

**UNIVERSITY OF WARWICK  
COUNCIL**

**PUBLIC MINUTES OF THE MEETINGS HELD**

**11:00 WEDNESDAY 20 NOVEMBER 2024 SCARMAN CONFERENCE CENTRE, SPACE 42; AND  
14:00 WEDNESDAY 20 NOVEMBER 2024 IN THE COUNCIL CHAMBER, SENATE HOUSE**

<b>Present</b>	David Normington	Chair of Council (Chair)
	Louise Ainsworth	Independent member (until item 056b)
	Yewande Akinola	Independent member (from item 046)
	Muneeba Amjad	Students' Union Vice-President for Education
	Bal Claire	Independent member and Chair of Fundraising Ethics Committee (until item 047)
	Professor Stuart Croft	Vice-Chancellor
	Professor Emma Flynn	Provost
	Kate Holden	Independent member
	Richard Hyde	Independent member
	Professor Nina-Anne Lawrence	Academic member
	Professor Tim Lockley	Academic member
	Professor Mark Newton	Academic member
	Jayne Nickalls	Vice-Chair of Council and Chair of the Audit and Risk Committee (A&RC)
	Enaya Nihal	President of the Students' Union
	Sam Parr	Professional Services member (from item 048)
	Maya Prabhu	Independent member (from item 046)
	Neil Sachdev	Treasurer and Chair of the Finance and General Purposes Committee (FGPC)
Wayne Snow	Independent member	
<b>Attending</b>	Tracey Bell	Brand Manager (for item 047)
	Sophie Black	Assistant Registrar (Governance) (Assistant Secretary)
	Rosie Drinkwater	Group Finance Director
	Professor Caroline Elliott	Social Sciences Connect Lead (for item 055)
	Matt Ferguson	Director of Development (for items 043 to 046)
	Professor Lorenzo Frigerio	Pro-Vice-Chancellor (Education)
	Katharine Gray	Head of Governance
	Chris Hunt	Commercial Director
	Raja Javaid	Chief Information and Transformation Officer (CITO)
	Helen Knee	Director of Conduct and Resolution (for item 59)
	Professor Andy Lockett	Dean, Warwick Business School (for item 055)
	Professor Caroline Meyer	Pro-Vice-Chancellor (Research) (from item 048)
	Nikki Muckle	Director of Strategic Initiatives (Social Sciences) (for item 055)
	Rachel Sandby-Thomas	Registrar
	Professor Michael Scott	Pro-Vice-Chancellor (International)
	Simon Stearn	Chief Data Officer (for item 058)
	Sinead Stroud	Associate Director of Brand Strategy & Campaigns (for item 046)
	Chris Swift	Group Accountant (for item 056)
	Ajay Teli	Chief Communications and Marketing Officer (CCMO)
Dr Chris Twine	Secretary to Council	

*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.*

**Wednesday 20 November 2024 – Strategic Session**

Ref	Item
043	<p><b>Chair's Welcome and Introduction</b></p> <p>The Chair welcomed Council members and attendees to the strategic session.</p>

