UNIVERSITY OF WARWICK COUNCIL PUBLIC MINUTES OF THE MEETINGS HELD 16:15 TUESDAY 21 MAY 2024 IN RADCLIFFE (SPACE 2), AND 9:00 WEDNESDAY 22 MAY 2024 ONLINE VIA TEAMS		
Present	David Normington	Chair of Council (Chair)
	Louise Ainsworth	Independent member
	Yewande Akinola	Independent member (from item 105)
	Junaid Bajwa	Independent member (for items 108-114)
	Bal Claire	Independent member (from item 103)
	Sophie Clark	SU Vice-President, Democracy and Development
	Professor Stuart Croft	Vice-Chancellor
	Professor David Davies	Academic member
	Professor Emma Flynn	Provost
	James Furse	Independent member
	Kate Holden	Independent member
	Richard Hyde	Independent member
	Professor Nina-Anne Lawrence	Academic member
	Professor Andrew Lockett	Academic member
	Professor Mark Newton	Academic member (from item 105)
	Jayne Nickalls	Vice-Chair of Council and Chair of the Audit and Risk Committee (A&RC)
	Sam Parr	Professional Services member (from item 110)
	Adrian Penfold	Independent member and Chair of the University Estate and Environment Committee (UEEC) (for all items except 105-107)
	Neil Sachdev	Treasurer and Chair of the Finance and General Purposes Committee (FGPC)
	Wayne Snow	Independent member
	Anna Taylor	SU President
Attending	James Alexander	Transformation Director (for item 104)
	Paul Blagburn	Head of Widening Participation (for item 116)
	Russell Boyatt	Enterprise Architecture & Innovation Director (for item 104)
	Adam Child	Academic Registrar (for item 116)
	Kim Dalziel	Portfolio Delivery Director (for item 104)
	Rosie Drinkwater	Group Finance Director (GFD)
	Professor Beccy Freeman	Deputy Pro-Vice-Chancellor (Education) (for item 116)
	Professor Lorenzo Frigerio	Pro-Vice-Chancellor (Education)
	Elizabeth Gillick-Daniels	Assistant Registrar (Governance) (Assistant Secretary)
	Katharine Gray	Head of Governance
	Adrian Hope	Chief Information Security Officer (for item 104)
	Chris Hunt	Commercial Director
	Raja Javaid	Chief Information and Transformation Officer (CITO) (for items 100-104)
	Jennifer Leibbrand	Director of Business Engagement, IDG (for item 104)
	Geraint Llewellyn	Infrastructure & Operations Director (for item 104)
	Professor Caroline Meyer	Pro-Vice-Chancellor (Research)
	Anna O'Neill	Librarian (for item 104)
	Simon Platts	Director, Deloitte MCS Limited (for item 104)
	Satnam Rana-Grindley	Director of Communications (for all items except 105-107)
	Ros Roke	Programme Director, Warwick Transformation (for item 104)
	Sam Roseveare	Director of National and Regional Policy (for items 100 - 103)
	Rachel Sandby-Thomas	Registrar

	Professor Michael Scott	Pro-Vice-Chancellor (International)
	Kulbir Shergill	Director of Social Inclusion (Deputy Chair of the Social Inclusion Committee) (for item 122)
	Andy Smith	Director of Wellbeing and Safeguarding (for items 100 - 103)
	Simon Stearn	Chief Data Officer (for items 104 and 115)
	Ajay Teli	Chief Communications and Marketing Officer (CCMO)
	Dr Chris Twine	Secretary to Council

