

THE UNIVERSITY OF WARWICK

Open Minutes of the Meeting of the Steering Committee held on 25 April 2016

Present: Professor Stuart Croft (Vice-Chancellor and President (Chair)), Ms R Drinkwater (Group Finance Director), Professor S Gilson (Chair of the Board of the Faculty of Arts), Professor Christina Hughes (Pro-Vice-Chancellor (Teaching and Learning)), Professor Christopher Hughes (Chair of the Board of the Faculty of Social Sciences), Professor T Jones (Provost), Mr I Leigh (President of the Students' Union), Professor J Palmowski (Pro-Vice-Chancellor (Postgraduate and Transnational Education)), Professor M Shipman (Chair of the Board of the Faculty of Science), Mr K Sloan (Registrar and Chief Operating Officer (Secretary)), Professor C Sparrow (Academic Member of the Senate), Professor S Swain (Pro-Vice-Chancellor (External Affairs)), Professor P Thomas (Pro-Vice-Chancellor (Research)), Professor P Winstanley (Chair of the Board of the Faculty of Medicine), Professor L Young (Pro-Vice-Chancellor (Academic Planning and Resources)).

Apologies: Professor A Coats (Academic Vice-President (Monash-Warwick Alliance)).

In Attendance: Mr J Breckon (Director of Estates), Mr L Catt (Strategic Business Consultant) (for item 258/15-16), Mr N Dalton (Strategic Business Consultant) (for item 258/15-16), Ms Suzanne England (Strategy Programme Manager) (for item 246/15-16), Ms C English (Administrative Officer (Governance) (Assistant Secretary)), Ms J Horsburgh (Deputy Registrar (Secretary)), Dr M Glover (Academic Registrar), Revd. Stuart Jennings (Chaplain) (for item 257/15-16), Mr S Lloyd (Senior Assistant Registrar (Planning)) (for item 262/15-16), Revd. Kate Pearson (Chaplain) (for item 257/15-16), Mr D Wallis (Director of Strategic Programme Delivery) (for items 257/15-16 and 258/15-16).

245/15-16 Minutes

RESOLVED:

That the open and restricted minutes of the meeting held on 11 April 2016 be approved.

246/15-16 Closure of Footpath (minute 235/15-16 refers)

REPORTED: (by the Strategy Programme Manager)

- (a) That, for the period July 2016 to October 2017, the hoardings surrounding the NAIC construction site on campus would be extended, enforcing the temporary closure of the 'runway' footpath between University House and main campus, and the alleyway between University House and the Cafcass building.
- (b) That, following discussions with Estates, Security Services, Health and Safety and Disability Services, a suitable and fully accessible pedestrian diversion had been identified via Car Park 16 and Gibbet Hill Road.
- (c) That prior to the implementation of the diversion route, the traffic speed limit in the relevant areas would be reduced, a zebra crossing would be created and pedestrian visibility would be improved by trimming back the hedges.

- (d) That the diversion route would lead to the loss of one row of parking spaces in Car Park 16, which would be mitigated by the demolition of Toar Cottage, enabling the creation of an extra 55 parking spaces.
- (e) That consideration had been given to options which would retain the 'runway' during the construction works, noting that these had proved unfeasible, with shorter diversion routes through the boiler house and woodland deemed as unsatisfactory in terms of safety.
- (f) That arrangements would be put in place to support visually impaired staff and students.
- (g) That shuttle bus routes were being reviewed and Uni-Cycles were being promoted to help minimise the disruption caused by the temporary diversion.

247/15-16 Liberal Arts and Global Sustainable Development Programmes (minute 238/15-16 refers)

REPORTED: by the Academic Registrar

- (a) That, following the meeting of the Steering Committee on 11 April 2016, further review of the options for the establishment of a new department to act as the parent department for the Liberal Arts and the Global Sustainable Development programmes had been undertaken.
- (b) That it was proposed that the School of Global Studies be established to act as the parent department, which would have two distinct divisions: Liberal Arts and Global Sustainable Development.

(by the Chair of the Board of the Faculty of Social Sciences)

- (c) That, in his opinion, the proposed name of the department was not appropriate, and the process for decision making in this instance had not been sufficiently inclusive.