044	<p><b>Apologies for Absence</b></p> <p>Apologies for the strategic session were received from Junaid Bajwa, Professor David Davies, James Furse, Professor Caroline Meyer, Sam Parr and Adrian Penfold.</p>
045	<p><b>Declarations of Interest</b></p> <p>No new declarations of interest were made.</p>
<b>Strategic Topics</b>	
046	<p><b>60<sup>th</sup> Anniversary Philanthropic Campaign</b></p> <p>The Director of Development presented slides on the upcoming public-facing philanthropic campaign, [Exempt information not included].</p> <p>The Council discussed the campaign plans, [Exempt information not included].</p> <p><b>DECISION:</b> The Council <b>approved</b> the philanthropic campaign target of [Exempt information not included].</p> <p><b>ACTION:</b> Share philanthropic campaign schedule of action with Council members.</p>
047	<p><b>Brand Evolution Project Update</b></p> <p>The Chief Communications and Marketing Officer, the Associate Director of Brand Strategy &amp; Campaigns and the Brand Manager presented the report (047-C201124, Protected) alongside slides setting out: the summary findings from the market testing phase; the recommended brand positioning statement [Exempt information not included] and visual identity concept [Exempt information not included]; next steps for the project and brand launch.</p> <p>The Council welcomed the update.</p>
<b>Wednesday 20 November 2024 – Main Meeting</b>	
048	<p><b>Chair’s Welcome and Introduction</b></p> <p>The Chair welcomed members and attendees to the formal meeting of the Council.</p> <p>Thanks were extended to Professor David Davies at what would have been David’s last meeting of Council as Chair of the Academic Freedom Review Committee (AFRC). The process to elect a new AFRC Chair would commence shortly, and the new Chair would attend Council as an academic member in due course.</p>
049	<p><b>Apologies for Absence</b></p> <p>Apologies for the Council meeting were received from Junaid Bajwa, Bal Claire, Professor David Davies, James Furse and Adrian Penfold.</p>
050	<p><b>Declarations of Interest</b></p> <p>The Group Finance Director reported that the STEM Connect capital project was currently out to tender and highlighted the importance of ensuring no conflicts or risks to the tender process.</p>
051	<p><b>Minutes of the Council meetings held on 8 and 9 October 2024</b></p> <p>The minutes of the meetings held on 8 and 9 October 2024 were <b>approved</b>.</p>
052	<p><b>Matters arising from the Council meetings held on 8 and 9 October 2024</b></p> <p><b>a) Ethical Assurance Update: Solicitation and Acceptance of Gifts Policy</b></p> <p>The Council noted the updated Solicitation and Acceptance of Gifts Policy (052a-C201124, Protected), as approved by Fundraising Ethics Committee (FEC).</p> <p>Members commented that, in line with amendments to the other University ethical policies, further details could usefully be expanded and added to the Solicitation and Acceptance of Gifts Policy. It was noted that comments would be fed back for consideration by the Chair of FEC and the Committee at its upcoming meeting.</p> <p><b>ACTION:</b> Solicitation and Acceptance of Gifts Policy to be considered at the next meeting of Council, following discussion of members’ comments by the Fundraising Ethics Committee.</p>

053	<p><b>Chair's business and actions</b></p> <p><b>a) Council Members' Register of Interests</b></p> <p>The Chair highlighted the report on Council Members' Register of Interests (item 066 below the line) and reminded members to inform the Secretary to Council of any in-year updates.</p> <p><b>b) February 2025 Council meeting</b></p> <p>The Chair reported that the Council Away Day would be held on Tuesday 11 February 2025 at the Beehive on Westwood Business Park, followed by a tour of the Students' Union and dinner at Scarman Conference Centre. The Council meeting on Wednesday 12 February 2025 would be held in the Council Chamber, Senate House.</p>
054	<p><b>Vice-Chancellor's business</b></p> <p>The Vice-Chancellor presented the report (053-C201124, Protected) and invited updates from members of the Executive as follows:</p> <p><b>a) International Showcase and One World Warwick</b></p> <p>The Pro-Vice-Chancellor (International) reported that the University's International Strategy had been launched at the International Showcase Event on 13 and 14 November 2024, as part of the One World Warwick programme.</p> <p><b>b) Ofsted Review Outcomes</b></p> <p>The Pro-Vice-Chancellor (Education) reported that the University's degree apprenticeships provision had been inspected by Ofsted for the first time in October 2024. A rating of "Good" across all judgements with several elements of "Outstanding" and "Good" for overall outcome had been achieved.</p> <p>The Centre for Teacher Education had achieved an "Outstanding" rating following its review in September 2024. Thanks were extended to all those who had contributed to achieve these results.</p> <p><b>c) Research Celebration and Awards Event</b></p> <p>The Pro-Vice-Chancellor (Research) reported that a Research Celebration and Awards Event would be held on the afternoon/evening of Monday 7 April 2025, to which Council members were invited.</p> <p><b>d) University Finances Update</b></p> <p>The Vice-Chancellor provided an update since the October Council meeting and following confirmation of enrolment outcomes. [Exempt information not included]</p> <p>Members noted that the recent launch of the Connect Programmes had been received positively, as an example of strategic decision-making, founded on prudent financial management over recent years which afforded the University the freedom to be ambitious and would contribute to the continuation of a distinctive Warwick offer.</p>
<b>Strategic Item</b>	
055	<p><b>Social Sciences Connect Programme Business Case</b></p> <p>The Social Sciences Connect Programme Lead presented the report (055-C201124, Protected), setting out the revised Business Case for the Social Sciences Connect Programme (SSCP) including an update on the Capital Plan. Key points of the presentation were:</p> <ul style="list-style-type: none"> <li>• The SSCP aimed to create a step change in delivery of teaching, learning and research across the Faculty of Social Sciences (FSS), to future-proof its content and delivery, with an ambitious goal to be in the top 30 in global rankings.</li> <li>• [Exempt information not included].</li> <li>• [Exempt information not included]</li> </ul>