Tuesday 21 May 2024	
Ref	**Item**
Please note: some items are noted as "Exempt information not included" as they contain information that would be withheld and released to the public because an exemption under the Freedom of Information Act 2000 applies.	
100	**Chair's Welcome and Introduction** The Chair welcomed Council members and attendees to the strategic session, particularly new independent member of the Council, Kate Holden, joining their first meeting.
101	**Apologies for Absence** Apologies were received from Yewande Akinola, Junaid Bajwa, Professor Mark Newton and Maya Prabhu.
102	**Declarations of Interest** No new declarations of interest were made.
Strategic Topic	
103	**Vice-Chancellor's Strategic Update** The Vice-Chancellor welcomed updates on the following from colleagues: • From the Director of National and Regional Policy, an overview of the recommendations from the Migration Advisory Committee (MAC) rapid review of the Graduate visa route and the potential government response. • From the Director of Wellbeing and Safeguarding, an update on the support being provided to the Jewish community on campus. • From the Pro-Vice-Chancellor (International), an overview of the initiatives and schemes that Warwick was involved in to provide opportunities and support for Palestinian staff and students including University of Sanctuary Scholarships, the Council for At-Risk Academics (CARA) and Higher Education Scholarships for Palestinians (HESPAL). Warwick was also involved in initiatives to develop online education provision for Palestinian students and, more widely, work on supporting higher education post-conflict. These initiatives were warmly welcomed by members.
104	**Digital Strategy** The Chief Information and Transformation Officer and Business Engagement Director, Information and Digital group (IDG) provided a presentation outlining megatrends, and industry and macro technology trends that had informed the development of the University's Digital Strategy and its missions and interconnected value streams. Council members discussed the timescales, potential risks and the proposed costs to deliver the strategy, and how these could be managed and mitigated where necessary. The practical demonstrators giving experience of examples of potential digital solutions were welcomed.
Wednesday 22 May 2024	
Ref	**Item**
105	**Chair's Welcome and Introduction** The Chair welcomed members and attendees to the formal meeting of the Council.

	The Chair outlined the decision to move the meeting online in light of the behaviour and actions of the protestors the previous evening. The Chair expressed disapproval of the serious and unacceptable nature of the protestors' behaviour and reinforced the importance of the safety of staff in the decision taken to move the meeting online.
	The Chair thanked and appreciated the hard work and resilience of Community Safety & Security, Conferencing and Governance colleagues who had supported throughout.
106	**Apologies for Absence**
	Apologies were received from Maya Prabhu.
107	**Declarations of Interest**
	No new declarations of interest were made.
108	**Minutes of the Council meetings held on 6 and 7 February 2024**
	The minutes of the meetings held on 6 and 7 February 2024 were **approved.**
109	**Matters arising from the Council meetings held on 6 and 7 February 2024**
	a) Pay Gap Report
	DECISION: The 2023 Pay Gap Report was **approved** by correspondence.
	b) Webinar on Artificial Intelligence
	The Chair thanked the Chief Information and Transformation Officer and members who had joined the webinar on Artificial Intelligence on 2 May 2024. A recording and slides had been made available for those members who had been unable to join.
110	**Chair's business and actions**
	(a) Call for nominations for Chair of Council
	The Head of Governance Services provided an update on the process for nominating and electing a new Chair of Council as set out in the Report from the Nominations Committee (paper 123-C220524, Protected). A call for Expressions of Interest for the role of Chair of Council would be sent to independent members via email after the meeting. An appointment would be recommended to the July 2024 meeting.
	(b) Update on the Appointment of the Chancellor
	The Secretary to Council provided an update on the Chancellor appointment process. Nominations (c. 70 names) had been received from staff, students and alumni. The Committee on the Appointment of the Chancellor (a joint Council and Senate committee) would review and shortlist candidates and a recommendation would be brought to a joint meeting of Senate and Council in October 2024.
111	**Vice-Chancellor's business**
	The Council **noted** the report (111-C220524, Protected) and commended strong performance in research grant and awards success.
	The Vice-Chancellor reported, based on government information, that it was expected that the graduate visa route would remain in place but that measures such as tighter regulation of recruitment agents were expected.
	Strategic Item
112	**International Strategy 2024 - 2030**
	The Pro-Vice-Chancellor, International presented the strategy (112-C220524, Protected) and provided a presentation, highlighting the following:
	• The rationale for undertaking a review of the International Strategy, recognising the need to ensure alignment with the University's 2030 Strategy Refresh and associated Values and Behaviours and that internal governance of international activities was fit for purpose.
	• Wide consultation across the institution had been undertaken with broad endorsement of the Strategy.

- The Strategy commitment and five Strategic International Objectives (SIOs), linked to the University Values.