RECOMMENDED:

That the establishment of a department entitled the School of Global Studies with the two distinct divisions of Liberal Arts and Global Sustainable Development, be approved.

248/15-16 Addendum to the Prevent Submission to HEFCE

REPORTED: (by the Vice-Chancellor and President)

- (a) That, following the University's Prevent submission on 1 April 2016, the HEFCE had requested further clarification regarding the external speakers processes, training and welfare and pastoral care provision.
- (b) That the University had responded to this request by the deadline of Wednesday 20 April 2016, noting that a copy of the addendum to the University's submission had been circulated to Steering Committee for information (SC.116/15-16).
- (c) That the HEFCE had undertaken a routine visit to the University during the previous week, it being noted that an offer had been made for a return visit for

the Autumn term 2016/17 to discuss the implementation of the Prevent duty requirements.

- (d) That the first quarterly meeting of the Vice-Chancellor's Prevent Review Group would take place in May 2016, involving representatives from the Students' Union, the Trade Union and subject experts.

249/15-16 THE Leadership and Management Award Shortlist 2016

REPORTED: (by the Vice-Chancellor and President)

- (a) That the Development and Alumni Relations Teams had reached the shortlist stage for THE Leadership and Management Awards 2016 in the category of Outstanding Development/Alumni Relations Team, which sought to recognise teams at HE institutions with exceptional knowledge, and who demonstrated high levels of innovation, teamwork and enterprise.
- (b) That the winner would be announced at a gala awards evening to be held at the Grosvenor House Hotel in London on Thursday 23 June 2016.

RESOLVED:

That the Development and Alumni Relations Teams be congratulated on being shortlisted.

250/15-16 WBS Mentoring Scheme Awarded Investors in People Standard

REPORTED: (by the Vice-Chancellor and President)

- (a) That Warwick Business School's Mentoring Programme for students and alumni had been awarded Investors in People accreditation.
- (b) That the programme, which had seen more than 500 people mentored since it opened in 2010, gave students and alumni the chance for one-to-one advice from one of the School's 150 mentors.
- (c) That the fully-trained mentors from the WBS alumni community give confidential professional and personal development support and career advice for two years.

RESOLVED:

That those individuals involved with the Warwick Business School Mentoring Scheme be congratulated on their achievement.

251/15-16 REBRAND 100® Global Awards 2016

REPORTED: (by the Vice-Chancellor and President)

- (a) That, following their work on the University's recent rebrand, the Marketing team had received a distinction award at the 2016 REBRAND 100® Global Awards, in the category Educational Institutions, Colleges and Universities, Higher Learning.

- (b) That REBRAND was the world's leading brand transformation and rebranding resource, with their Global Awards being a highly respected recognition for repositioned brands.
- (c) That the University had also received a Highly Commended award in the Transform Awards for 'Best visual identity from the education sector'.
- (d) That the Transform Awards recognised best practice in corporate, product and global brand development work, with categories that focus on strategy, execution, content and evaluation.

RESOLVED:

That the Marketing team be congratulated on their achievement.

252/15-16 Coventry Pride Festival

REPORTED: (by the Vice-Chancellor and President)

- (a) That the University of Warwick and Coventry University had entered into Partnership as the main sponsors of the Coventry Pride Festival.
- (b) That Coventry Pride became a registered Charity in October 2015 following the success of Coventry's first LGBT Pride in June 2015, noting that the mission of Coventry Pride included the promotion of equality and diversity for the public benefit.
- (c) That the Festival would take place on Saturday 18 June to Sunday 19 June 2016 at Fargo Village, with events including a market hall, artists and performers and street food vendors.

253/15-16 Committee on Climate Change Member Announced

REPORTED: (by the Vice-Chancellor and President)

- (a) That Professor Nick Chater, Professor of Behavioural Science at the Warwick Business School, had been announced as a new member of the Committee on Climate Change (CCC).
- (b) That the CCC was an independent body established under the Climate Change Act to advise the UK Government on reducing greenhouse gas emissions.
- (c) That Professor Chater, who was also on the advisory board of the Cabinet Office's Behavioural Insight Team, would investigate how the latest research in behavioural science could be used to help the UK meet its target of reducing emissions by at least 80 per cent from 1990 levels by 2050.

