its next meeting.</p>
018	<p><b>Disciplinary Process and Values Implementation Plan Update</b></p> <p>The Registrar, accompanied by the Director (PSG Strategic Reform), Executive Officer and [exempt information not included], provided a presentation alongside the report on the Disciplinary Process and Values Implementation Plan (018-C091019 {restricted}). Key points were highlighted as follows:</p> <ul style="list-style-type: none"> <li>● The Council and University had committed to implementing the 30 recommendations from the external review.</li> <li>● As set out in the published high level action plan, this was to be done in two phases, the first of which was to complete before the start of the academic year 2019/20. Progress against items in Phase 1 was as below: <ul style="list-style-type: none"> <li>○ A new Sexual Misconduct Policy for students had been developed and published</li> <li>○ Regulation 23 had been significantly simplified and redrafted for clarity. The Senate had It was recommended for approval to the Council at its meeting on 2 October 2019. Introduction of an online reporting tool.</li> <li>○ New nomenclature used throughout processes.</li> <li>○ New Student Liaison Officer (SLO) post created and appointed, to support a reporting and responding parties in a timely, sensitive manner from disclosure to resolution (including outcomes of appeal).</li> <li>○ Increased pool for discipline committee panels, including Professional Services Staff (PSS).</li> <li>○ A process covering informal routes of complaint.</li> <li>○ The introduction of the right of the victim to appeal.</li> <li>○ Training in handling sexual misconduct cases, and in new processes, for all involved in them.</li> <li>○ Changes to team structure, including the SLOs, a permanent secretariat, and the introduction of a Director of Student Discipline and Resolution (which the Director (PSG Strategic Reform) was covering in the interim).</li> </ul> </li> <li>● Phase 2 was underway, due to conclude before academic year 2020/21, and included the remainder of the recommendations made.</li> <li>● An update report would be provided to Senate in six months.</li> </ul> <p>The Council was encouraged by the work that had taken place so far and the investment rightly made into the area. It asked to see increased engagement with the Moodle training module aimed at students relating to sexual misconduct, and that reviews be undertaken to ensure that other relevant policies were updated, both in relation to general misconduct and others that could link and refer students, where necessary, to the Sexual Misconduct Policy.</p> <p>The Council welcomed the training on offer to those sitting on disciplinary committee panels, including PSS. It considered whether this type of work should be included in academic staff workload planners. The Council was clear in its advice that support for panel members, no matter the staff group, was to be ensured.</p> <p>The President of the SU reiterated the ongoing collaboration between the SU and the University in this area and stressed that the information presented to the Council must be made available to students, and that all the work underway is expected by students to be completed as soon as possible.</p>

	<p><b>DECISIONS:</b> The Council:</p> <ol style="list-style-type: none"> <li>1) Noted the new Sexual Misconduct Policy for students and accompanying process.</li> <li>2) <b>Confirmed</b> the revised Regulation 23 text, to be backdated to 21 September 2019.</li> </ol> <p><b>ACTIONS:</b></p> <ol style="list-style-type: none"> <li>1) Ensure cross-reference to the Sexual Misconduct Policy for students in other policies that could be related to it, and vice versa.</li> <li>2) Clarify the interface with Police services within information and guidance.</li> </ol>
019	<p><b>Strategic Risk Register (SRR)</b></p> <p>The Head of Risk and Resilience presented the Strategic Risk Register (019-C091019 {restricted}), advising that the accompanying report provided an update on the ongoing review of the University’s risk management framework. They advised that:</p> <ul style="list-style-type: none"> <li>• The work was underway to redevelop the way in which Warwick managed risk, particularly through the SRR and Risk Appetite Framework.</li> <li>• Discussions at the Audit and Risk Committee had encouraged a focus on those issues impacting upon the desired outcomes of Warwick’s strategic aims, with a greater focus on risks and opportunities surrounding these, leading to a number of new strategic risks being added to the SRR; further work was now in progress to assess and include mitigations for the additions.