- Progress and plans against the five SIOs, including initiatives such as the Global Celebrations Programme, the Marco Polo International Programme and the work being undertaken collaboratively to develop the Education and Student Experience Strategy and to curate a manageable number of high-value and sustainable international partnerships.

- Next steps required, including formalisation of KPIs and communications and brand messaging.

The Council welcomed the ambition and clarity of the strategy and its presentation and discussed the following:

- The importance of strengthening the link with the University's Innovation Strategy and bringing this link to the fore.

- The current and target rates for the percentage of UG students to have an international education/research opportunity as part of their student experience by 2030 and how this compared to others in the sector.

- The number and depth of international partnerships, the criteria for selecting these, how the different tiers of partners would be managed and how this compared to others in the sector.

- Activities and initiatives that had deliberately not been chosen to undertake within the strategy.

- Measurement of successes and impacts through KPIs.

- The importance of building packages to support international students from poorer nations to afford a Warwick education, recognising that the UK government did not currently seek information on international students in the Access and Participation Plan (APP) (*see item 116*).

- The funding and resourcing required for delivering the Strategy which would be managed through existing budgets via the Academic Resourcing Committee (ARC).

- The need for building Warwick's brand and recognition internationally.

DECISION: The Council **endorsed** the direction of travel of the revised University International Strategy.

ACTION: Feedback to be incorporated into the final revised University International Strategy to be brought to Council in July 2024, namely around strengthening links to the innovation strategy.

Substantive Items	
113	**"Demilitarise Warwick" petition and campus protest on Israel-Gaza**

113 **"Demilitarise Warwick" petition and campus protest on Israel-Gaza**

The Vice-Chancellor presented the report (113-C220524, Protected), highlighting that a petition had been received, calling for four sets of action: to *divest* (cut all academic partnerships with companies involved in defence industries); *condemn* (call for an immediate ceasefire in Israel/Gaza); *pledge* (to rebuild Palestine's education system); and *protect* (freedom of speech of staff, students and their allies).

The Council **noted** the submission of the petition from Unison, UCU and the Students' Union (SU). The Council discussed the University's response, recognising the legislative and regulatory environment in which the University was operating and the efforts already underway to support freedom of speech on campus and to tangibly support Palestine's education system and Palestinian staff and students. Members suggested it was important to communicate these efforts and initiatives more visibly.

A concern was raised about campus protests causing further disruption, for example to summer graduation ceremonies.

DECISION: The Council **endorsed** the Vice-Chancellor's response to the petition, namely that:

a) Cutting academic partnerships would be considered unlawful under the Economic Activity Public Bodies (Overseas Matters) Bill *(post-meeting note: following announcement of General Election this has run out of parliamentary time).*

b) As an apolitical organisation, the University would not make political statements or support particular political positions; this aligned to regulatory advice from the Office for Students.