	<ul style="list-style-type: none"> <li>• The Social Sciences Quarter would act as a facilitator for the wider SSCP objectives, bringing together the Social Sciences departments and creating spaces for collaboration, interdisciplinarity and external engagement.</li> <li>• Programme risks were being managed and mitigated by SSCP and FSS teams (for non-capital workstreams), and the Project Progressing Group and Estates (for capital workstreams).</li> </ul> <p>The Council discussed the revised SSCP Business Case and Capital Plan. Key areas of discussion were as follows:</p> <p>Members acknowledged that the capital development would enable FSS departments, including WBS and Economics, as departments already contributing significantly to the University’s financial performance, to fulfil their ambitions in a challenging sector environment. It was noted that discussions on FSS department moves/location (post Phase 1) were progressing and that large teaching space in the new building would be centrally timetabled. Parity of student experience would be important.</p> <p>The challenge of running the two Connect Programmes in tandem was noted. This was being mitigated by close working between the two teams regarding challenges, opportunities and applying learnings, as well as insights from the Faculty of Arts Building development.</p> <p>It would be important to define measures of success, noting these could include rankings, National Student Survey and Research Excellence Framework outcomes, as well as research funding income.</p> <p>The significant work to date by the SSCP Team was acknowledged, as well as input from the Treasurer, Chair of the University Estate and Environment Committee and a number of Council members. Further updates would be brought to Council as required, including capital spend approvals recommended by Finance and General Purposes Committee.</p> <p><b>DECISIONS:</b> The Council <b>approved</b> the revised Social Sciences Connect Programme Business Case and Capital Plan.</p>
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<b>Substantive Items I</b>
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056	<p><b>a) University Financial Statements 2023-24, Letter of Representation and Annual Financial Return to OfS</b></p> <p><b>b) Financial Plan 2024</b></p> <p>The Group Finance Director presented the Financial Statements 2023-24 (056a-C201124, Protected) and the updated Financial Plan 2024 (056b-C201124, Protected). Key points of the presentation were as follows:</p> <p><i>Financial Statements</i></p> <ul style="list-style-type: none"> <li>• [Exempt information not included]</li> <li>• After taking account of USS adjustments (a non-cash movement), the University was reporting a surplus for the year of £298m (vs £105m last year). This had also eliminated the deficit figure held on the University’s balance sheet.</li> <li>• Other adjustments made to arrive at statutory format included the adjustments for UWPS, the University’s in-house pension scheme, and movements in the market value of financial instruments.</li> <li>• Cash remained in a strong position of [Exempt information not included], accumulated and earmarked against the ambitious capital plan.</li> <li>• Borrowings were relatively low at £146m but would [Exempt information not included].</li> <li>• The letter of representation included a schedule of unadjusted audited differences requested by KPMG.</li> <li>• Council was assured that the University could continue to adopt the going concern basis in preparing the financial statements.</li> <li>• The financial statements and Annual Financial Return (AFR) to the Office for Students (OfS) were subject to final updates to student and staff figures.</li> </ul> <p><i>Financial Plan</i></p> <ul style="list-style-type: none"> <li>• The updated Plan did not take account of impacts from the government’s Autumn Budget, nor the tuition fee increase announcements of 4 November 2024. The report did however indicate an estimate of the</li> </ul>
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	<p>additional income that could be achieved from the higher fee level [Exempt information not included] and a calculation of the likely increase in cost arising from National Insurance rises [Exempt information not included], along with mitigating measures the University would seek to put in place.</p> <ul style="list-style-type: none"> <li>• [Exempt information not included]</li> <li>• [Exempt information not included]</li> <li>• The Plan included a safety factor of [Exempt information not included] across the plan, as a buffer for adverse events. The 2024-25 safety factor of [Exempt information not included] had been released to help with the financial pressure in the current year.</li> <li>• [Exempt information not included]</li> <li>• [Exempt information not included]</li> <li>• [Exempt information not included]</li> </ul> <p>[Exempt information not included]. Nevertheless, the fundamental strength of the University’s academic position, the brand work and the detailed action being taken would mean that Warwick should maintain a strong financial position.</p> <p>The Council discussed the Financial Plan 2024 and Financial Statements. Key themes were: [Exempt information not included]</p> <p>Further discussions and decisions around expenditure would be required, [Exempt information not included]. Benefits realisation would also be key, with transformation driving efficiency.</p> <p>The Council endorsed the Financial Plan.</p> <p>Messaging on the University’s financial position would go out to the University community following the discussion at Council.</p> <p><b>DECISIONS:</b> The Council:</p> <ol style="list-style-type: none"> <li>1) <b>Approved</b> the 2023-24 University Financial Statements (noting that they remained subject to final review, including of student and staff number data) and the Letter of Representation.</li> <li>2) <b>Approved</b> the OfS Annual Financial Return (AFR), subject to required minor adjustments following final review of student and staff number data.</li> <li>3) <b>Approved</b> the delegated authority via Chair’s Action to the Chair of Council and Vice-Chancellor to approve the final versions of the Financial Statements and AFR once final data was confirmed.</li> </ol> <p><b>DECISION:</b> The Council <b>approved</b> the Financial Plan 2024 for submission to the OfS.</p>