</li> <li>• Clarity around accountability and responsibility for risks was provided within the SRR and greater assurance in relation to these could be sought through the allocation and monitored through the relevant committee structures.</li> <li>• Escalation and de-escalation routes, triggers and thresholds were clearer and would continue to be further simplified under the new frameworks.</li> </ul> <p>The Council agreed that there had been tangible progress made in relation to risk management within this process and, on the Audit and Risk Committee’s recommendation, it approved the SRR for executive ownership and Council challenge.</p> <p><b>DECISION:</b> The Council <b>approved</b> the Strategic Risk Register as an accurate record of the University’s risk profile.</p>
020	<p><b>Results of the National Student Survey 2019</b></p> <p>The Assistant Registrar (Education, Policy and Quality) provided a presentation to accompany their report on the Results of the National Student Survey 2019 (020-C091019 {open}), with key points highlighted as follows:</p> <ul style="list-style-type: none"> <li>• The response rate had been very good with a reliable data set across most areas now available</li> <li>• Overall satisfaction had increased, though Warwick was not quite as comfortably ahead of the sector average as it appeared at first glance, though it was understood that issues were known and being actively addressed.</li> <li>• Responses related to teaching had improved, however Warwick had remained 55<sup>th</sup> in the sector and a major review was ongoing in relation to teaching styles and improvements required.</li> <li>• The assessment section had seen the best results in five years, though there was still room for improvement.</li> <li>• There was a feeling that everyone was now pulling in the same direction relating to student satisfaction, however improvements required constant monitoring and efforts across the board.</li> </ul> <p>The Council was delighted to see the improvements made in the 2019 results and encouraged the work and resource being put into continually improving student experience at Warwick.</p>
<b>Governance I</b>	



021	<p><b>Membership of the Council 2019/20</b></p> <p>The Secretary to Council presented a report on the Membership of the Council 2019/20 (021-C091019 {open}), which the Council received and noted.</p> <p><b>DECISIONS:</b> The Council:</p> <ol style="list-style-type: none"> <li>1) <b>Approved</b> the appointment of Yewande Akinola as a new independent member.</li> <li>2) <b>Approved</b> the appointment of Jayne Nickalls as a new independent member.</li> <li>3) <b>Approved</b> the extension to the term of John Ferrie, to end 31 July 2021.</li> <li>4) Noted the membership of the Council for the 2019/20 academic year.</li> </ol>
022	<p><b>Code of Practice on Corporate Governance</b></p> <p>The Secretary to Council presented the Code of Practice on Corporate Governance (022-C091019 {open}).</p> <p><b>DECISION:</b> The Council <b>approved</b> the University's Code of Practice on Corporate Governance.</p>
023	<p><b>Scheme of Delegation</b></p> <p>The Secretary to Council presented the Scheme of Delegation (023-C091019 {restricted}), highlighting that at its July meeting the Council had approved the framework for the Scheme.</p> <p>They advised that work had continued throughout the summer to finalise both the full and the summary Scheme, which would act as a living document that would be of use to colleagues throughout Warwick, and would be updated in line with key changes, including the Group Finance Director's review of Financial Regulations.</p> <p>The Secretary to Council advised that the Council would only now be informed of substantive changes to the Scheme, though it was available for them to view at any time.</p> <p><b>DECISION:</b> The Council <b>approved</b> the Scheme of Delegation.</p>
024	<p><b>Statement of Primary Responsibilities of the Council</b></p> <p>The Secretary to Council presented the Statement of Primary Responsibilities of the Council (024-C091019 {open}).</p> <p><b>DECISION:</b> The Council <b>approved</b> and adopted the Statement of Primary Responsibilities of the Council.</p>
<b>Committee Reports</b>	