	c) The University was already delivering initiatives and actions to support Palestinian staff and students and wider efforts to support Palestinian universities and higher education system, and would continue to do so.
	d) The University had sought, and would continue to seek, to protect freedom of speech.
	e) Any intimidation and harassment would not be tolerated and any unlawful activity would be reported to the police.
	f) Warwick had no complicity in the actions of the Israeli government's military operations in Gaza.
114	**Ethical Research, Investment and Partnerships relating to Armament and Defence** **a) Students' Union (SU) paper** The President (SU) presented the report (114a-C220524, Restricted), highlighting the following: • Clarification that the scope of this paper extended only to ethical partnerships and investments which posed reputational and operational risks to the University; other calls for action within the petition were not within the scope of this paper. • The recent actions from protestors (*minute 105 refers*) were not endorsed by the SU. • Potential gaps and inconsistencies existed in and between ethical policies. More broadly, there could be seen to be contradiction between the University's strategic commitment to conduct research which makes life 'better and safer for everyone' and partnerships with particular organisations. • Thanked the Provost for the University's response and welcomed the review of policies and practice, while reiterating that SU ambitions went beyond this, seeking for the University to endorse the "Demilitarise Education Treaty", map out partnerships which did not align with the University's values and strategic commitments, appoint a demilitarisation advisor, and proactively consult students and staff to increase transparency around this process. • They did not have a clear understanding of the management of Warwick's relationships with arms and defence industry-associated organisations to understand how and why Warwick was engaging them. **b) University response** The Provost presented the University's response (114b-C220524, Restricted), highlighting the following: • The refreshed University Strategy re-emphasised Warwick's commitment to driving positive change in the world through partnerships, recognising that with this came complexity. • The University operated a risk-based approach, informed by relevant policies for engagement with third parties. • Two lines of defence were in place for investment, philanthropy, and research and broader academic partnership decisions. The governance mechanisms in place providing the assurance and second line of defence were outlined in each aforementioned area. • Relating to research, it was recognised that articulation of the difference between single and dual use technology was challenging and complex in many instances. • Wider academic partnerships provided significant education and future employment activities for Warwick students and alumni. • The University's policies and processes were regularly reviewed as good governance standard practice. The Council thanked the SU President and Provost and recognised the complexity and sensitivity of the issues being discussed. The role that Council and the University Executive Board should play were discussed as was the importance of values informing decision-making within a robust governance framework. To assure Council that the correct policies and processes were in place and were being followed, oversight of the review and ongoing compliance against policies would be most appropriately undertaken by the Audit & Risk Committee which reported regularly to Council.

The *interpretation* of policy/ies by those in the University community was discussed, recognising the importance of clear communication. Transparency and consistency were considered, with recognition of the University's responsibility to clearly set out its commitments and a consistent benchmark across all policy and practice.

Members were appreciative of the item being brought for Council discussion and to address difficult ethical issues and responsibilities. The Chair thanked members for the important discussion and the manner in which it was conducted on such a sensitive and complex issue.

DECISION: The Council **endorsed:**

a) The work package set out in para 16 of the University response.

b) That the review process be undertaken holistically, with input from the Provost, Students' Union and an independent member of Council to ensure consistency between the policies and processes.

c) That updates to be provided to Council via established governance routes through relevant sub-committee reports to Council.

d) That Audit and Risk Committee be responsible for oversight of the review process.

ACTION: A public statement would be issued on behalf of the Council which would cover the University's response to the petition and the programme of work to review the University's ethical framework.

Substantive Items II

| 115 | **Strategic Key Performance Indicators**

The Chief Data Officer presented key points from the report (115-C220524, Protected) as follows:

- Institutional risk (scored from the Strategic Risk Register) had [Exempt information not included].

- Citations remained steady but continued to be below the Russell Group median.

- Numbers of Degree Apprenticeships continued to increase.

- Widening Participation (WP) and Social Inclusion metrics [Exempt information not included]; interventions were under way to seek to address this.

The Council was encouraged to see positive trends generally but raised concerns on the social inclusion metrics. Initiatives were underway to address these, e.g. INspire leadership programme and sharing good practice internally on inclusive recruitment and promotion practices.

The increased research applications success rate was welcomed and analysis was requested to understand what had driven this trend to identify potential good practice that could be shared with academic colleagues across the institution.

DECISION: The Council **approved** the update to the Strategic KPIs, including the RAG ratings, summary sheet and supplementary metrics.

ACTION 1: Consider how the presentation of the KPIs could be improved from an accessibility perspective.

ACTION 2: Explore the potential drivers and underlying good practice that has resulted in the increase research applications success rate. |

| 116 | **Access and Participation Plan 2025-56 to 2028-29**

The Pro-Vice-Chancellor (Education), Head of Widening Participation, Deputy Pro-Vice-Chancellor (Education) and Academic Registrar presented key points from the report (116-C220524, Protected) as follows:

- The Access and Participation Plan (APP) was an OfS regulatory requirement in which HE institutions were expected to detail intervention strategies designed to support students through their student journey.

- Information was only currently sought from the OfS on UG Home students using a risk-based approach. Warwick was undertaking wider work on inclusive education for the whole student community as it was considered fundamental to student experience.

- The SU had been supportive and had helped to engage students to draft a student submission. |

- The proposed objectives were considered ambitious yet realistically achievable within the four years of the plan.