254/15-16 British Biology Olympiad Finals

REPORTED: (by the Vice-Chancellor and President)

- (a) That sixteen young biologists from across the country had visited the University of Warwick's School of Life Sciences from 4 - 6 April 2016 for the British Biology Olympiad (BBO) finals.

- (b) That the students had been selected through three rounds of examinations from more than 7,200 secondary school applicants, noting that they had faced intensive high-level practical tests covering a huge range of topics.
- (c) That in July 2017, the University of Warwick in partnership with the Royal Society of Biology would host the International Biology Olympiad (IBO); a week-long biology competition for 16/17 year-olds which would bring together winners of the National Biology Olympiads from over 60 countries.

255/15-16 Outstanding Student Contribution Awards 2016

REPORTED: (by the Vice-Chancellor and President)

- (a) That nominations for the Outstanding Student Contribution Awards (OSCAs) 2016 were open and would close on Monday 9 May 2016, noting that all Warwick staff and students were eligible to nominate final-year students for an award.
- (b) That the OSCAs aimed to recognise the exceptional achievements of Warwick students outside of their academic activity.

256/15-16 Network Day 2016

REPORTED: (by the Vice-Chancellor)

That the University's annual staff Network Day had taken place on Thursday 21 April 2016, the theme for which was 'Our Region'.

RESOLVED:

That the thanks of the Steering Committee be extended to those involved with the organisation of the event.

257/15-16 Chaplaincy Report

CONSIDERED:

The annual report from the Chaplaincy (SC.110/15-16).

REPORTED: (by the Director of Strategic Programme Delivery)

- (a) That the Chaplaincy had undergone significant developments over the previous 18 months, noting that Reverend Kate Pearson had taken up the post of Anglican Chaplain in March 2015.
- (b) That the Chaplaincy had benefitted from significant capital investment, which had served to upgrade the spaces on campus for the Jewish and Islamic communities in particular.
- (c) That whilst there had been a recent focus on operational developments in the Chaplaincy, the work undertaken by the Chaplaincy was very broad, noting the importance of strategic engagement.
- (d) That although the Student Barometer survey scores had not changed significantly in relation to the University's Chaplaincy high scores, other institutions had implemented improvements in their worship facilities which had resulted in the relative position of Warwick having decreased.

(by Revd. Kate Pearson)

- (e) That a central theme in the Chaplaincy review of 2013 had been religious literacy in an increasingly cosmopolitan and globally-connected University, noting that it was intended to undertake a review of the use of sacred and wisdom texts within the work of academic colleagues at Warwick.
- (f) That, whilst it was important for the work of the Chaplaincy to be integrated into the University, the Chaplaincy should also be considered a distinct entity, and that consideration could be given to the location of the Chaplaincy webpages to better highlight the support it provides.

(by the Chair of the Board of the Faculty of Medicine)

- (g) That the safeguarding policies in place to bridge the distinction between the University's Mental Health Services and the work of the Chaplaincy were vital in instances of individuals presenting with severe mental health conditions.

(by Revd. Stuart Jennings)

- (h) That the support provided by the University's mental health services to the Chaplaincy was often reciprocated, noting that clear policies existed relating to confidentiality.
- (i) That the space made available on campus was a significant factor in the enabling of the Chaplaincy to meet the needs of all staff and students from different faiths, noting that there were further improvements to be considered, for example the introduction of additional meditation spaces in view of the increased recruitment of staff and students from Eastern faiths.

(by the Deputy Registrar)

- (j) That good working relationships had been established between the Chaplains, Student Support Services and the Residential Life Team.

(by the Academic Registrar)

- (k) That the work of the Chaplains could be further integrated within the University's arrivals processes, noting that this should be considered in conjunction with the ongoing consideration of the future of the Arrivals Weekends.

(by the Registrar and Chief Operating Officer)

- (l) That the Chaplaincy was not just a student facility, but also a facility for the wider University community and members of the local community.

(by the Vice-Chancellor and President)

- (m) That the University was committed to encouraging engagement between faith groups on campus in order to maintain an appreciation of diversity and community and to improve the student experience.

RESOLVED:

- (a) That the report from the Chaplaincy (SC.110/15-16), be noted.

