

Agenda

Location
Allison Committee Room (Room LDN.3.23) Loughborough
University London.

Date
26 Mar 2026

Time
09:00 GMT

	Item	Owner	Time	Page
1	Declaration of Interest			-
1.1	Members are asked to declare any interest they may have in an item at the start of the meeting.	Christine Hodgson		-
	Section A			-
2	Minutes and Matters Arising		09:00	-
2.1	To CONFIRM the minutes of the meeting held on 27 November 2025. COUN25-M4	Christine Hodgson		6
2.2	To NOTE any matters arising.	Christine Hodgson		-
2.2.1	Following Council's request, Staff Complaints and Student Complaints have been added to the internal audit for 2025/26 with the work scheduled to be undertaken in June 2026.			-
3	Chair's Report			-
3.1	To RECEIVE a verbal report from the Chair.	Christine Hodgson		-
4	University Finances			-
4.1	Financial Update. To CONSIDER the current financial position. COUN26-P1	James Henry	09:05	16
4.2	2026/27 Budget. To CONSIDER the process for the 2026/27 budget and five-year forecast to 2031. COUN26-P2	James Henry	09:25	21
5	UCL COVID Student Claim Settlement			-
5.1	To CONSIDER an update on the UCL COVID Student Claim settlement. COUN26-P3	Richard Taylor	09:45	25
6	University Strategy KPIs			-
6.1	To CONSIDER an update on the Strategy KPIs. COUN26-P4	Rachel Thomson	10:00	27
7	People and Culture		10:15	-
7.1	People and Culture Strategy. To APPROVE the People and Culture Strategy. COUN26-P5	Ffiona Baker		41
7.2	Staff Experience Survey. To CONSIDER the results of the staff experience survey. COUN26-P6	Ffiona Baker		56
7.3	Pay Gaps Report. To CONSIDER the 2026 Pay Gaps report. COUN26-P7	Richard Taylor		64
7.4	Staff Complaints Report. To CONSIDER a report on Staff Complaints. COUN26-P8	Richard Taylor		73
	Break		11:00	-
8	Loughborough University Science and Enterprise Park			-

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8.1	To ENDORSE a proposed approach to the development of Loughborough University Science and Enterprise Park. COUN26-P9	Richard Taylor	11:10	82
9	Audit and Risk Committee			-
9.1	To RECEIVE a report from the meeting of the Audit and Risk Committee held on 05 February 2026. COUN26-P10	Graham Corfield	11:20	87
10	Governance and Nominations Committee			-
10.1	To APPROVE, on the Recommendation of Governance and Nominations Committee, the appointment of a new lay member of Council for a three-year term from 01 August 2026. [COUN26-P11 - Slides to be shown at meeting]	Christine Hodgson	11:30	98
11	Health, Safety and Environment			-
11.1	To RECEIVE a verbal report on the Health, Safety and Wellbeing Annual report (full written report agenda item 22 in Section C) and To RECEIVE a verbal report on the meeting of the Health, Safety and Environment Committee held on 28 January 2026. Monthly Health and Safety Bulletins are available on the BI bookshelf.	Rachel Thomson	11:35	99
12	University Honorary Degrees and Medals			-
12.1	To APPROVE the award of Honorary Degrees and University Medals. COUN26-P12 [Slides to be shown at meeting]	Nick Jennings	11:45	100
13	Approval of Section B Starred Items			-
13.1	To APPROVE all starred items in Section B of the agenda.			101
14	Matters for Report by the Vice-Chancellor			-
14.1	To RECEIVE a report from the Vice-Chancellor. COUN26-P13	Nick Jennings	11:50	102
	*Section B – Starred Items for Approval [These items will be approved unless otherwise decided]			-
15	*Degree Outcomes Statement			-
15.1	*To APPROVE the 2024/25 Degree Outcomes Statement. COUN26-P14			106
16	*Annual Equity, Diversity and Inclusion Public Sector Duty Compliance Report			-
16.1	*To APPROVE the Equity, Diversity and Inclusion Public Sector Equality Duty Compliance Report 2025. COUN26-P15			113
17	*Equity, Diversity and Inclusion Governance Committee			-
17.1	*To APPROVE amendments to Equity, Diversity and Inclusion Governance Committee Terms of Reference. COUN26-P16			119
18	*Council Staff Election Process			-
18.1	*To APPROVE single transferable vote as the voting system for staff elections to Council and To APPROVE an amendment to Ordinance IX [First Hearing]. COUN26-P17			121
	*Section C - Starred Items for Information			-

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19	*Senior Reports - To RECEIVE the following reports:			-
19.1	*Deputy Vice-Chancellor and Provost, including student recruitment. COUN26-P18			123
19.2	*Pro-Vice-Chancellor (Education and Student Experience). COUN26-P19			138
19.3	*Pro-Vice-Chancellor (Research and Innovation). COUN26-P20			144
19.4	*Pro-Vice-Chancellor (Sport). COUN26-P21			150
20	*Senate Effectiveness Review			-
20.1	*To NOTE the plan for the 2026 Senate Effectiveness Review. COUN26-P22			155
21	*Towers Hall Building Safety Licence			-
21.1	*To NOTE an update on the Building Safety Regulator Licence for Towers Hall. COUN26-P23			157
22	*Health, Safety and Wellbeing Annual Report			-
22.1	*To be ASSURED that the University is fulfilling its obligations with regard to Health, Safety and Environment by ENDORSING the annual report. COUN26-P24			159
23	*Annual Report from the Radiation Protection Officer			-
23.1	*To RECEIVE the Annual Report from the Radiation Protection Officer. COUN26-P25			190
24	*Office for Students Reportable Events			-
24.1	*To NOTE that there have been no reportable events since the last meeting of Council and no event which needed to be considered if it qualified as a reportable event. COUN26-P26			194
25	*Capital Framework Progress Report			-
25.1	*To RECEIVE a progress report. COUN26-P27			195
26	*Common Seal			-
26.1	*To RECEIVE a list of documents to which the University Seal has been attached. COUN26-P28			198
27	*Senior University Appointments			-
27.1	*To NOTE that Kate Gallagher has been appointed as General Counsel and Director of Legal Services and will commence the role at the end of May.			-
28	*Reports from Committees - To RECEIVE reports from the following Committees:			-
28.1	*Estates Management and Sustainability Committee – 24 February 2026. COUN26-P29			199
28.2	*Finance Committee – 23 January 2026. COUN26-P30			210
28.3	*Governance and Nominations Committee – 21 November 2025 and 13 February 2026. COUN26-P31			215

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28.4	*Health, Safety and Environment Committee – 28 January 2026. COUN26-P32			221
28.5	*Human Resources Committee – 28 January 2026. COUN26-P33			229
28.6	*Information Technology Governance Committee – 27 February 2026. COUN26-34			238
28.7	*Research and Innovation Committee – 18 November 2025 and 10 February 2026. COUN26-P35			242
28.8	*Sport Committee – 04 December 2025. COUN26-P36			253
28.9	*Strategic Portfolio and Resources Committee (Part B) – 01 December 2025, 12 January 2026 and 05 February 2026 COUN26- P37			257
29	Date of Next Meeting:			-
29.1	Thursday 02 July 2026, 14:00-17:00, Loughborough Campus			-
30	Any Other Business			-