

## Minutes of the meeting of 23 November 2022

### COUN22-M4

#### Attendance

Christine Hodgson

Kerri Akiwowo	Harry Hughes	Surinder Sharma
Penny Briscoe	Nick Jennings (ab)	John Sinnott
Marcus Collins	Chris Linton	Danny Smith
Malcolm Cook	Jennifer Maxwell-Harris	Luke Stott
Graham Corfield	Nicky Morgan	Paul Taylor
Andrea Davis	Emma Nadin	Mike Wedderburn
Lisanne Gibson	David Price	
Naomi Hudson	Peter Saraga (ab)	

In attendance: Charlotte Croffie; Alex Owen; Dan Parsons; Richard Taylor; Rachel Thomson; Luke Vulpiani

Apologies received from: Nick Jennings and Peter Saraga,

#### 22/69 Minutes & Matters Arising

##### 69.1 Minutes

##### COUN22-M3

Council **APPROVED** the minutes of the meeting held on 13 October 2022.

##### 69.2 Matters Arising

Council **NOTED** that approval for the National Rehabilitation Centre would now likely be brought to Council in March 2023.

## SECTION A – Items for Discussion

#### 22/70 Strategy Update and Key Performance Indicators

##### 70.1 Strategy Update and Core Enabling Plans

##### COUN22-P95

Council **NOTED** an update on the University Strategy and Core Enabling Plans, including progress and timelines on the development and implementation of the core plans.

The strategy will be supported by significant capital investment over the next five years and additional investment has been released to fund high priority activities including additional academic and professional services staff to support the strategy.

It is expected that KPIs for the new strategy will be implemented at the end of the current academic year and be brought to Council for approval.

As the strategy covers an 8-10 year period it is important to be aware of potential government policy changes and ensure there are mechanisms for review to manage risks appropriately to manage.

## 70.2 Key Performance Indicators

### COUN22-P96

Council **ACCEPTED** an update on current Key Performance Indicators.

The University continues to be successful, maintaining a top 10 position in all but one of the national league tables and a number of metrics continue to improve post-pandemic. The overall University performance rating remains amber largely owing to uncertainty in the sector.

The National Student Survey metric has changed from green to amber to reflect the drop in overall satisfaction and work on the NSS is a key focus for the University. The Graduate Outcomes survey has seen significant improvement on the previous year's results and therefore the rating for this metric has changed from amber to green.

## 22/71 Financial Update

### 71.1 University Financial Statements 2021/22

#### COUN22-P97

Council **APPROVED** the adoption of the accounts and the submission to the Office for Students for the year ended 31 July 2022 on the recommendation of Finance Committee and Audit & Risk Committee.

The report indicated an overall positive picture for the last year and a good base for the future.

The Chair of Audit & Risk Committee confirmed the committee had scrutinised the report and that the external auditors had commended the report.

Council noted that change in staff costs was largely owing to the revaluation of USS pension liability.

The teams who provided the report were thanked for their work.

## 71.2 Office for Students Financial Return

### COUN22-P98

Council **APPROVED** the data in the financial and student number tables relating to actual financial data for 2020/21 and 2021/22 for submission to the Office for Students.

Council **APPROVED**, on the recommendation of Finance Committee, the financial forecasts for the period ending 31 July 2027, as presented in the financial and student number tables, for submission to the Office for Students.

Council **APPROVED** the associated commentary for submission to the Office for Students.

Council **AUTHORISED** the Vice-Chancellor to approve changes to the tables resulting from the Office for Students queries during the data verification period.

The Financial Return forecast had been brought to Council in March as a bridging document. The final document includes important additional narrative and detail and there had been an improvement on March forecasts. Inflation and pay awards are unpredictable and therefore the figures include a range of tolerance.

## 22/72 Annual Report on Senior Staff Remuneration

### COUN22-P99

Council **APPROVED** the annual report on Senior Staff Remuneration on the recommendation of Remuneration Committee.

Institutions must publish an annual report on Senior Staff Remuneration under the Committee of University Chair's code, which is then published publicly after approval by Council.

Key principles of senior staff remuneration include:

1. No one is ever present when their own salary is set.
2. The performance and development review process, institutional performance and benchmarking data from elsewhere in sector are used when determining senior remuneration.

Vice-Chancellor remuneration covered 14 months owing to the change in Vice-Chancellor and overlapping interim arrangements during the year and thus saw a slight increase.

The increase in pay multiples was a consequence of the return of casual staff, post-covid.