- (b) That the development of a research project intended to explore the work of religious literacy, drawing on resource and expertise available at the University, in particular the Warwick Religions and Education Research Unit (WRERU) be endorsed as set out in paper (SC.110/15-16).

258/15-16 *Simplify, Collaborate, Deliver Update

RECEIVED:

A report on the progress made on the *Simplify, Collaborate, Deliver (SCD)* programme (SC111/15-16 {Restricted}).

RESOLVED:

That the report updating the Committee on the progress made on the *Simplify, Collaborate, Deliver* programme (SC.111/15-16 {Restricted}), be noted.

259/15-16 *Report from the Campus and Commercial Services Group

RECEIVED:

A report from the Campus and Commercial Services Group Executive Committee summarising the discussions and actions undertaken by the CCSG Executive Committee during the second quarter of 2015/16 (SC.103/15-16 {Restricted}).

RESOLVED:

That the report from the Campus and Commercial Services Group Executive Committee (SC.103/15-16 {Restricted}) be noted.

260/15-16 *HEFCE Annual Assessment of Institutional Risk and Sector Benchmarking

RECEIVED:

A paper outlining HEFCE's risk assessment of the University and benchmarking of its current position in the sector (SC.112/15-16 {Restricted}).

RESOLVED:

That the HEFCE Annual Assessment of Institutional Risk, the accompanying financial information on the Russell Group and the KPMG benchmarking data, as set out in paper SC.112/15-16 {Restricted}, be noted.

261/15-16 *University's Access Agreement 2017/18

CONSIDERED:

A report on the high level updates to the University's Access Agreement 2017/18 (SC.113/15-16 {Restricted}).

RESOLVED:

- (a) That the University's new access targets for 2017/18 onwards and proposed new areas of work to understand other institutional challenges, as set out in paper SC.113/15-16 {Restricted}, be approved.

- (b) That the proposed developments to the University's access agreement for 2017/18 to be submitted to the Office of Fair Access, as set out in paper SC.113/15-16 {Restricted}, be approved.
- (c) That the addition of an access target pursuing a 6% increase in the recruitment of students from BME backgrounds by 2020 be approved.

262/15-16 *Examinations Venue Contingency Planning

CONSIDERED:

An oral update on the proposed contingency planning for examinations venues.

RESOLVED:

- (a) That further work be undertaken outside of the meeting to identify further alternative options which would not require to removal of core University facilities.
- (b) That further consideration be given to previously dismissed options, noting that the University would meet the expense in order to ensure the completion of the repair work in time for examinations to take place in the Desso Hall as scheduled.

263/15-16 UCU petition against redundancy exercises in the School of Life Sciences and Warwick Medical School

CONSIDERED:

A paper informing the Steering Committee of the receipt by the University of a petition against job losses in the School of Life Sciences and Warwick Medical School, submitted by representatives from the Warwick branch of the Universities and Colleges Union (UCU) on 14 April 2016 (SC.114/15-16).

REPORTED: (by the Deputy Registrar)

- (a) That she had received, on behalf of the University, a petition against job losses in the School of Life Sciences and Warwick Medical School, submitted by representatives from the Warwick branch of the Universities and Colleges Union.
- (b) That the petition, with 2,077 signatories from across the sector, called for the Vice-Chancellor and President to end the practice of redundancy exercises, predicated on the notion that successful grant applications were the key measure of performance and value for research staff.

(by the Provost)

- (c) That the review which led to the redundancy exercises in question had ended in November 2015.

RESOLVED:

That the petition against job losses in the School of Life Sciences and Warwick Medical School, as set out in paper SC.114/15-16, be noted.

264/15-16 RCUK Efficiency Programme 2011-2016

RESOLVED:

That a letter from Research Councils UK stating that the RCUK Efficiency Programme will not be extended beyond March 2016, as set out in paper SC.115/15-16, be noted.

265/15-16 University's response to HEFCE queries relating to the Prevent submission (minute 248/15-16 refers)

RESOLVED:

That a report informing the Steering Committee of a recent addendum to the University's Prevent submission to the HEFCE, as set out in paper SC.116/15-16, be noted.

As at 31 May 2016