

UNIVERSITY OF WARWICK EDUCATION AND STUDENT EXPERIENCE COMMITTEE PUBLIC MINUTES OF THE MEETING HELD 10:00, WEDNESDAY 10 DECEMBER 2025		
Present	Professor Lorenzo Frigerio	Pro-Vice Chancellor (Education) [Co-Chair]
	Ananya Sreekumar	Students' Union Vice President (Education) [Co-Chair]
	Adele Brown	Director of Student Experience
	Emma Cann	Member of Staff from the University Community and Head of Social Inclusion
	Adam Child	Academic Registrar
	Professor Andrew Clark	Deputy Pro-Vice Chancellor (Education Policy) and Co-Chair of the Quality & Standards Subcommittee
	Dan Derricott	Director of Education Policy and Quality
	Professor Erin Dilger	Member of staff from the University Community and Professor, Life Sciences
	Ethan Dommett (PGR)	Postgraduate Research student member
	Professor Beccy Freeman	Deputy Pro-Vice Chancellor (Education) and Chair of the Student Success Subcommittee.
	Louis Gosling	Students' Union Vice President (Sport)
	Lee Griffin	Academic Director (Postgraduate Taught)
	Professor Marta Guerriero	Deputy Chair (Education), Faculty of Arts
	Professor Jonathan Hickman-Heron	Academic Director for Postgraduate Research and Chair of the Postgraduate Research Subcommittee
	Professor Georgia Kremmyda	Deputy Pro-Vice Chancellor (Learning and Teaching) and Chair of the Learning & Teaching Subcommittee
	Professor Nina-Anne Lawrence	Head of Department, Warwick Global Academy
	Dr Joanne Lee	Co-Head of the School of Modern Languages and Cultures
	Dr David Lees	Dean of Students
	Professor Debbi Marais	Deputy Pro-Vice Chancellor (International Education)
	Dr Martyn Parker	Deputy Chair (Education), Faculty of Science, Engineering and Medicine
	Maanya Raju	SU Vice-President (Postgraduate)
	Karoline Schneider	Member of staff from the University community, Departmental Administrator (Teaching), PAIS
	Dr Karen Simecek	Deputy Chair (Education), Faculty of Social Sciences
	Adam Skrzymowski	Students' Union Vice President (Societies)
	Ronny Wheton (PGT)	Post Graduate Taught student member
Attending	Ali Collins	Head of Careers (for item 027)
	Fiona Donovan	Delivery Manager, EPQ (Observing)
	Shabnam Edoo	Policy and Projects Officer, EPQ (Observing)
	Liz Gardner	Head of Client Services, Library [on behalf of Anna O'Neill]
	Jackie Lowe	Delivery Manager (Education)(for item 031)
	Louise Marjoram	Director of Membership Services, Warwick SU
	Kelly Robinson	Digital Business Partner, Information and Digital Group (on behalf of Jen Leibbrand)
	Kim Robinson	Deputy Director and Head of Education Policy and Governance, EPQ [Secretary]
	Sam Roseveare	Director of National and Regional Policy (for item 028)
	Abi Taylor	Operations Administrator and PA to Director, EPQ [ESEC Secretariat Support]

Ref	Item
021	Apologies for absence Apologies were received from: Will Curtis, Mark Hyndman, Jennifer Leibrand, Ewan Mellor, Anna O'Neill and Andy Smith.
022	Declarations of Interest No declarations were made.
023	Minutes of last meeting on 21 October 2025 The minutes of the meeting held on 21 October 2025 (023ESEC10122025) were approved.
024	Matters arising from last meeting on 21 October 2025 a) Action log update - Best practice document from Jo Lee to be circulated. The Chair advised 80% of the Education Priority Dialogue meetings are now complete. The Chair thanked everyone involved with these meetings for their engagement.
Chair's Update	
025	Chair's Business The Committee received and noted a verbal update from the Chair. - The Report and Support annual report was approved by the Senate and was received well by Council. - The changes to Examination Regulations (Regulation 1) were approved by the Senate. - The new Faculty Education and Student Experience Committees have held their first meetings reports from the committees together with Terms of Reference and Memberships are reported below the line (see papers 033-ESEC101225, 034-ESEC101225, 035-ESEC101225 and 042d,e,f ESEC101225). It was noted that there are still opportunities for Faculty Community members on Social Science and Arts committees. Members were invited to encourage colleagues to contact FESEC Chair or Secretariat if they are interested. - Fully Online Delivery –The Chair noted a discovery phase timeline and highlighted the related paper below the line on Warwick Flexible Futures (039-ESEC101225). This will come to ESEC as an item later this year. - UKCISA award - The Chair congratulated Student Experience colleagues on this award.
Strategic Item for Discussion	
026	Student Experience Report The Director of Student Experience and Dean of Students presented a report on Student Experience (026ESEC101225, General). This report detailed progress for a suite of projects and activity as a strand of work towards the Education and Student Experience Strategy. Key points were as follows: <i>Student Voice and Engagement:</i> - The consolidation of student feedback mechanisms, including the Warwick Student Survey and the rollout of the Unitu platform across nine departments, enabling transparent student-staff communication. - The Student Insight Group, led by the Market Research Manager (Staff and Student Experience), ensuring purposeful survey design to avoid survey fatigue. - the student engagement toolkit, supporting effective student involvement in university initiatives. <i>Pre-Arrival and Welcome Communications:</i>