- Intervention strategy examples were provided; these built on lessons from previous Access and Inclusive Education work.

- A review of financial support for students had been undertaken, notably a refresh of the Warwick Bursary. The new scheme would be phased in from 2025/26 to support more students on the lowest household incomes and with more inclusive criteria.

The Council welcomed what was considered a comprehensive Plan. The Council acknowledged the limited scope of the APP and how the proposed interventions fitted within Warwick's wider inclusion strategy and the Education and Student Experience Strategy under development which would support the whole student community.

The Council discussed various metrics and progress against these, including changes that had had to be made to some metrics and targets. There would be an increased emphasis on evaluation to monitor and review outcomes from the Plan and apply learning.

Budgets and resourcing for the plan were also discussed. The proposed interventions had been developed through a consultative process working with departments and reflected their commitments which would be budgeted for and resourced through the usual mechanisms.

The opening of a Birmingham IntoUniversity centre was particularly welcomed.

DECISION: The Council **approved** the Access and Participation Plan.

Governance I

| 117 | **Report on the Council Effectiveness Review** |

The Secretary to Council presented key points from the report (117-C220524, Protected) as follows:

- The Halpin Partnership had reviewed governance practices as good with some features being regarded as leading edge.

- Members were thanked for engaging with the process and providing their views.

- Recommendations from the review had been categorised and draft responses had been set out. Some recommendations had been rejected and the rationale for this decision had been outlined in each case.

The Council discussed how to ensure that both the student voice and updates from the SU were effectively heard at Council and its sub-committees.

Student members suggested that further support and training for student officers in particular areas e.g., interpretation of financial updates, would be helpful. This would be taken forward within the wider development of a formalised, bespoke induction programme for all new members. In developing induction materials, further consultation with members would be undertaken to understand expectations and needs.

It was agreed that further work could be undertaken to improve the clarity and length of coversheets and reports, ensuring a clear ask of Council in each case.

The Chair thanked the Council secretariat for the ongoing support they provided.

The Council **noted** the report of the Effectiveness Review of Council.

DECISION: The Council **approved** the proposed responses set out in Annex A to the recommendations arising from the report, subject to minor amends to the framing of responses to Suggestion 8 and Recommendation 8.

ACTION 1: Meeting to be arranged for the Chair of Council, SU President, SU President Elect and Secretary to Council to discuss options to ensure that both a) the wider student voice and issues, and b) updates from the SU are heard effectively at Council and its sub-committees.

ACTION 2: In response to Suggestion 8, amend wording to emphasise that the Vice-Chancellor's attendance at A&RC should be optional.

	ACTION 3: In response to Recommendation 8, amend wording to accept the principle underpinning the recommendation and, linked to Recommendation 9, focus on review of consistency of quality and length of papers but not timing.
	Committee Reports I
118	**Report from the Finance and General Purposes Committee (FGPC)** The Chair of FGPC presented key points from the report (118-C220524, Protected) as follows: • In-flight projects in the Information & Digital Group (IDG) rated as 'red' status would continue to be monitored closely. • Any potential role for the University to help manage the [Exempt information not included] would be brought back to FGPC for further consideration. • The 2024 financial planning round was underway. The Council **noted** the report.
119	**Report from the Audit and Risk Committee (A&RC)** The Chair of A&RC presented key points from the report (119-C220524, Protected) as follows: • A deep dive session had explored the strategic risks to the University in relation to the recruitment of international students and the actions being undertaken to mitigate potential impacts. • Changes to two risks on the Strategic Risk Register had been proposed and were approved by the Committee. • The likely inspection of Degree Apprenticeships by Ofsted was discussed. • The tender process was underway for third party Managed Service Provider (MSP) for some services provided in-house by Information & Digital Group. • There had been a Distributed Denial of Service (DDoS) attack which had disrupted other institutions but Warwick had not been targeted. The Council **noted** the report and **noted** the Annual Assurance Report against OfS B Conditions 2022-23.
120	**Report from the Senate** The Vice-Chancellor referenced the ongoing Academic Governance Review. Other key items from the report (120-C220524, Protected) had been considered by Council as substantive items (see items 112 and 116). The Council **noted** the report (120-C220524, Protected). **DECISION 1:** The Council **approved** the Degree Outcomes Statement. **DECISION 2:** The Council **confirmed** the revisions to Ordinance 8 with immediate effect.
121	**Report from the University Estate and Environment Committee (UEEC)** The Chair of UEEC presented key points from the report (121-C220524, Protected) as follows: • The Director of Estates would step down from the role prior to the start of the next academic year. Changes had been made to the Estates management structure to ensure continuity. • Updates on the Social Sciences and STEM Connect programmes had been provided. The Council **noted** the report.
122	**Report from the Social Inclusion Committee** The Deputy Chair of the Social Inclusion Committee presented key points from the report (122-C220524, Protected) and updates as follows: • The INspire programme was underway with its third cohort; previous cohorts had seen success through various promotions. • The EmpowerHer for women from minority ethnic backgrounds had received very positive feedback.