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<b>Committee Reports I</b>
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057	<p><b>Report from the Remuneration Committee</b></p> <p>Given the absence of the Remuneration Committee chair, the update from the meeting of the Remuneration Committee on 29 October 2024 was carried forward to the February 2025 Council meeting.</p> <p><b>a) Remuneration Committee Annual Report 2023-24</b> (057a-C201124, Protected)</p> <p>This item was carried forward for discussion at the February 2025 Council meeting.</p> <p><b>b) Pay Gap Report: Data analysis and actions</b></p> <p>The Provost presented the report (057b-C201124, Protected) setting out the University’s gender, ethnicity, disability and LGBTQUIA+ pay gaps as at 31 March 2024. [Exempt information not included]. A simplified and more focused approach was being proposed, with increased departmental involvement and responsibility which would bring greater benefit.</p> <p>It was noted that, given proposed changes to the action plan, it would be helpful for Council to have visibility of achievements to date against the previous plan. It would also be essential to retain oversight of implementation going forward.</p>
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	<p>A query was raised in relation to targeting males into low grade roles and whether this should be expanded beyond just gender.</p> <p>Council noted that the Pay Gap Report was scheduled to be presented to Council in February, prior to publication in March, and this provided the opportunity to revisit this item.</p> <p><b>ACTION:</b> Bring back Pay Gap actions to Council.</p>
<b>Substantive Items II</b>	
058	<p><b>Strategic Key Performance Indicators</b></p> <p>The Chief Data Officer (Information and Digital Group) presented the report (058-C201124, Protected) providing an overview of progress towards delivery of a new set of dynamic KPIs aligned to the refreshed University Strategy.</p> <p>Council discussed the report and current Council KPIs. It was noted that the content as well as visibility of the refreshed KPIs was likely to change as the underlying system was developed. It was not proposed to scale up the number of KPIs, rather aggregate to themes at a high level, with the ability to drill down if required. The KPIs would continue to adapt over time in line with the University's strategic needs.</p> <p>It was requested that in future reports, information be added to any red-rated KPIs on corrective action that was being taken.</p> <p><b>DECISION:</b> The Council <b>approved</b> the update to the existing Strategic KPIs and their proposed redevelopment.</p>
059	<p><b>Report and Support - Annual Report 2023-24</b></p> <p>The Director of Conduct and Resolution presented the report (059-C201124, Protected). Key points were:</p> <ul style="list-style-type: none"> <li>• The Annual Report, now in its fourth year of publication, provided a useful and transparent source of information to current and prospective students and their supporters. The underlying data also allowed trends and themes to be explored.</li> <li>• Work was progressing ahead of the OfS' new condition of registration (E6 Harassment and Sexual Misconduct) coming into force in August 2025. Warwick was already compliant with several areas. Future versions of the Annual Report would form part of the assurance trail to Council on meeting this condition.</li> <li>• Positive engagement with the Chaplaincy and Students' Union, to provide training and increase awareness, was seeking to address potential issues of under representation in the data of certain groups.</li> <li>• The initiative to ensure Students' Union-affiliated clubs and societies and their members were "Report and Support Ready" was progressing well.</li> <li>• Further expansion and reach of training, as well as exploring new courses, would be taken forward in 2024-25.</li> </ul> <p>The Council welcomed the report and thanked the Director of Conduct and Resolution and their team for their work. Encouraging engagement and positive feedback from staff was also noted.</p> <p><b>DECISION:</b> The Council <b>approved</b> the publication of the Report and Support Annual Report 2023-24.</p>
<b>Committee Reports II</b>	
060	<p><b>a) Report from the Audit and Risk Committee</b></p> <p>The Council noted the report (060a-C201124, Protected) from the meetings of the Audit &amp; Risk Committee on 26 September and 5 November 2024.</p> <p><b>b) Audit and Risk Committee Annual Report 2023-24</b></p> <p>The Council noted the A&amp;RC Annual Report for 2023-24 (060b-C201124, Protected). The Chair thanked the Chair and the Committee for their hard work over the year.</p> <p><b>c) Internal Audit Annual Report 2023-24</b> (060c-C201124, Protected)</p> <p><b>DECISION:</b> The Council <b>approved</b> the Internal Auditor's Annual Report 2023-24.</p>