## 22/73 Office for Students Annual Assurance Report and Regulatory Compliance

### 73.1 Office for Students Annual Assurance Report

#### COUN22-P100

Council **DETERMINED** it can take assurance on academic standards and **APPROVED** the Loughborough University Degree Outcomes Statement 2021/22 for publication.

A key focus of the Office for Students is 'unexplained' grade inflation; Loughborough is tracking at half of the national figure for 'unexplained' inflation and thus at low risk.

There has been progress in closing the awarding gap and work is on-going in this area.

In terms of student outcomes: progression into employment is almost double the benchmark and completion rates 1% above benchmarking. The majority of other metrics are materially above benchmarking.

Data dashboards from across the sector are available online and are also used in the Teaching Excellence Framework.

Following a question at the Council away day in October about contract cheating, Council was assured the University proactively seeks to detect contract cheating, runs a Good Scholarship Programme and uses software tools that assist in identifying contract cheating.

### **73.2 Office for Students Regulatory Compliance**

#### **COUN22-P101**

Council **NOTED** an update on regulatory compliance for the Office for Students and accepted assurance that there is minimal risk of the University breaching any of its conditions of registration.

Currently ratings for all conditions of registration are green, indicating that the University has a low risk of breaching any of the conditions of registration.

There have been some recent changes to the Office for Students regulatory framework:

Condition A1 Access and Participation Plans has new guidance, which means variations to the current plan are required.

The 'B conditions' around minimum standards have also been changed and the Office of Students has stated that the revised requirements will allow them to intervene more robustly where courses fall below expectations. Council was assured that Loughborough is not at material risk from these changes.

Freedom of speech is likely to become a condition of Office for Students registration in future and it is also expected that there will be an increased focus on sexual harassment and misconduct.

## 22/74 Audit & Risk Committee

### 74.1 Report of meetings

#### COUN22-P102

Council **RECEIVED** a report from the meeting of the Audit & Risk Committee held on 25 October which had focussed on the annual report under item 74.2 below.

### 74.2 Audit & Risk Committee Annual Report

#### COUN22-P103

Council **APPROVED** the Audit & Risk Committee Annual Report 2021-22, **NOTED** the Audit Committee's findings, and **RECEIVED** the Internal Audit Annual Report 2021-22.

Council noted the Audit & Risk Committee findings that based on discussions held during 2021/22 and consideration of the Internal Audit Annual Report and the Internal Audit Reports received throughout 2021/22, the Committee expressed a positive opinion regarding the adequacy and effectiveness of risk management, control and governance arrangements by the University for 2021/22.

The external auditors had reported no outstanding issues and all audit issues were complete. The external auditors thanked the Finance Team for their cooperation and quality of their work. The internal auditors report concluded with assurance that the majority of university processes are well-designed and operating effectively.

## 22/75 Establishment of a Fourth Pro Vice-Chancellor Position

#### COUN22-P104

Council **APPROVED** the establishment of a fourth Pro Vice-Chancellor position, with the remit for the institutional leadership of sport.

The proposal for a Pro Vice-Chancellor position rose from a recommendation in Mike Wedderburn's report on sport at Loughborough, commissioned as part of the strategy's core plan on sport. The report concluded there was a need for additional strategic oversight of sport to further leverage opportunities.

The Charter contains provision for up to 5 Pro Vice-Chancellor positions. Council is responsible for establishing the role; Senate has a role in commenting on the job description owing to its oversight of academic matters. Once the job description and role are approved a recruitment process will begin.

## 22/76 Health, Safety and Environment Report

Council **RECEIVED** a verbal report from the meeting of the Health, Safety and Environment Committee held on 05 October 2022.

The general situation with Health and Safety is good. Legionella, which was exacerbated by the pandemic, is now under control thanks to excellent work by the Estates and Facilities team. Work continues on fire regulation compliance following new legislation. Staff well-being remains the top health and safety priority.

## 22/77 Matters for Report by the Vice-Chancellor

Council **RECEIVED** a verbal report from the Provost on behalf of the Vice-Chancellor who sent his apologies.

The University and College Union had balloted nationally for industrial action with strikes dates for the 24<sup>th</sup>, 25<sup>th</sup> and 30<sup>th</sup> November. There is also a mandate for action short of strike, which could include an assessment boycott in future. The cause of the dispute is pay and pensions and the pension dispute will depend on the USS valuation in 2023. There has been constructive dialogue locally with UCU. The dates of the National Student Survey have been brought forward so the action has less effect on results.