	• Based on learning from these programmes, a new programme for FA7 and FA8 grades was under development.
	• A People Dashboard had been established to provide access to real-time data on people diversity for departmental and faculty leaders to inform their recruitment and promotion decision-making.
	• An Inclusive Recruitment Guide would be launched shortly and would be supported by workshops.
	• A governance review of the Social Inclusion Committee was underway, linked and aligned to the wider Academic Governance Review.
	The Council **noted** the report and welcomed the updates. The Chair encouraged the Social Inclusion team to draw on Council members for support/involvement in the development programmes.
	The Council were made aware of the recently established People Committee, a sub-committee of the University Executive Board (UEB), focused on people and pay-related matters in which the inclusion dimension was being integrated and discussed.
	One member raised a specific query regarding Equality Impact Assessments (EIAs). The Director of Social Inclusion confirmed that EIAs were required for all policies as part of the approval by the Policy Oversight Group (POG) and would investigate the specific example raised.
123	**Report from the Nominations Committee**
	The Council **noted** the process for the appointment of the Chair of Council.
	DECISION 1: The Council **approved** the appointment of the Vice-Chair of Council, Jayne Nickalls, as Pro-Chancellor for the duration of their term of office as Vice-Chair of Council.
	DECISION 2: The Council **approved** the appointment of the following members of Council and its sub-committees for a second term of office from 1 August 2024 to 31 July 2027: on the Council: *James Furse* and *Richard Hyde*; on Remuneration Committee: *Anne-Marie Headley* and *Lea Paterson*; on University Estate and Environment Committee: *Diane Booth* and *Jane Findlay.*
	Items below this line were for receipt and/or approval, without discussion
	Committee Reports II
124	**Report from the University Executive Board**
	The Council received and **noted** the report (124-C220524, Protected) without discussion.
125	**Report from the Research Governance and Ethics Committee**
	The Council received and **noted** the report (125-C220524, Protected) without discussion.
	Governance
126	**Strategic Risk Register update**
	The Council received the report (126-C220524, Protected) without discussion.
	DECISION: The Council **approved** the proposed updates to the Strategic Risk Register.
127	**Chair's Action Report**
	The Council received the report (127-C220524, Protected) without discussion.
	DECISION 1: The Chair of Council **approved**, on behalf of the Council on 01 March 2024, the membership of the Committee on the Appointment of the Chancellor.
	DECISION 2: The Chair of Council **approved**, on behalf of the Council by correspondence on 14 March 2024, the award of the Lambert Fellowship to Dr John Ferrie.
128	**Report from the Assembly meeting on 28 February 2024 and Assembly Working Party on Antisemitism and Racism (AWP) report**
	The Council received and **noted** the reports (128-C220524, Public) without discussion.

129	**Council Committees Membership Updates**
	The Council received the report (129-C220524, Public) without discussion.
	DECISION: The Council **approved** the updates to committee memberships.

Other

130	**Any other business**
	Council members were invited to Warwick's PRIDE Festival on campus on Friday 14 June 2024.