	<p><b>d) Internal Audit Terms of Engagement</b> (060d-C201124, Public)</p> <p><b>DECISION:</b> The Council <b>approved</b> the revised Internal Audit Terms of Engagement.</p> <p><b>e) External Audit Management Letter 2023-24</b></p> <p>The Council noted the External Auditor’s Management Letter 2023-24 (060e-C201124, Protected).</p> <p><b>f) Prevent Duty Monitoring – Accountability and Data Return 2024</b> (060f-C201124, Protected)</p> <p><b>DECISION:</b> The Council <b>approved</b> the report and the assessment that the University has discharged its Duty under the Prevent legislation in 2023-24.</p> <p><b>ACTION:</b> Consider publishing an update/ communications on the University’s approach to its Prevent duty for the Warwick community.</p>
061	<p><b>Report from the Finance and General Purposes Committee (FGPC)</b></p> <p>The Treasurer and Chair of FGPC presented the report (061-C201124, Protected) from the meeting on 6 November 2024.</p> <p>The Council noted the report, including FGPC recommendations to Council for the Social Sciences Connect Programme Business Case, the Financial Statements, Financial Plan and Modern Slavery Act Annual Statement presented separately on the Council agenda. FGPC had also discussed the Students’ Union Statutory Accounts 2023-24 and commended the SU on their improved performance.</p>
062	<p><b>Report from the Senate</b></p> <p>The Vice-Chancellor presented the report (062-C201124, Protected) from the meeting on 30 October 2024.</p> <p>The Council noted the report. The ongoing review of Social Inclusion Governance was highlighted, with the proposed new governance model due to be discussed again at Senate in January 2025, following completion of the externally led consultation on the University’s social inclusion engagement and consultation networks.</p>
063	<p><b>Report from the Research Governance and Ethics Committee</b></p> <p>The Pro-Vice-Chancellor (Research) presented the report (063-C201124, Protected) from the meeting on 15 October 2024. The Committee’s role as part of the Ethical Assurance Framework was noted. It was reported that membership of RGAEC was under review.</p> <p><b>DECISION:</b> The Council <b>approved</b> the University’s Trusted Research Action Plan for 2024-25.</p>
<b>Items below this line were for receipt and/or approval, without discussion</b>	
<b>Governance</b>	
064	<p><b>Strategic Risk Register and Risk Appetite Statements</b></p> <p>The Council received and noted the report (064-C201124, Protected) without discussion.</p> <p><b>DECISION:</b> The Council <b>approved</b> the proposed updates to the Strategic Risk Register and Risk Appetite Statements.</p>
065	<p><b>Modern Slavery Act Annual Statement 2024-25</b></p> <p>The Council received the Annual Statement (065-C201124, Protected), noting comments from members that the wording should be reviewed for next year.</p> <p><b>DECISION:</b> The Council <b>approved</b> the draft Annual Statement on Modern Slavery for 2023-24 and that it be made available for public access, as required by the Modern Slavery Act.</p>
066	<p><b>Register of Members' Interests</b></p> <p>The Council received and noted the report (066-C201124, Protected) without discussion.</p> <p><b>DECISION:</b> The Council <b>approved</b> that a version of the full Register of Interests be made available on the public Council webpage.</p>
<b>Committee Reports III</b>	