	- Improved collaboration with marketing and communications streamlining pre-arrival information, to balance conversion and preparation while reducing email overload for prospective students. - A review of Welcome Week and academic induction is underway to ensure these are fit for purpose, with outputs from recent workshops informing future improvements. <i>International Student Experience:</i> - The UKCISA award was noted. Deputy Director of Student Experience was recognised for leading international student roundtables and continuous improvements throughout the student journey, including arrival, welcome, and career preparation. - The establishment of the International Students' Experience Advisory Board, reporting to the International Committee, was noted. <i>Off-Campus Accommodation and Community:</i> - Formation of a working group on undergraduate cohort growth risk and the off-campus experience strategy group, addressing the rapid increase in off-campus accommodation for students. - Areas of discussion included communication to departments for open days, pre and post arrival information for students, safeguarding, prioritisation for vulnerable groups, and creative solutions for building community and supporting students living off campus, such as under-18s, care leavers, and international students. - Introduction of 'The Nook'. <i>Evaluation and Data-Driven Impact Assessment:</i> - Progress in a joined-up approach to Student Experience was noted. - The ability to measure impact on effectiveness of initiatives was discussed. It was reported that there is ongoing work to define objectives and KPIs for new service areas identified via Warwick Transformation with a commitment to further develop leading indicators and holistic data analysis. Further activity in the coming months includes the Student Wellbeing Strategy, development of the Academic Essentials resource, an update of the Mitigating Circumstances policy and Student Success Dashboards for Personal Tutors. DECISION: The Student Experience Report was received and noted by the committee. ACTION: A report on the off-campus student experience to be provided to ESEC for assurance. (Summer 2026)
Substantive Items	
027	A faculty approach to employability preparedness The Deputy Chair (Education), Faculty of Social Sciences introduced early-stage plans for a faculty-wide approach to employability preparedness, developed with the Head of Careers. This approach inspired by models at LSE and UCL, aims to create a first-year interdisciplinary skills module and improve coordination among departments, with a working group established to develop and test proposals. The key points of discussion were as follows: <i>Drivers and Context for Change:</i> - The need for efficiency was outlined due to increased undergraduate numbers, the importance of maintaining Warwick's reputation and recruitment competitiveness. - Developing the best possible student experience. - Preparedness for a range of career opportunities. <i>Proposed Employability Module:</i>

	• The proposal is to develop a first-year employability module focused on skills development, teamwork, and interdisciplinary approaches. • The module would serve as a baseline engagement with the Warwick Award and support students' readiness for placements and diverse career paths. <i>Establishing a working group:</i> • Open to committee members and students, this will map existing employability modules, coordinate departmental efforts, and ensure alignment with the Warwick Award. Various attendees expressed support and offered to join the group, emphasising the need for cross-faculty coordination and leveraging existing interdisciplinary assets like IATL. <i>Challenges and Resource Considerations:</i> • The Deputy Chair (Education), Faculty of Social Sciences and the Students' Union Vice President (Education) discussed potential challenges, including incentivising student engagement, administrative support for interdisciplinary modules, and the need for investment to ensure quality and sustainability. • The group acknowledged that resource constraints may limit the ability to replicate models like LSE 100 exactly but stressed the importance of ambition to avoid falling behind competitors. ACTION: Members to contact Secretariat or the Deputy Chair (Education), Faculty of Social Sciences to indicate interest in joining the working group.
028	Update on budget and implications The Director of National and Regional Policy provided an overview of the current higher education policy landscape, focusing on the implications of the recent budget, the international student levy, on sector strategy, institutional responses, and the impact on widening participation. The key points and discussions for this item were as follows: <i>Budget and International Student Levy:</i> • the proposed 6% international student levy has been replaced by a fixed fee of £925. The levy will not be collected before 2028, providing time for institutions to adapt, and there remains potential for further mitigation or reduction. <i>Sector-Wide Policy Context:</i> • The UK's higher education funding challenges, noting the reliance on private funding and the historical decline in per-student resource. • The government's white paper aims for a more sustainable and efficient sector, with growth expected in technical and apprenticeship routes, but lacks concrete levers for systemic change. • Widening participation and fair access remain priorities ACTION: Secretariat to circulate slides to committee members.
029	Personal Tutor Review Report The Dean of Students presented the outcomes of the personal tutor review and the new implementation plan (029ESEC101225, General) highlighting the reaffirmation of personal tutoring as a core activity, the requirement for departments to confirm their models, and the introduction of new recognition and reward categories. The key points and discussions for this item were as follows:

	Review <i>Outcomes and Departmental Responsibilities:</i> • Departments are required to formally confirm their personal tutoring models and alignment with institutional principles next term. • The review reaffirmed the importance of individual student-tutor meetings and extended training to professional services staff in student support roles. <i>Recognition and Reward Enhancements:</i> • A new recognition and reward scheme for personal and senior tutors will be introduced, with separate categories for professional services staff, early career tutors, and established colleagues, aiming to encourage engagement and acknowledge contributions. <i>Challenges of Staff-Student Ratios:</i> • Members queried departments' ability to meet recommended staff-student ratios due to university growth targets and recruitment constraints. The Dean of Students acknowledged these challenges, clarifying that the ratio is a strong suggestion and that ongoing support and flexibility will be provided to departments. <i>Impact of Growing Student Numbers:</i> • Members questioned how increasing undergraduate intake will affect personal tutoring. The Dean of Students responded that while the current system is considered best for Warwick, the institution will continue to work with departments to address workload and support issues, with the risk group led by The Director of Student Experience playing a central role. DECISION: The Personal Tutor Review Report was noted and received by the committee.
030	Students' Union Priorities Progress The Students' Union Vice President (Education) updated the committee on the Students' Union's collective priorities for the year (030ESEC101225, General), including expanding support beyond the SU building, improving accessibility and visibility of opportunities, enhancing communication and campaigning, and investing in partnerships with the university, with specific projects led by various officers. The key points and discussions for this item were as follows: <i>Expanding Support and Engagement:</i> • The SU has launched the 'SU and You' initiative to increase officer presence at Gibbet Hill and is exploring a permanent hub there. • Efforts are also underway to provide affordable, nutritious food through the 'Food for Thought' project. <i>Accessibility and Opportunity Initiatives:</i> • The SU has increased the visibility and accessibility of funding opportunities, resulting in record numbers of successful innovation fund bids, including support for para fencing and BGS sports day. • Additional campaigns focus on bridging language barriers and benchmarking the cost of sports. <i>Communication and Campaigning:</i> • The SU has improved communication through a new updates page, regular updates on transport issues, and events such as the gender-based violence solidarity event.

	- Officers are also working on AI in education and menstrual health awareness campaigns. <i>Partnerships and Governance:</i> - The SU is reviewing its governance structures and strengthening partnerships with the university, including participation in the quinquennial review and collaboration on anti-racist pedagogies and sports delivery models. DECISION: The Students' Union Priorities Progress report was received by the committee.
031	An update on the calendar reform initiative The Academic Registrar and Delivery Manager (Education) provided an update on the academic calendar reform project (031ESEC101225, General) noting this as an enabler of the Education and Student Experience Strategy. The key points and discussions for this item were as follows: <i>Project Rationale and Objectives:</i> - The Academic Registrar explained that the calendar reform aims to improve administrative and assessment experiences for students and staff, ensuring the new model is flexible and future-proofed to accommodate evolving educational provision. <i>Consultation and Sector Benchmarking:</i> - The project team has conducted extensive consultations with academic departments and benchmarked against other Russell Group and UK universities, identifying common drivers such as student experience and operational efficiency, and recognising that no single model is optimal for all. <i>Key Issues and Departmental Feedback:</i> - Departments expressed interest in adjusting the timing of assessments and the reset window, with some desiring more even distribution of assessments and others preferring a larger gap between teaching and assessment. - Concerns include maintaining sufficient revision time, space constraints, and alignment with institutional policies. <i>Next Steps and Timeline:</i> - The team will develop a series of reform propositions for further consultation, form a working group with stakeholders, and aim to clarify options and trade-offs by the end of the academic year, with implementation planned for a future academic year to allow adequate lead time. DECISION: The update on the calendar reform initiative was noted and received by the committee.
<i>Items below this line were for receipt and/or approval, without discussion</i>	
032	Regulation 34 DECISION: The Education and Student Experience Committee recommended to the Senate the proposed amendments to Regulation 34.
033	Report from Faculty Education and Student Experience Committee (Arts)