Next meeting: Wednesday, 10 July 2024 at 9:00 in the Council Chamber, Senate House

DECISIONS AND ACTIONS			
ITEM	**DECISION/ACTION**	**LEAD AND DUE DATE**	**STATUS**
2022-23			
7 February 2023			
061 - Sustainability	**ACTION 1:** Consider whether the triple bottom line accounting framework can be adopted, particularly into the evaluation of business cases.	Chris Hunt, Rosie Drinkwater	On hold
16/17 May 2023			
094 – University Strategy Refresh	**ACTION 2:** Strategy Refresh content to be designed into an interactive digital format and marketing and communications plan developed for launch at the start of academic year 2023/24.	Rachel Sandby-Thomas, Ajay Teli, September 2023	Complete
104a - Strategic Key Performance Indicators	**ACTION 1:** Proposed updates to: Strategic KPI metrics, granular data behind the top-level metrics and supporting narratives to be presented to Council in October 2023.	Raja Javaid, Fiona Parsons, October 2023	Delayed to November 2024 Council
	ACTION 2: Relevant Strategic KPIs to be provided as part of substantive item updates when presented to Council.	Chris Twine (Governance team), Raja Javaid (SPA team), Implemented for start of 23/24	On hold – until Strategic KPI refresh complete
109 – Report from the Social Inclusion Committee	**ACTION:** Update on social inclusion (particularly in relation to Race Equality Charter Mark action plan and the Professional Services Transformation programme) to be brought back to Council for further discussion.	Ros Roke, Kulbir Shergill, TBC	To be scheduled in 2024/25
12/13 July			
120 - Financial Plan	**ACTION:** Update on the University's debts and borrowing arrangements to be brought to a future Council meeting.	Rosie Drinkwater, Council Secretariat, TBC	On hold - to be scheduled
131 - Report from Joint Working Group on the RCT	**ACTION:** Update report to Senate planned for June 2024 on the RCT performance against the agreed measures of success to be shared with the Council. This report should reference progress made on communicating the RCT and awareness rates of RCT support among student groups.	Nick Vaughan-Williams, Ben Pithouse, July 2024	Scheduled for July 2024 Council
2023-24			
10/11 October			
016 - ITLR 2023: Summary Findings and Assurance	**ACTION:** Strategic session on Artificial Intelligence (AI) and the potential risks and opportunities it could bring for both staff and students to be scheduled.	Council Secretariat, tbc	Complete – webinar held on 2 May 2024

21/22 November 2023			
048 - Capital Plan Update	**ACTION 1:** An updated business case for the Social Sciences Grand Challenge to be brought to Council in May 2024.	Rosie Drinkwater, Emma Flynn, Nick Vaughan-Williams, May 2024	Delayed to November 2024 meeting
6/7 February 2024			
080 - Update on Journey to Net Zero	**ACTION:** Update on behaviour change programme, timelines, and milestones to be included in the next Journey to Net Zero report to Council.	Parvez Islam, timing TBC	To be scheduled
082 - Academic Freedom and Freedom of Speech	**ACTION 1:** Regular updates to be provided to Council to review how the Policy and Regulation are working in practice (in initial stages of implementation).	Rachel Gower, Rachel ST, timing and frequency tbc	To be scheduled
	ACTION 2: Strategic session to discuss and explore freedom of speech case study examples to be scheduled.	Chris Twine, Council Secretariat, timing tbc	To be scheduled
21/22 May 2024			
109a - Pay Gap Report	**DECISION:** The 2023 Pay Gap Report was **approved** by correspondence.		
112 - International Strategy 2024 - 2030	**DECISION:** The Council **endorsed** the direction of travel of the revised University International Strategy.		
	ACTION: Feedback to be incorporated into the final revised University International Strategy to be brought to Council in July 2024, namely around strengthening links to the innovation strategy.	Michael Scott, July 2024	
113 - "Demilitarise Warwick" petition and campus protest on Israel-Gaza	**DECISION:** The Council **endorsed** the Vice-Chancellor's response to the petition, namely that: a) Cutting academic partnerships would be considered unlawful under the Economic Activity Public Bodies (Overseas Matters) Bill *(post-meeting note: following announcement of General Election this has run out of parliamentary time).* b) As an apolitical organisation, the University does not make political statements or support particular political positions; this aligns to regulatory advice from the Office for Students. c) The University was already delivering initiatives and actions to support Palestinian staff and students and wider efforts to support Palestinian universities and higher education system, and would continue to do so. d) The University had sought, and would continue to seek, to protect freedom of speech. e) Any intimidation and harassment would not be tolerated and any unlawful activity would be reported to the police. f) Warwick has no complicity in the actions of the Israeli government's military operations in Gaza.		
114 - Ethical Research, Investment and Partnerships relating to Armament and Defence	**DECISION:** The Council **endorsed**: a) The work package set out in para 16 of the University response. b) That the review process be undertaken holistically, with input from the Provost, Students' Union and an independent member of Council to ensure consistency between the policies and processes. c) That updates to be provided to Council via established governance routes through relevant sub-committee reports to Council. d) That Audit and Risk Committee be responsible for oversight of the review process.		
	ACTION: A public statement would be issued on behalf of the Council which would cover the University's response to the petition and the programme of work to review the University's ethical framework.	Chris Twine, asap	Complete