The process to recruit a new Dean for the School of Architecture, Building and Civil Engineering is on-going.

The Vice-Chancellor has undertaken a successful trip to India where he held meetings with high-ranking institutions, businesses, members of the Indian government and the Indian Olympic Association. Alumni receptions were held in Delhi and Mumbai.

A one-off cost of living payment for staff, tiered to benefit the lowest grades most, is due to be paid in November. The Chief Operating Officer reported that the payments had been well received by staff on lower grades who he had met at roadshows. A cost of living package for students is also being developed and includes offering breakfast for a pound. In Week 1 of the scheme over 1,500 people had partaken of the cheap breakfast. A different option is being devised for the London campus as catering agreements are different there.

Council asked if feedback on recruiting students from India could be brought to a future meeting. The Provost reported recruitment from India is currently strong and has mitigated a decline in Chinese students. Other emerging markets are being actively engaged by the marketing team and an Africa Scholarship is being piloted.

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## SECTION B – Starred Items for Approval

### 22/78 \*Prevent Duty

#### COUN22-P105

Council **APPROVED** the Prevent Annual Monitoring Report for submission to the Office for Students.

### 22/79 \*Establishment of the Equity, Diversity & Inclusion Committee

#### COUN22-P106

Council **APPROVED** the Establishment of the Equity, Diversity and Inclusion Committee.

### 22/80 \*Ethical Policy Framework

#### COUN22-P107

Council **APPROVED** the Ethical Policy Framework.

### 22/81 \*Modern Slavery and Human Trafficking Statement

#### COUN22-P108

Council **APPROVED** the statement on Modern Slavery and Human Trafficking.

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## SECTION C – Starred Items for Information

### 22/82 \*Matters for Report

#### 82.1 \*Pro-Vice-Chancellor (Education & Student Experience)

##### COUN22-P109

#### 82.2 \*Pro-Vice-Chancellor (Equity, Diversity & Inclusion)

##### COUN22-P110

#### 82.3 \*Pro-Vice-Chancellor (Research & Innovation)

##### COUN22-P111

### 22/83 \*Office for Students Reportable Incidents

#### COUN22-P112

Council **NOTED** that there have been no reportable incidents since the last meeting of Council and no events which needed to be considered whether they qualified as reportable.

## 22/84 \*Name Change of the School of Business and Economics to Loughborough Business School

### COUN22-P113

Council **NOTED** a name change of the School of Business and Economics to Loughborough Business School.

## 22/85 \*Senate Effectiveness Review

### COUN22-P114

Council **NOTED** proposals for the Senate Effectiveness Review.

## 22/86 \*Capital Framework Progress Report

### COUN22-P115

Council **RECEIVE** the progress report.

## 22/87 \*Graduation Ceremonies

Council **NOTED** the date of Graduation Ceremonies on the Loughborough campus on Friday 9<sup>th</sup> December at 12:30pm and Friday 16<sup>th</sup> December at 10:00am, 13:15pm and 15:45pm. Council members are welcome to attend any of the ceremonies.

## 22/88 \*Common Seal

### COUN22-P116

Council **RECEIVED** the list of documents to which the University Seal has been attached.

## 22/89 \*Senior University Appointments

Council **NOTED** the reappointment of Professor Mark Lewis as Dean of the School of Sport, Exercise and Health Sciences for a further 3 years from 1 August 2023 until 31 July 2026.

## 22/90 \*Reports from Committees

Council **RECEIVED** reports from the following Committees:

<b>COUN22-P117</b>	<b>Audit &amp; Risk Committee – 25 October 2022</b>
<b>COUN22-P118</b>	<b>Operations Committee – 3 October and 7 November 2022</b>
<b>COUN22-P119</b>	<b>Finance Committee – 26 October 2022</b>
<b>COUN22-P120</b>	<b>Governance &amp; Nominations Committee – 12 October 2022</b>
<b>COUN22-P121</b>	<b>Health, Safety &amp; Environment Committee – 5 October 2022</b>



**22/91      Date of Next Meeting**

The date of the next meeting is Thursday 30 March 2023, Allison Committee Room, London, 9:30am – 14:00pm.

**2022/23 Meetings**

Thursday 29 June 2023, Loughborough campus, 13:30-17:00

Thursday 12 October 2023 - 9:00 AM All-day

Author – Luke Vulpiani

Date – November 2022