067	<b>Honorary Degrees Committee Annual Report 2023-24</b> The Council received and noted the report (067-C201124, Protected) without discussion.
<b>Other</b>	
068	<b>Any other business</b> There was no other business.
<b>Council Away Day: Tuesday, 11 February 2025, in the Beehive</b> <b>Next meeting: Wednesday, 12 February 2025 in the Council Chamber, Senate House</b>	

DECISIONS AND ACTIONS			
ITEM	DECISION/ACTION	LEAD AND DUE DATE	STATUS
<b>2022-23</b>			
<b>7 February 2023</b>			
<b>061 - Sustainability</b>	<b>ACTION 1:</b> Consider whether the triple bottom line accounting framework can be adopted, particularly into the evaluation of business cases.	Chris Hunt, Rosie Drinkwater	Superseded
<b>16/17 May 2023</b>			
<b>104a - Strategic Key Performance Indicators</b>	<b>ACTION 1:</b> 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, October 2023	Ongoing
	<b>ACTION 2:</b> 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
<b>109 – Report from the Social Inclusion Committee</b>	<b>ACTION:</b> 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	Scheduled for Feb 2025
<b>12/13 July 2023</b>			
<b>120 - Financial Plan</b>	<b>ACTION:</b> Update on the University’s debts and borrowing arrangements to be brought to a future Council meeting.	Rosie Drinkwater, Council Secretariat, TBC	Complete
<b>2023-24</b>			
<b>21/22 November 2023</b>			
<b>048 - Capital Plan Update</b>	<b>ACTION 1:</b> An updated business case for the Social Sciences Grand Challenge to be brought to Council in May 2024.	Rosie Drinkwater, Emma Flynn, Caroline Elliott, May 2024	Complete
<b>6/7 February 2024</b>			
<b>082 - Academic Freedom and Freedom of Speech</b>	<b>ACTION 1:</b> 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
	<b>ACTION 2:</b> Strategic session to discuss and explore freedom of speech case study examples to be scheduled.	Chris Twine, Council Secretariat, TBC	To be scheduled
<b>21/22 May 2024</b>			