115 - Strategic Key Performance Indicators	**DECISION:** The Council **approved** the update to the Strategic KPIs, including the RAG ratings, summary sheet and supplementary metrics.

115 - Strategic Key Performance Indicators	**DECISION:** The Council **approved** the update to the Strategic KPIs, including the RAG ratings, summary sheet and supplementary metrics.		
	ACTION 1: Consider how the presentation of the KPIs could be improved from an accessibility perspective.	Simon Stearn, SPA team, November 2024	
	ACTION 2: Explore the potential drivers and underlying good practice that has resulted in the increased research applications success rate.	Caroline Meyer, R&IS, tbc	
116 – APP 2025-56 to 2028-29	**DECISION:** The Council **approved** the Access and Participation Plan.		
117 - Report on the Council Effectiveness Review	**DECISION:** The Council **approved** the proposed responses set out in Annex A to the recommendations arising from the report, subject to minor amends to the framing of responses to Suggestion 8 and Recommendation 8.		
	ACTION 1: Meeting to be arranged for the Chair of Council, SU President, SU President Elect and Secretary to Council to discuss options to ensure that both a) the wider student voice and issues, and b) updates from the SU are heard effectively at Council and its sub-committees.	Chris Twine, Anna Taylor, tbc	
	ACTION 2: In response to Suggestion 8, amend wording to emphasise that the Vice-Chancellor's attendance at A&RC should be optional.	Katharine Gray, asap	
	ACTION 3: In response to Recommendation 8, amend wording to accept the principle underpinning the recommendation and, linked to Recommendation 9, focus on review of consistency of quality and length of papers but not timing.	Katharine Gray, asap	
120 - Report from the Senate	**DECISION 1:** The Council **approved** the Degree Outcomes Statement.		
	DECISION 2: The Council **confirmed** the revisions to Ordinance 8 with immediate effect.		
123 - Report from the Nominations Committee	**DECISION 1:** The Council **approved** the appointment of the Vice-Chair of Council, Jayne Nickalls, as Pro-Chancellor for the duration of their term of office as Vice-Chair of Council.		
	DECISION 2: The Council **approved** the appointment of the following members of Council and its sub-committees for a second term of office from 1 August 2024 to 31 July 2027: on the Council: *James Furse* and *Richard Hyde*; on Remuneration Committee: *Anne-Marie Headley* and *Lea Paterson*; on University Estate and Environment Committee: *Diane Booth* and *Jane Findlay.*		
126 - Strategic Risk Register update	**DECISION:** The Council **approved** the proposed updates to the Strategic Risk Register.		
127 - Chair's Action Report	**DECISION 1:** The Chair of Council had **approved**, on behalf of the Council on 01 March 2024, the membership of the Committee on the Appointment of the Chancellor.		
	DECISION 2: The Chair of Council **approved**, on behalf of the Council by correspondence on 14 March 2024, the award of the Lambert Fellowship to Dr John Ferrie.		
129 - Council Committees Membership Updates	**DECISION:** The Council **approved** the updates to committee memberships.		