025	<p><b>Report from the Audit &amp; Risk Committee</b></p> <p>The Chair of the Audit &amp; Risk Committee (A&amp;RC) provided a verbal report from the meeting of the A&amp;RC which had taken place on 8 October 2019, with key points as follows:</p> <ul style="list-style-type: none"> <li>• The deep dive session had considered the same topic as item 018, Disciplinary Process and Values Implementation Plan Update.</li> <li>• A useful update on Brexit had assured the Committee that Warwick was as prepared as it could be. [Exempt information not included].</li> <li>• The biggest discussion at the Committee had been surrounding a draft of an externally completed, Internal Audit report relating to cyber security. [Exempt information not included].</li> </ul> <p>[Exempt information not included].</p> <ul style="list-style-type: none"> <li>• Finally, the Committee had been impressed with the new Head of Internal Audit and their work in identification of issues to address at Warwick.</li> </ul>
026	<p><b>Report from the Finance &amp; General Purposes Committee</b></p> <p><i>Please see record earlier in the minutes, ahead of item 018.</i></p>

027	<p><b>Report from the Nominations Committee</b></p> <p>The Chair of Council and the Nominations Committee presented a report from the meeting of the Nominations Committee which had taken place on 25 September 2019 (027-C091019 {restricted}), highlighting that the Committee had continued to work to fill vacancies on the Council and its Committees, including those which the Council had approved at item 021. Open, public advertising to fill future vacancies would be trialled, with all applicants subject to interview processes before appointment.</p> <p><b>DECISIONS:</b></p> <ol style="list-style-type: none"> <li>1) <b>Approved</b> the appointment of Yewande Akinola as an independent member of Council commencing 1 February 2020 (042f-NC090719), as per the Membership of Council (021-C091019).</li> <li>2) <b>Noted</b> that as vacancies on Council are identified there will be a number of ways in which recruitment can take place (007b-NC250919).</li> <li>3) <b>Confirmed</b> the appointment of Jayne Nickalls as an independent member of Council commencing 1 November 2019 (007c-NC250919), as per the Membership of Council (021-C091019).</li> <li>4) <b>Approved</b> the memberships of the following Council Committees: Art Collection, Audit and Risk, Finance and General Purposes, Investment Sub-Committee, Nominations and University Estates Committee (009-NC250919), as per the Code of Practice on Corporate Governance (022-C091019).</li> <li>5) <b>Approved</b> the memberships of the following Joint Senate / Council Committees: Fundraising Ethics, Honorary Degrees, Research Governance and Ethics, Social Inclusion (formerly Equality and Diversity) (009-NC250919), as per the Code of Practice on Corporate Governance (022-C091019).</li> </ol>
<i>Items below this line were received/and or approved without discussion</i>	
028	<p><b>Joint Report from the University Executive Board and Steering Committee</b></p> <p>The Council received and noted the report.</p>
029	<p><b>Annual Chaplaincy Report</b></p> <p>The Council received and noted the report.</p>
030	<p><b>Warwick Students' Union annual election report 2018/19</b></p> <p>The Council received and noted the report.</p>
031	<p><b>OfS Notice: Ongoing Conditions F3-F4</b></p> <p>The Council received and noted the report.</p>
032	<p><b>Approval of Ongoing Condition A1</b></p> <p>The Council received and noted the report.</p>
033	<p><b>Membership of the Council and joint Senate and Council Committees</b></p> <p><b>DECISIONS:</b> The Council <b>approved</b> the Memberships of:</p> <ol style="list-style-type: none"> <li>1) the Committees of the Council, and</li> <li>2) the joint Senate and Council Committees.</li> </ol>
034	<p><b>Standing Orders of Council</b></p> <p><b>DECISION:</b> The Council <b>approved</b> the proposed revisions to the Standing Orders of the Council.</p>
035	<p><b>Council schedule of business and Council Committees reporting schedule</b></p> <p>The Council received and noted the report.</p>

036	<b>Annual Proposal for amendments to University Regulations</b> <b>DECISION:</b> The Council <b>confirmed</b> the changes to Regulations 4 and 5.
037	<b>Annual Proposal for amendments to University Ordinances</b> <b>DECISION:</b> The Council <b>approved</b> the changes to Ordinances 4.1, 4.2, 5, 5.1, 7.1, 7.2, 9 and 10.
<b>Reserved Item</b>	
038	<b>Reserved minutes of the Council meeting held on 10 July 2019</b> <b>DECISION:</b> The Council <b>approved</b> the reserved minutes of the Council meeting held on 10 July 2019.
<b>Other</b>	
039	<b>Any Other Business</b> There were no matters of any other business.
040	<b>Dates of the next meeting:</b> <ul style="list-style-type: none"> <li>• 17:00, Tuesday, 19 November 2019 (Strategic Discussion)</li> <li>• 09:00, Wednesday, 20 November 2019</li> </ul>

<b>DECISION/ ACTION LOG</b>				
<b>ITEM</b>	<b>DECISION/ ACTION</b>	<b>LEAD</b>	<b>DUE BY</b>	<b>STATUS</b>
010-C091019 Minutes	<b>DECISION:</b> The Council <b>approved</b> minutes of the meeting held on 9 and 10 July 2019.			