	DECISION: The Education and Student Experience Committee received and noted the report (033-ESEC101225) from the meeting of the Faculty Education and Student Experience Committee (Arts) held on 6 November 2025.
034	Report from Faculty Education and Student Experience Committee (SEM) DECISION: The Education and Student Experience Committee received and noted the report (034-ESEC101225) from the meeting of the Faculty Education and Student Experience Committee (SEM) held on 6 November 2025.
035	Report from Faculty Education and Student Experience Committee (Social Sciences) DECISION: The Education and Student Experience Committee received and noted the report (035-ESEC101225) from the meeting of the Faculty Education and Student Experience Committee (Social Sciences) held on 12 November 2025.
036	Report from International Committee DECISION: The Education and Student Experience Committee received and noted the report (036-ESEC101225) from the meeting of the International Committee held on 16 September 2025.
037	Report from Learning and Teaching Subcommittee DECISION: The Education and Student Experience Committee received and noted the report (037-ESEC101225) from the meeting of the Learning and Teaching Subcommittee held on 4 November 2025.
038	Report from Postgraduate Research Subcommittee DECISION: The Education and Student Experience Committee received and noted the report (038-ESEC101225) from the meeting of the Postgraduate Research Subcommittee held on 13 November 2025.
039	Report from Quality and Standards Subcommittee DECISION: The Education and Student Experience Committee received and noted the report on Warwick Flexible Futures (039-ESEC101225) from the Quality and Standards Subcommittee.
040	Report from Student Success Subcommittee DECISION: The Education and Student Experience Committee received and noted the report (040-ESEC101225) from the meeting of the Student Success Subcommittee held on 20 November 2025.
041	ESEC Terms of Reference and Membership 2025/26 DECISION: The Education and Student Experience Committee recommended to the Senate changes to ESEC Terms of Reference and Membership (041-ESEC101225).
042	Terms of Reference and Membership of subcommittees DECISION: The Education and Student Experience Committee approved Terms of Reference and Membership of its subcommittees as follows: a. Learning and Teaching Subcommittee (042a-ESEC101225) b. Student Success Subcommittee (042b-ESEC101225) c. Postgraduate Research Subcommittee (042c-ESEC101225) d. Faculty Education and Student Experience Committee (Arts) (042d-ESEC101225) e. Faculty Education and Student Experience Committee (Social Science) (042e-ESEC101225) f. Faculty Education and Student Experience Committee (SEM) (042f-ESEC101225)
Other	

043	Any other business There was no other business.
Next meeting: 10:00-12:00, Wednesday 18th March 2026, In person	

DECISIONS AND ACTIONS			
ITEM	DECISION/ACTION	LEAD AND DUE DATE	STATUS
10 December 2025			
026 – Student Experience Report	DECISION: The Student Experience Report was received and noted by the committee.		
	ACTION: A report on the off-campus student experience to be provided to ESEC for assurance. (Summer 2026)	Director of Student Experience, (Summer 2026)	
027 – A Faculty approach to employability preparedness	ACTION: Members to contact Secretariat or the Deputy Chair (Education), Faculty of Social Sciences to indicate interest in joining the working group.	All committee members, ESEC Secretariat (March 2026)	
028 - Update on Budget and Implications	ACTION: Secretariat to circulate slides to committee members.	ESEC Secretariat (January 2026)	
029 – Personal Tutor Review	DECISION: The Personal Tutor Review Report was noted and received by the committee.		
030 – Students’ Union Priorities Progress	DECISION: The Students’ Union Priorities Progress report was received by the committee.		
031-Update on the Calendar Reform Initiative	DECISION: The update on the calendar reform initiative was noted and received by the committee.		
Items below this line were for receipt and/or approval, without discussion			
032- Regulation 34	DECISION: The Education and Student Experience Committee recommended to the Senate the proposed amendments to Regulation 34.		
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040 - Report from Student Success Subcommittee	DECISION: The Committee received and noted the report (040-ESEC101225) from the meeting of the Student Success Subcommittee held on 20 November 2025.
041- ESEC Terms of Reference and Membership 2025/26	DECISION: The Committee recommended to the Senate changes to ESEC Terms of Reference and Membership (041-ESEC101225).
042 - Terms of Reference and Membership of subcommittees	DECISION: The Committee approved Terms of Reference and Membership of its subcommittees as follows: • Learning and Teaching Subcommittee (042a-ESEC101225) • Student Success Subcommittee (042b-ESEC101225) • Postgraduate Research Subcommittee (042c-ESEC101225) • Faculty Education and Student Experience Committee (Arts) (042d-ESEC101225) • Faculty Education and Student Experience Committee (Social Science) (042e-ESEC101225) • Faculty Education and Student Experience Committee (SEM) (042f-ESEC101225)