115 - Strategic Key Performance Indicators	<b>ACTION 1:</b> Consider how the presentation of the KPIs could be improved from an accessibility perspective.	Simon Stearn, SPA team, November 2024	In progress
	<b>ACTION 2:</b> Explore the potential drivers and underlying good practice that has resulted in the increased research applications success rate.	Caroline Meyer, R&IS, tbc	In progress
<b>09/10 July 2024</b>			
134 - Draft Financial Plan 2024	<b>ACTION:</b> Full Financial Plan to be submitted for Council approval at their meeting in November 2024.	Rosie Drinkwater, Nikki Constant, November 2024	Complete
143 - Education and Student Experience Strategy 2030	<b>ACTION:</b> Implementation plan for the Education and Student Experience Strategy to be brought to a future meeting of Council.	Lorenzo Frigerio et al., timing tbc	Complete
144 – Warwick Innovation District	<b>ACTION:</b> Regular reports to be provided to the Council on progress with the development of the Warwick Innovation District.	Chris Twine, Secretariat, timing and frequency tbc	Complete and ongoing
146 - Brand Evolution Project Update	<b>ACTION:</b> Final full Brand proposal to be brought back to the Council in October 2024.	Ajay Teli, timing tbc	Scheduled for Feb 2025
152 - Report from the UEEC	<b>ACTION:</b> Update on Journey to Net Zero to be brought to Council in 2024/25.	Rosie Drinkwater, Parvez Islam, timing tbc	Scheduled for Feb 2025
153 – Report from the Social Inclusion Committee	<b>ACTION:</b> Schedule a substantive update on social inclusion to the Council in 2024/25.	Kulbir Shergill, Chris Twine, timing tbc	Scheduled for Feb 2025
<b>2024-25</b>			
<b>20 November 2024</b>			
046 - 60 <sup>th</sup> Anniversary Philanthropic Campaign	<b>DECISION:</b> The Council <b>approved</b> the philanthropic campaign target of [Exempt information not included].		
	<b>ACTION:</b> Share philanthropic campaign schedule of action with Council members.	Director of Development, Council secretariat, asap	
052a - Ethical Assurance Update: Solicitation and Acceptance of Gifts Policy	<b>ACTION:</b> Solicitation and Acceptance of Gifts Policy to be considered at the next meeting of Council, following discussion of members' comments by the Fundraising Ethics Committee.	Chris Twine, asap	Scheduled for Feb 2025
055 - Social Sciences Connect Programme Business Case	<b>DECISIONS:</b> The Council <b>approved</b> the revised Social Sciences Connect Programme Business Case and Capital Plan.		
056a - University Financial Statements 2023-24, Letter of Representation and Annual Financial Return to OfS	<b>DECISIONS:</b> The Council: 1) <b>Approved</b> the 2023-24 University Financial Statements (noting that they remained subject to final review, including of student and staff number data) and the Letter of Representation. 2) <b>Approved</b> the OfS Annual Financial Return (AFR), subject to required minor adjustments following final review of student and staff number data. 3) <b>Approved</b> the delegated authority via Chair's Action to the Chair of Council and Vice-Chancellor to approve the final versions of the Financial Statements and AFR once final data was confirmed.		

<b>056b - Financial Plan 2024</b>	<b>DECISION:</b> The Council <b>approved</b> the Financial Plan 2024 for submission to the OfS.		
<b>057b - Pay Gap Report: Data analysis and Actions</b>	<b>ACTION:</b> Bring back Pay Gap actions to Council.	Emma Flynn, Chris Twine	Scheduled for Feb 2025
<b>058 - Strategic Key Performance Indicators</b>	<b>DECISION:</b> The Council <b>approved</b> the update to the existing Strategic KPIs and their proposed redevelopment.		
<b>059 - Report and Support - Annual Report 2023-24</b>	<b>DECISION:</b> The Council <b>approved</b> the publication of the Report and Support Annual Report 2023-24.		
<b>060c - Internal Audit Annual Report 2023-24</b>	<b>DECISION:</b> The Council <b>approved</b> the Internal Auditor's Annual Report 2023-24.		
<b>060d - Internal Audit Terms of Engagement</b>	<b>DECISION:</b> The Council <b>approved</b> the revised Internal Audit Terms of Engagement.		
<b>060f - Prevent Duty Monitoring – Accountability and Data Return 2024</b>	<b>DECISION:</b> The Council <b>approved</b> the report and the assessment that the University has discharged its Duty under the Prevent legislation in 2023-24.		
	<b>ACTION:</b> Consider publishing an update/communications on the University's approach to its Prevent duty for the Warwick community.	Andy Smith, Ajay Teli	Complete
<b>063 - Report from the Research Governance and Ethics Committee</b>	<b>DECISION:</b> The Council <b>approved</b> the University's Trusted Research Action Plan for 2024-25.		
<b>064 - Strategic Risk Register and Risk Appetite Statements</b>	<b>DECISION:</b> The Council <b>approved</b> the proposed updates to the Strategic Risk Register and Risk Appetite Statements.		
<b>065 - Modern Slavery Act Annual Statement 2023-24</b>	<b>DECISION:</b> The Council <b>approved</b> the draft Annual Statement on Modern Slavery for 2023-24 and that it be made available for public access, as required by the Modern Slavery Act.		
<b>066 - Register of Members' Interests</b>	<b>DECISION:</b> The Council <b>approved</b> that a version of the full Register of Interests be made available on the public Council webpage.		