012c-C091019 Chair's Business	<b>DECISION:</b> The Council <b>approved</b> the extension of the Vice-Chancellor's contract by 3 years, being a further 5 years in total			
014-C091019 Recruitment & Clearing	<b>ACTION 1)</b> Provide the final annual snapshot of data to the Council, including any analysis	Chris Ennew	Nov 2019	Scheduled.
	<b>ACTION 2)</b> Include figures relating to Degree Apprenticeships, where possible.		Nov 2019/ Annually	TBC
015-C091019 UEB Work Plan	<b>ACTION:</b> Reconsider inclusion of a RAG rating for each item within the Plan.	Stuart Croft	Feb 2020	TBC
016-C091019 KPIs & Milestones	<b>DECISIONS:</b> The Council: <ol style="list-style-type: none"> <li>1) Noted the report.</li> <li>2) <b>Approved</b> the Strategic KPIs and their presentation, subject to listed actions and further discussions.</li> <li>3) <b>Approved</b> the Transformational Milestones and their presentation, subject to listed actions and further discussions.</li> <li>4) <b>Approved</b> the approach for presenting this data annually.</li> </ol>			
	<b>ACTION 1)</b> Ensure future reporting clarifies key points for Council to consider, whether positive or negative.	Richard Hutchins	Oct 2020	
	<b>ACTION 2)</b> Include a Transformational Milestone relating to transport to and from campus and surrounding areas.	Richard Hutchins	Nov 2019	
	<b>ACTION 3)</b> Ensure appropriate links between KPIs, Milestones and Strategic Risk Register.	Richard Hutchins, Sharon Tuersley	Ongoing	
017-C091019 WMS	<b>ACTION:</b> Present again to the Council at a future meeting for final approval.	WMS	TBC	Will be scheduled.

018-C091019 Disciplinary Process & Values	<b>DECISIONS:</b> The Council: <b>1)</b> Noted the new Sexual Misconduct Policy for students and process for students <b>2)</b> <b>Confirmed</b> the revised Regulation 23 text, to be backdated to 21 September 2019.			
	<b>ACTION 1)</b> Ensure cross-reference to the Sexual Misconduct Policy for students in other policies that could be related to it, and vice versa.	Rachel Sandby-Thomas	Feb 2020	
	<b>ACTION 2)</b> Clarify the interface with Police services within information and guidance.			
019-C091019 Strategic Risk Register	<b>DECISION:</b> The Council <b>approved</b> the Strategic Risk Register as an accurate record of the University's risk profile.			
021-C091019 Council membership 2019/20	<b>DECISIONS:</b> The Council: <b>1)</b> <b>Approved</b> the appointment of Yewande Akinola as a new independent member. <b>2)</b> <b>Approved</b> the appointment of Jayne Nickalls as a new independent member. <b>3)</b> <b>Approved</b> the extension to the term of John Ferrie, to end 31 July 2021. <b>4)</b> Noted the membership of the Council for the 2019/20 academic year.			
022-C091019 Code of Practice	<b>DECISION:</b> The Council <b>approved</b> the University's Code of Practice on Corporate Governance.			
023-C091019 Scheme	<b>DECISION:</b> The Council <b>approved</b> the Scheme of Delegation.			
024-C091019 Statement	<b>DECISION:</b> The Council <b>approved</b> and adopted the Statement of Primary Responsibilities of the Council.			
033-C091019 Committee Membership	<b>DECISIONS:</b> The Council <b>approved</b> the Memberships of: <b>1)</b> the Committees of the Council, and <b>2)</b> the joint Senate and Council Committees.			
034-C091019 Standing Orders	<b>DECISION:</b> The Council <b>approved</b> the proposed revisions to the Standing Orders of the Council.			
036-C091019 Regulations	<b>DECISION:</b> The Council <b>confirmed</b> the changes to Regulations 4 and 5.			
037-C091019 Ordinances	<b>DECISION:</b> The Council <b>approved</b> the changes to Ordinances 4.1, 4.2, 5, 5.1, 7.1, 7.2, 9 and 10.			
038-C091019 Reserved minutes	<b>DECISION:</b> The Council <b>approved</b> the reserved minutes of the Council meeting held on 10 July 2019.			